The British Columbia
FOREST SERVICE
Newsletter

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Clerk enlists Crime Stoppers' help

The Forest Service is turning to Crime Stoppers to enlist the public in the fight against log theft and other crimes in the forest.

The idea originated in the Vernon forest district early this year, when Timber Resource Administration Clerk **Shelley Mitchell** realized Crime Stoppers' high public profile and tips hotline could deter crime in the forest.

Initially conceived as a tool to combat log theft, the proposal was quickly embraced by other program managers and expanded to include any violation affecting the Forest Service.

"The RCMP is short staffed and we have an enforcement section, so it made sense," said Mitchell, who first submitted the idea under the Employee Suggestion Program.

The district reached an agreement with Crime Stoppers to make informants eligible for rewards and have any tips passed on to enforcement staff, who would then cooperate with the RCMP on an investigation and any legal proceedings.

"Now people can phone Crime Stoppers to report any infractions, from timber theft to vandalism to illegal dumping," Mitchell explained.

The district launched an advertising campaign in June to promote public participation, added Crime Stoppers bumper stickers to Forest Service vehicles and put up posters at recreation sites.

Shelley Mitchell's idea to involve Crime Stoppers in the fight against crime in the forest is spreading throughout the province.

Although no forest-related information has yet been reported through Crime Stoppers, the concept received wide-spread support in the community and considerable media attention. Mitchell also credits the ad campaign with 11 tips phoned directly to the district office. Advertising is scheduled to resume later this year.

"We want to target hikers, hunters and fishers, and tell them what to look for," Mitchell explained.

The idea has caught on in the Prince George region, where Forest Revenue Inspector **Bob Day** has been talking to Crime Stoppers directors and RCMP throughout the region. He is now working on advertising to generate public awareness.

Prince Rupert forest region has also expressed an interest in enlisting Crime Stoppers' help.

The Kispiox Challenge

The Kispiox forest district has issued a challenge to all districts: Try and top their annual contribution to Timmy's Telethon.

Kispiox has been holding office auctions to raise money for the annual charity event for years. And they've become pretty good at it. Without disclosing exactly what anyone who accepts the challenge will be up against, let's just say Kispiox has the support of businesses like a local forest company and a national airline. And let's just say their donation last year was in the four figure range.

But who can ignore a challenge like that? Give it a go. We'll print the results in the new year . . . and we'll tell you a little more about Kispiox's success in the past.

Renewed focus on client service

Brian Mader has an innovative way of evaluating the service provided by the branch he now leads.

The new director of the human resources branch asks: "If we were operating in a free enterprise environment, would our Forest Service clients hire us?"

It's a question he expects to answer before year-end, based on a province-wide tour to meet with management and branch directors in the regions and districts. As the business of delivering government services undergoes dramatic change, Mader believes it's time to re-evaluate his branch operations from the ground up.

"I'm not sure we understand what we're doing well and what we're not doing well," he admits.

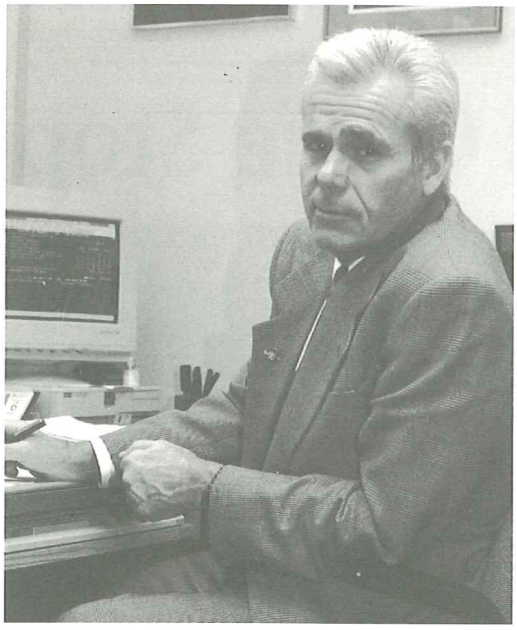
Mader's philosophy is to focus on end results. "The Forest Service is in the business of forestry and our job is to assist the people who perform that business. It's easy to become focused on paper and procedures, and that gets in the way of innovative people management."

He'll be looking for a lot of help from his staff, and he's confident they're up to it.

"We have people in this branch with lots of training, knowledge, skill and enthusiasm," he says. Following his tour of the province, Mader intends to assign all branch staff to working groups. Each group will evaluate various issues and propose solutions. It's a results-oriented, hands-on approach that characterizes Mader's management style.

"We have to tie all our work into managing the forest. This branch has to look at it from that perspective."

That means staff have to gain a better understanding of the ministry's operations and the issues and problems encountered at the districts, regions and branches. To do that, human resources staff will have to get out of the office more. "You can't run a human resources branch by e-mail," he says.



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Mader also wants to give human resources managers at the district level more freedom to customize their services to local needs.

One of his personal challenges is to work on one of B.C.'s chronic personnel problems: getting more professional people into the north and keeping them there.

It's an area to which Mader brings considerable personal experience and insight. He worked for two years as ADM of personnel in the Northwest Territories and also spent a year at Alcan's Kitimat operation.

"We are short-staffed in the north and we have to come up with creative ideas to help fill those positions," he says.

Mader was appointed branch director in mid-October, one year after joining the Forest Service as a labour relations specialist. His career in personnel management also includes four years as national director of human resources information systems with Canada Post and five years as personnel director for the City of Victoria.

Forest education in demand

A forestry education program offered by the Canadian Forest Service and the Forestry Continuing Studies Network has drawn enthusiastic crowds in communities throughout B.C.

Funded in part by the Forest Service through FRDA, Forestry: From the Ground Up provides an introduction to all aspects of forest practices.

During the two-day course, participants spend 13.5 hours in the classroom and another 4.5 on a field trip. Content includes silviculture and harvesting systems, forest health and protection, and integated resource management.

Although two planned sessions in each forest region conclude in late November, CFS Senior Management Forester **Nello Cataldo** said they are monitoring demand and could extend the schedule. The course is also available to other organizations that would like to offer it to their client groups.

Resource tenures and engineering branch Woodlot Licence Forester **Kelly Finck** said the Forest Service may begin offering the course to woodlot licence holders, particularly new participants under a new initiative to double the number of woodlot licences over the next two years.

For more information, contact Cataldo at 363-6014.

FACING THE CHALLENGES OF TODAY'S FORESTRY:

STAY THE COURSE

Against a backdrop of change in the Forest Service and ever-increasing domestic and international demands, ministry executive devoted two days in late October to review the past year's progress and chart a course for the future.

Their conclusions provide reassurance and begin to offer some prospect of relief from the pressures and demands of recent years. The retreat produced six corporate priorities that address various aspects of the Forest Service's new framework for forest management.

In short, they affirm the Forest Service is on the right track and must push ahead.

Executive identified the following corporate priorities for the coming year:

- implementing the Forest Practices Code while ensuring short-term fibre supply availability;
- developing the business relationship with Forest Renewal BC and implementing projects;
- supporting and strengthening strategic land-use planning and inter-agency coordination;
- managing First Nations issues and relationships;
- improving internal management and communication; and,
- preparing for future challenges.

"Especially in the current fiscal climate, these priorities are essential to focus our day-to-day activities," said Deputy Minister **Gerry Armstrong**. Progress to date, he said, is a tribute to all Forest Service staff.

"The workload has at times seemed overwhelming, but the results are tremendous," he said. "We have turned the Forest Service into one of the most progressive resource management organizations in the world."

Armstrong emphasized that the ministry's "on-the-ground" business remains to manage the forest and range resources for the best balance of economic, social and environmental benefits.

"The challenge now is to incorporate our new framework into everything we do in the field. That's what this whole process has been about," he said.

The retreat generated a number of action items to support the six priorities. Assigned to various members of executive and upper management, items on the action list range from "clarifying and improving the business relationship with Forest Renewal BC" to "ensuring training concerns and needs are targetted to core business needs." Many initiatives are already underway.

Several of the action items are designed to promote better communications with staff to increase understanding of how the Forest Service's new approach influences day-to-day operations.

Throughout the year, the newsletter will publish examples of how the coming year's strategic priorities are shaping Forest Service activities "on the ground."

HOW DO YOU SPELL RELIEF?

F-U-N-S-P-I-E-L

Take a traditionally competitive event like a bonspiel, add a good natured Forest Service twist and what do you get? The Forest Service Funspiel. And serious competition it ain't.

"Our biggest problem will be trying to figure out a way to determine the winner," said organizer **Gerry Still**. "It might be the team from furthest away or the team with the best costumes."

Still suggests that people looking for seriousness should plan for serious fun. And that, he says, is what people need most these days: a respite from the rigors of Code implementation, the timber supply review, reoganization . . . .

His advice? "Forget it all, relax and curl your brains out." And if you have to talk shop, he says, do it over a beer in the lounge after the game.

This year's Funspiel will be at the Juan de Fuca Recreation Centre in Colwood on December 9. For a $20 per person entry fee, players get good ice time, dinner and a solid day of fun.

The tournament begins at 1:00 p.m. and Still and co-organizer **Brian Nyberg** are trying to provide some pre-game lessons for people who haven't curled before. The lessons will help novices develop the proper form, or failing that, the appropriate attitude, promises Still.

Twenty rinks signed up for last year's Funspiel, and Still expects to easily top that this year. Registration closes December 1. Send your cheques payable to Gerry Still at research branch, 31 Bastion Square, Victoria, V8W 3E7. Or for more information, contact Still at 387-6579 or Nyberg at 356-9837.

LRMP clears hurdle

The Prince George LRMP working group has cleared a major hurdle with an agreement in principle on protected areas.

Based on the agreement, 24 sites representing 8.3 per cent of the district's land base will be recommended for protection. District Planner **Shannon Carson**, who is vice-chair of the interagency planning team, reported the areas are about evenly divided between sites chosen to protect representative ecology and those chosen to protect specific features.

The recommendations include an expansion to Bowron Lakes Provincial Park, an addition to the Kakwa recreation area, and protected status for two world-class caves and a number of heritage sites.

Members of the LRMP planning team hike to First Lake during a field trip.

"The agreement required lots of discussion," Carson said. "Some members of the public wanted protected areas in the district to total 12 per cent of the land base." That target represents a province-wide average. The Prince George district's goal of 8.3 per cent was assigned by the Land Use Coordination Office.

Together with Planning Officer **Jeff Burrows**, who co-chairs the LRMP working group, and Range Specialist **Harold Johnson**, a member of the interagency planning team, Carson has been working on the Prince George LRMP since March, 1993.

Winter golf brightens season

Few things can lift a person's spirits like 18 holes of golf. But in Prince George in the winter, that can be kind of tricky.

Two members of the district's rewards and recognition committee, Science/Technical Officers **Wade Gillard** and **Marcel Belanger** (who has since moved to the forest revenue inspection team at the regional office), came up with a solution three years ago: build an indoor mini-golf course and hold a tournament.

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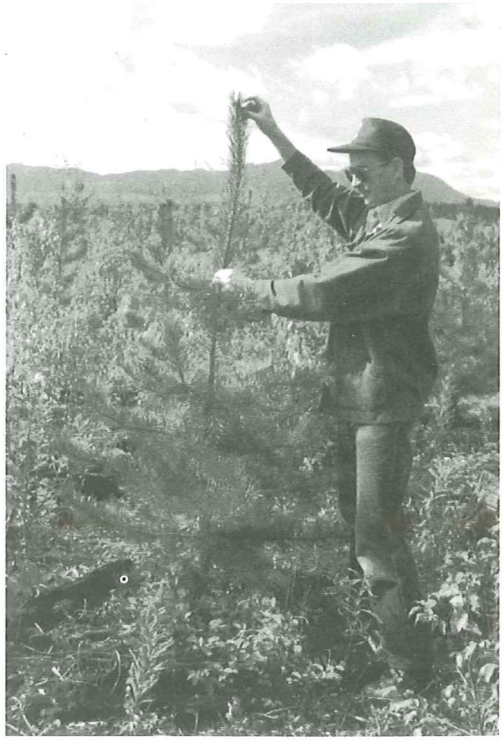

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As manager of the Prince George log yard, Dunbar often finds himself thinking more like a businessman than a public servant. The log yard is part of a special project under the Small Business Forest Entreprise Program designed to promote alternative forms of harvesting and selling timber.

"It's totally different from any other job I've had with the Forest Service," he said. "We think of it as a business. We have to control spending and maximize revenue. You come to see things through the eyes of industry rather than as a regulator."

"Rather than dictate what has to be achieved, we need to look at how to achieve it," Dunbar explains.

The situation has also led Dunbar to sometimes view the Forest Service in a different light.

"We experience all the same issues as industry: government bureaucracy, wet weather and stumpage," he said.

The log yard has overseen the harvest and sale of 21,000 cubic metres of timber so far this year, and Dunbar expects to handle 50,000 cubic metres before year-end.

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Timber Harvesting	
Wood harvested in 1994:	6.7 million m^3, or enough to build 55,000 houses
Timber revenue:	$202 million
Harvest billings:	$230 million
Engineering	
Roads administered:	15,000 km.
Structures administered:	270
Woodlots	
Woodlots administered:	80
Area:	50,000 ha.
Annual cut:	100,000 m^3
Small Business Forest Enterprise Program	
Annual sales:	800,000 m^3
Silviculture	
Annual planting:	30,374,100 seedlings on 22,077 ha.
Surveys:	72,605 ha.
Site preparation:	15,935 ha.

Forest Service hires international negotiator

The Forest Service has solidified its presence on the world stage with the formation of a new international relations unit within the economics and trade branch.

Vicky Berry has been seconded from the Ministry of Environment, Lands and Parks to head the unit. She will represent the Forest Service and provincial government in international negotiations involving sustainable forestry issues.

A lot of people in B.C. and even in the Forest Service may not realize how well the province is doing in comparison to the rest of the world. I look at B.C. and I see a lot of cutting edge policy here.

— Vicky Berry

Berry brings with her a wealth of expertise acquired during 12 years of related work, including five years in Geneva lobbying the United Nations on sustainable development issues, organizing and leading NGO delegations to the Rio Earth Summit, and advising the Canadian International Development Agency on the establishment of the U.N. commission on sustainable development.

Although it rarely comes to public attention, nations are engaged in a debate over how environmental issues should influence international trade.

The question first arose in the mid-1980s, when the U.S. banned the import of tuna from Mexico because of the number of dolphins Mexican tuna fishers caught in their nets. But an international trade panel ruled the embargo illegal, and the Americans had to rescind the import ban.

"The tuna-dolphin case brought the trade and environment question to the centre of international environmental debates," said Berry. At the same time, environmental groups began lobbying consumers directly to voice their opinion through boycotts and other consumer actions.

British Columbia has been a strong advocate of international sustainable forestry standards.

"B.C. has a crucial role to play in the international debate," Berry said, and she is confident the province is well positioned to make a substantial contribution to international policy.

"A lot of people in B.C. and even in the Forest Service may not realize how well the province is doing in comparison to the rest of the world," she said. "I look at B.C. and I see a lot of cutting edge policy here. The Forest Practices Code and the Protected Areas Strategy are the best programs of their kind in the world."

Berry recalled the reaction of some visiting German foresters who recently attended a presentation on the Kamloops LRMP process.

"They were totally impressed. They couldn't believe how comprehensive the process was." She also predicted the recently-released guidebook on biodiversity would draw favorable reviews world-wide.

"We need to communicate these developments around the world," she said.

Quarter century man retires

Having done his part to keep Forest Service machinery running smoothly for more than 25 years, Green Timbers nursery marine, equipment and transport pool Coordinator **Barry Hendrickson** is retiring.

Hendrickson joined the provincial government in 1960, and started with the Forest Service as a general tradesman at the Forest Service Maintenance Depot in 1969. In 1981 he was promoted to trades senior supervisor, a job he held until the maintenance depot closed in 1988.

He took over his current responsibilities first at the Abbotsford provincial warehouse, and then at Green Timbers nursery.

A retirement party is planned for January 26 at the Newlands Golf & Country Club in Langley. For more information or tickets, contact **Nick Downs** or **Janet Pomeroy** at technical and administrative services branch, 637 Bay Street, Victoria, V8W 3E7.

New arrivals

The Sunshine Coast forest district is pleased to announce the arrival of two newcomers in the district. It will be a while before they're out in the forest though. Receptionist **Sandra Harry** had a baby girl on September 29 and Revenue Resource Clerk **Marlene Yasko** also had a girl on October 17. Congratulations to both.

New recruits endure boot camp

It's a bird . . . it's a plane . . . no, it's a broken top. Participants in the boot camp examine trees for defects as part of a session on timber cruising.

Carol Winsor is bundled up listening to an instructor describe Smalian's formula in a chilly classroom at Camp McInnis, a summer camp for kids rented by the Forest Service for the Prince George region's boot camp. She has been in B.C. less than a month, which is precisely why the region holds the camps each year.

This week's class of 21 men and four women will spend five days learning about subjects like the Forest Practices Code, ecological classification, silviculture prescriptions and Smalian's formula, a method used by scalers to figure out the volume of a log. And there are evening sessions as well, on First Nations' history and the appraisal system.

"I think boot camp is great. There's so much to learn," said Winsor, who was hired over the phone from her home in Ottawa to work in the Fort St. James forest district.

"Sometimes everything I learned in Ontario feels useless and it seems as if my diploma means nothing," she exclaimed. "Everything is completely different out here — tree species, prescriptions, legislation. And there's a lot more uphill walking."

Brian Kempf, normally a field operations supervisor in the Mackenzie district, was seconded to the Prince George regional office to organize the camps. Staff from the Peace districts attended camps in Fort Nelson and at Crying Girl Prairie west of Fort St. John. Two camps were held south of Prince George at Camp McInnis for those in the lower half of the region.

"This is the first time we've embarked on four separate camps in one year in the north. We usually have one camp and put through 25 to 30 people. This time, with four camps we're putting through 100 staff."

New staff hit the books. Subjects included Forest Practices Code training, silviculture prescriptions and an introduction to ecological classification. (Photos by Jeff Elder)

The purpose of the camps as described in the region's action plan is to "provide newly recruited staff with a comprehensive overview of the field knowledge and skills required to effectively implement the Forest Practices Code."

Regional Staff Manager **Lynda Currie**, who along with **Phil Zacharatos** drafted the plan, described the boot camps as a "training blitz."

"With the code and Forest Renewal BC came a lot of new positions (about 70 in Prince George region). As a result we had a large training need to satisfy, and a situation where traditional training of one or two days every six months wouldn't have worked," she said.

The target group for the camps included staff hired through cross-country recruitment, those with less than one year's experience with the Forest Service, others whom managers felt would benefit from the training, and, space permitting, staff from the Ministry of Environment, Lands and Parks and the Ministry of Energy, Mines and Petroleum Resources.

Kempf is quick to point out the project was a team effort. "The regional management team started the whole thing and about 50 staff from districts and the regional office helped make it happen."

Aside from figuring out people's dietary requirements and reminding them to bring

— continued on page 8

Office staff venture outdoors

Gary Lloyd uses a setting near Dennis Lake in the Bulkley forest district to explain the complexities of forest management involving a Class A fish stream, riparian zones, blowdown and bark beetles.

Prince Rupert forest region administrative staff got a look at the front lines of B.C. forestry during a field tour in September.

At the invitation of revenue and corporate services Regional Staff Manager **Terry Walker**, 18 people joined Bulkley forest district Zone Forester **Gary Lloyd** and Forest Technician **Grant Marleau**, who organized and guided the day-long tour of local operations.

"It was a great learning experience," said Billing Clerk **Jeanne Cox**.

The first stop, at a local ski lodge, provided an excellent vantage point from which the group could compare the visual impact of areas logged before and after visual quality objectives were applied. The comparison of "old and new forestry" continued at several other areas.

Lunch gave the group an opportunity to mark the retirement of Payroll Clerk **Herta Hromatka**. Staff presented her with a gift and cake to thank her for her 14-year contribution.

Then it was on to a forester's worst nightmare — blowdown in a riparian zone of a Class A fish stream next to a large clearcut. Lloyd and Marleau explained the initial rationale for the clearcut and how proper logging can not only reduce further degradation, but also repair some of the damage.

During a walking tour of a community forest, the group learned about the effects of different logging and silvicultural methods, logging to a prescribed maximum diameter, logging only certain species, removing only dominant trees, and summer and winter logging.

On the bus between stops, participants discussed what they had seen, the Forest Practices Code, forest renewal, community consultation and the future of forest management.

— Submitted by Terry Walker, Prince Rupert forest region

Boot camp; continued from page 7

warm sleeping bags and field gear, Kempf's biggest challenge was finding instructors.

"We tried to keep our search for people with expertise in-house," he said. Kempf got a range of answers when he phoned for volunteers: "I've got 18 projects on the go. I'm tied up until the end of November. I can't do my own job right now; I simply don't have time."

But he managed to find instructors for the four camps. Only one session on silviculture prescriptions had to be contracted out.

Fresh snow at the Fort St. John camp meant one field session had to be cancelled, but the rest of the camp continued as planned. An instructor who had the flu made it through his classroom lecture, but had to skip his field session. Other than that, the camps went smoothly. And Kempf has positive evaluations from his class to prove it.

— Submitted by Jeff Elder, Prince George forest region

The B.C. Forest Service Newsletter is published on the third Monday of every month by the B.C. Forest Service, public affairs branch.

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Recycled Paper

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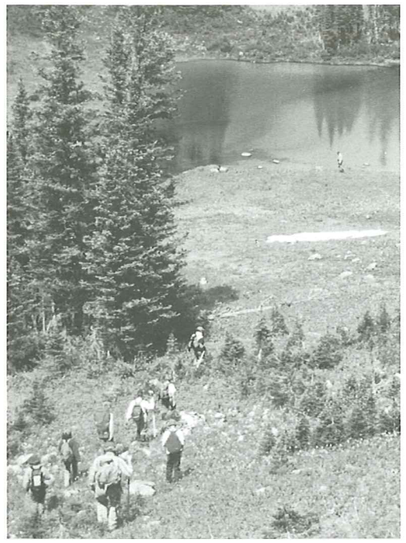

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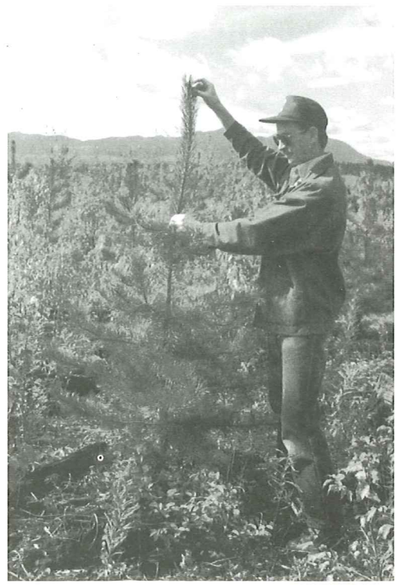

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