



Forest Service

No. 39

A newsletter for Ministry of Forests employees

July, 1990

Inside



Staff whoop it up during National Forest Week celebrationsPage 6

Preventing poverty and hunger through community forestryPage 4

Cariboo Ranger tells it like it wasPage 5

Communication — it's easy: just put your lips together and talk. Staff give tips to show us howPage 8

Co-op students find relevance in BCFS jobsPage 11

Next month

- Forestry computer games
- Job equity
- Sheep — a natural for vegetation management

"There's no turning back"

Several speakers at the conference on the state of Canada's timber resources, held in Victoria June 3 - 6, pointed out that:

- the existing methods of assessing timber resources need to be sharpened — but used, while new methods are being developed;
- the public — not just experts — should also be involved in determining timber-resource needs; and,
- all resources should be considered in this process rather than managing "other" resources as constraints on timber.

Forests Minister **Claude Richmond**, and Cariboo-Chilcotin MP **Dave Worthy** (who presented federal Forests Minister **Frank Oberle's** speech) set the tone for the conference. They emphasized the importance of seeking common ground with the public and balancing all resource values.

Gordon Baskerville, conference chairman, also made some relevant points, said **Lois Dellert**, manager, forest productivity and decision support, research branch. Dellert spoke on forecasting B.C.'s timber supply to the year 2050.

"This is a difficult task," she said, "since no one can really predict what the timber supply will be in the year 2050."

The objective of the conference was to identify gaps in data and knowledge in the forestry information system. Dellert addressed the issue of resource managers focussing too narrowly on information systems.

"While the information system is a key issue, there are several other issues which are equally, if not more important," she said. "And if these issues are ignored, even the best information system will be of little use."

Deputy Minister **Philip Halkett** also talked about the need to change the way things are done to deal with today's environmental realities.

"There's no turning back," he said. "The continuation of patterns of development that got us into our predicament, can't reasonably be expected to be relied on to get us out of it."

Resource management

"We simply cannot continue to do things in the same comfortable ways."

It is also important to find ways to inform the public about forest resource management, Halkett said.

"If they understand it, then they can decide intelligently whether to rail against it or to accept it as a legitimate working policy."

"Our business has changed," Dellert said. "The land base available for timber management is a moving target. The only thing I can predict with certainty is that our timber supply will change significantly. I believe that the allowable annual cut will have to fall in several management units but it may rise in others."

"The transition period will be difficult. Resource managers must communicate with and involve the public. We must be flexible, responsive and adaptive."

Cattle rustler nabbed

Cattle rustlers are as hard to catch in 'real life' as they are in cowboy movies. But quick-thinking **John Hallstrom**, range technician, Boundary forest district, managed to nab a rustler in a high-speed chase on June 19.

Hallstrom, known as Hawaii Five-O, became suspicious of a speeding pickup truck when it nearly ran him off the road. A quick investigation of the area revealed the remains of a slaughtered cow. He radioed the Boundary district office, who notified the RCMP.

Being familiar with the backroads, he managed to give chase, and followed the suspect to his driveway, to wait for the RCMP to arrive. Traces of blood and hair were found in the suspect's pickup. A tail light was also smashed, apparently when the suspect abandoned the beef.

Cattle theft is a real problem for modern ranchers, and cattlemen across B.C. have praised Hallstrom for his decisive action.

"We are happy to see a Forest Service employee take such a keen interest in our industry," said **John Miller**, president, B.C. Cattlemen's Association.

— submitted by **Dale Anderson**, correspondent, Nelson forest region

Commission is set to review submissions

Members of the British Columbia Forest Resources Commission have "stopped counting" the more than 1,500 written submissions that continue to come into the office, said **Peter Fisher**, commission secretary.

The commission recently completed a series of community meetings throughout the province.

The Forest Service executive also had the chance to respond to questions, posed by the commission, in Victoria. The questions and responses are now being distributed to all districts and regions.

Over the summer the commission will be reviewing the many submissions "with an eye to pulling out the recurring themes," Fisher said.

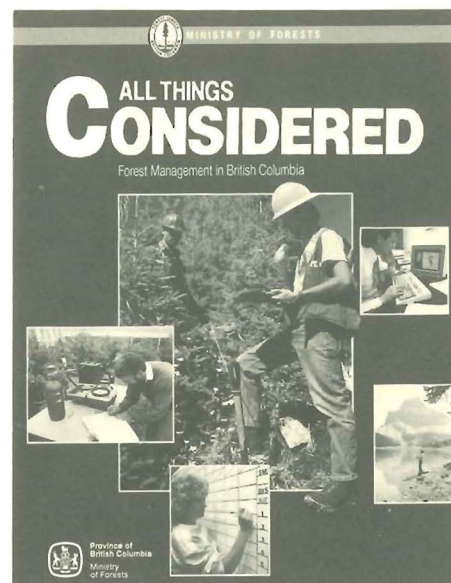
Commission members will also meet with various experts to address some of

the topics raised during the hearings.

A discussion paper should be available by the late fall, Fisher said.

The commission was established, in June, 1989, to gain an understanding of how British Columbians view their forests and the way they are used, and eventually:

- to recommend ways B.C.'s forest and range lands may be managed to protect and enhance differing values;
- to review the effectiveness of tree farm licences as a form of tenure;
- to recommend ways to improve public participation in forest planning and management; and,
- to review and recommend ways to improve forest harvesting practices, focussing on clearcutting and associated forest practices and their impacts.



*If you haven't seen it yet, **All Things Considered** was recently distributed to district, regional and branch offices for market testing. Your comments and suggestions would be appreciated. Please contact **Ben Pires**, public affairs branch, at 387-4592.*

New faces filling spaces

Colin Smith has joined the B.C. Forest Service as assistant deputy minister, management services, a position last held by **Doug Ausman**, who left the Forest Service to join the B.C. Systems Corporation in October, 1989.

The broad, relevant experience, strong leadership skills, and familiarity with resource issues that he brings to the ADM role, are a result of the executive positions he held in the mining industry and as past president and chairman of the board of directors of the B.C. Chamber of Commerce.

Colin graduated from Stanford University in 1972 with a Master of Science in engineering and a Master in Business Administration.

From 1977 to 1985 he was president and general manager of a fishing resort in Campbell River, and since 1985 has been president of Sea Rim Ventures Ltd.

He served as a member of the business and education working group of the B.C. Royal Commission on Education from 1987 to 1988.

In 1989 he was appointed as a member of the Ministry of Regional and Economic Development's Task Force on Small Business Development, and served as

chairman of Canada's Sports Fishing Advisory Board from 1981 to 1983.

Denis O'Gorman has been appointed director, policy and planning branch.

During the past ten months as acting director of the ministry's newest branch, Denis has been instrumental in the ongoing development and implementation of key ministry policies.

Tim Sheldan is the new Merritt forest district manager. He was formerly operations manager in the Kamloops forest district.

A graduate of Malaspina College's forest technologist program, Tim has worked in the Campbell River, Mid-Coast and Prince Rupert offices.

He has worked in forestry since 1979.

John Hall is the new district manager in the Chilliwack office, where he has been operations manager, forestry, since 1985.

He has worked for the Forest Service in 1961.

John is a member of the Association of Technicians and Technologists.

Dan Evans has joined the Forest Service's valuation branch as manager, revenue policy, on a one-year secondment from the Ministry of Finance.

**IRM is
"everybody's
business"**

"A lot of good work has already been done by Forest Service staff to implement integrated resource management," said Deputy Minister **Philip Halkett**.

"It is time to build on these efforts and accomplishments, to further spell out our commitment and mandate to provide for the integration of resource management."

Above all, he said, we must demonstrate two things:

- all decisions must be environmentally acceptable; and,
- the ministry is the steward of the forest.

"It is vitally important for all Forest Service staff to be aware that integrated resource management is a fundamental reason for our existence, and it is everybody's business," he said.

A number of points, to help guide policy preparation and activity management, have been itemized in a memo from the deputy minister. Your branch director, or regional and district manager, can provide a copy.

Teams share strategies to tackle old-growth issue

Forests Minister **Claude Richmond** told the 'Old-Growth Strategy' workshop participants, at their second meeting on June 7, that they were "tackling one of the most difficult forest land-use issues . . . frequently identified by the public."

"The working teams were interested in the minister's perspective," said project facilitator **Bruce Fraser** of Salasan Associates Inc.

"They are putting a lot of work into this process and want to know that they are being taken seriously."

The 50-member working group is made up of five teams. Each team is focusing on one of the following interrelated topics:

- ecological research and inventory;
- old growth values;
- policy development;
- management practices; and,
- conservation of areas.

Each team's chairperson spoke at the meeting to report their progress to date.

"Pairs of teams also met to make sure their agendas would dovetail. Fraser said, "There are many areas where the work of one group overlaps that of another. For example, policy development is important to the conservation of areas group."

The working group held their first meeting on April 5 - 7, and a bulletin has been published to summarize those proceedings.

A fall bulletin will be circulated following their third meeting, to be held on September 18.

For copies of these publications contact the coordinator of public involvement, integrated resources branch, at 387-5425.

The Forest Service is proposing to set up an operational reference group of Forest Service staff to ensure that the Old-Growth Project is carefully scrutinized and supported by working foresters familiar with current conditions.

An operations division management team, which met on April 30, decided the group should be broadly representative of technical interests, branches, regions and districts.

"Managers are now appointing members from their respective branch, region, or district to serve on this group, as well as designating one primary contact person for their area," said Chief Forester **John Cuthbert**, who chairs the Old-Growth Project's interagency management committee.



Voice from past still rings true

Dave Kilshaw, district planner, Boundary forest district, didn't exactly find the following advice carved on a rock in the forest.

But Gifford Pinchot's 'maxims' might just as well be carved on a rock. They have stood the test of time.

"Pinchot's advice, to guide the behavior of foresters in the public service, is as valid today as when he gave it 80 years ago at the Yale School of Forestry where he lectured," Kilshaw said.

Maybe we can all find inspiration in some of Pinchot's words.

- A public official is there to serve the public and not to run them.
- Public support of acts affecting public rights is absolutely required.
- It is more trouble to consult the public

than to ignore them. But that is what you are hired for.

- Find out in advance what the public will stand for. If it is right and they won't stand for it, postpone action and educate them.
- Use the news media first, last, and all the time if you want to reach the public.
- Get rid of an attitude of personal arrogance, of pride of attainment or superior knowledge.
- Don't try any sly or foxy politics. A forester is not a politician.
- Learn tact simply by being absolutely honest and sincere, and by learning to recognize the point of view of others.
- Don't be afraid to give credit to someone else. Encourage others to do things. You may accomplish many things through others that you can't get done on your single initiative.

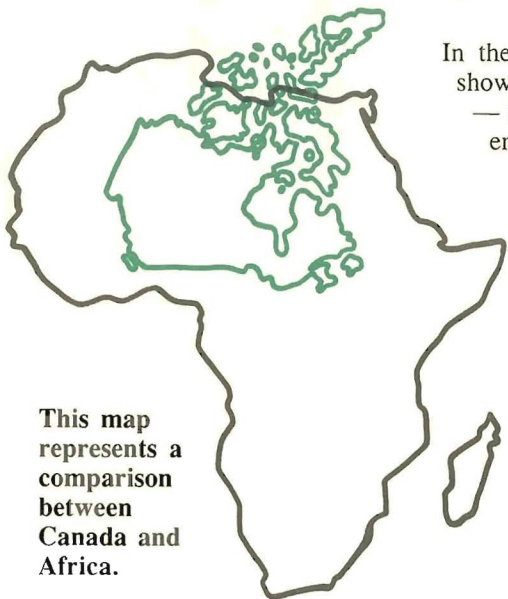
- Don't be a knocker. Use persuasion rather than force. Your job is to promote unity.
- Don't make enemies unnecessarily and for trivial reasons. If you are any good, you will make plenty of them on matters of straight honesty and public policy and need all the support you can get.

Take a look

Getting back to nature can help heal stress and restore your ability to cope with the frustrations of daily life, say University of Michigan psychologists **Rachel** and **Stephen Kaplan**. Relief can be as simple as looking out a window at a park, lake, or even the sky.

— source: *Working Healthy*

Community forestry prevents poverty



This map represents a comparison between Canada and Africa.

CAIFA hosts Environment 2000

The Canada-Africa International Forestry Association recently held a conference, "Environment 2000: The Environment and Third World Sustainable Development" in Vancouver. About 150 people attended, including three delegates from Africa. **George Zorn**, resource officer, silviculture, Lillooet forest district, attended the conference as a rapporteur.

"The conference really gave me a better understanding of the particular needs of people in Africa," Zorn said. "It was a real eye-opener. I did a lot of listening. It is interesting to learn about the role of women in African forestry. They do much more than you might assume," he said.

Betty Mtero, national executive director, Association of Women's Clubs of Zimbabwe, spoke at the conference, about the effects of environmental degradation on rural African women.

"Women spend much of their time collecting firewood, because they have to go farther and farther as the resource becomes scarcer," said **Steve Omule**, conference organizer.

John Little, retired BCFS protection branch director, also attended the conference as a CAIFA member, to broaden his understanding of forests and forestry.

In general, "it was quite enlightening," he said.

In the past decade, people everywhere have shown a growing interest in the role of forests — in their own backyards and in the global environment.

One recently formed group, The Canada-Africa International Forestry Association (CAIFA), is looking at the role of community forestry in the environmental rehabilitation of Third World countries.

"Poverty is linked to environmental degradation," said CAIFA Director **Stephen Omule**, a Forest Service mensurationist, (one who measures growth and yield) research branch, who grew up and received his Bachelor of Science, Forestry, in Uganda. After moving to B.C. he received his masters and doctorate degrees.

"CAIFA puts an emphasis on stopping further degradation — to prevent poverty and hunger through community forestry projects," Omule said.

CAIFA serves as a bridge between Canada and an African network of more than 530 indigenous environment and development groups in 45 African countries. It was founded in 1987 by Omule and two other B.C. foresters: **Jacob Otchere-Boateng**, vegetation management specialist, silviculture branch, who grew up in Ghana; and, **John Masai**, a social forestry consultant in Vancouver, who grew up in Kenya. In Canada, CAIFA's role is to promote the flow of financial, technical and human support into community forestry methods and programs.

"We will soon be preparing a roster of experts, paid and volunteer, from Canada, to work in Africa," Omule said. "Their role will be to develop an understanding of the rural people they are working with. It is important to acquire an understanding of people's social and cultural needs in order to work with them in planning, implementing, monitoring and evaluating community forestry projects."

The priorities right now are:

- nursery establishment and maintenance;
- species selection trials;
- inventory of woody biomass associated with rural areas; and,
- afforestation (establishing forests where none existed).

"It is a challenge to develop silviculture systems in African countries," Omule said. "Not only must the methods be cheap, they must be compatible with the cultural values of the community. Even my mother won't use a certain type of tree for firewood."

Peter Ackhurst, silviculture branch director, worked in East Africa for two years with the Tanzania Forest Service.

"Forestry is important for Africa," he said, "as it provides building materials, fuel wood, and contributes to an improved environment. Forestry principles apply worldwide, so Canadian foresters can work and do a good job in Africa."

For more information contact CAIFA at 731-2545 (Vancouver).

Funds used locally

The B.C. Provincial Employee Community Services Fund is a volunteer-run organization that collects charitable donations from government employees by payroll deduction. The funds are distributed to charities in the communities where they were collected.

Your donation, large or small, can greatly assist those in need. The funds go towards the purchase of:

- special light switches, tape recorders, and appliances for the disabled;
- walking aids for the elderly; and,
- lectures to educate elementary school children about sexual assault.

A donation of \$3 bi-weekly amounts to 30 cents per day — the cost of a cup of coffee.

Forest Service staff in the following communities can help with their contributions by contacting their local representative: Nanaimo, Campbell River, Powell River, Courtenay, Comox, Vancouver, Lower Mainland, Fort St. John, Central Fraser Valley, Cranbrook, Victoria, Smithers, Kamloops, Prince George, Nelson, Duncan.

— submitted by **Charlene Levis**, BCFS representative for the PECSF.



Ex-ranger tells it like it was

By **Rick Stewart**, Cariboo forest region

Do you ever wonder what the B.C. Forest Service was like in the 1920s?

Well, **Charlie Robertson** can tell you. The former ranger at Clinton from 1926 to 1963, still has a gleam in his eye when reminiscing life with the B.C. Forest Service.

Born in 1899 in Clinton, B.C., Charlie has witnessed many changes in his 91 years.

After finishing school in Ashcroft, which involved regular travel by stagecoach, he returned to Clinton and joined the Forest Service in 1921 as an assistant ranger. In 1926 he became ranger of the Clinton district, which reached south to include Lillooet, and north to include 100 Mile House.

Most of the staff in those days were seasonal and much of the work involved land applications and homestead inspections, Charlie said. Wages were about \$95 per month. Horse hire and shoeing, similar to staff vehicle expenses of today, were about \$15 per month.

Homestead inspection trips could take up to three weeks — on horseback. Overnight stops were made at the various homesteads. Riders averaged 25 to 30 miles a day on these trips.



Charlie in 1937. HP99405
Photo courtesy of B.C. Archives

"Our first Forest Service vehicle was a Model T," Charlie said. "But its use was somewhat limited due to the lack of power and poor brakes. At the top of Pavillion Mountain we had to tie a tree to the back of the car, so we would come



Charlie now at 91 years old.

down just about right, and hardly use the brakes at all."

In those days, everyone used this method to get down. So in the spring, Forest Service staff would have a three-day job burning the trees which had been hauled down the mountain, Charlie said.

"Soon after, we got a Model A, which was a pretty good little car. And after the war, jeeps really let us get around.

"World War II never stopped us from operating, but our district was extended to include Boston Bar, so we had less staff. In those days we also had less paperwork. By the time I retired in 1963, I was spending about one third of my time doing paperwork."

But in 1928, Charlie and other Forest Service staff were packing in materials to build a lookout on Mt. Begbie. "You could see both Mount Robson and Mount Baker from there. Another year, at the start of August, there was a big fire near Elbow lake, and we had to raft in our supplies," Charlie said. "I didn't get home that year until September 25."

In the 1950s, Forest Service staff also had the job of implementing a wild horse bounty program to improve rangelands.

"There was a \$7.50 bounty on stallions and \$5 on mares," Charlie said. "Two days after the program started we had a fellow come in with 50 scalps in burlap sacks. The next day we got another sack full, that was partially frozen. That made me suspicious."

As it turned out, the fellow had brought in fox scalps from a fox farm near Vancouver.

"They might have gotten away with it. But when they thawed, they had to dump them quick—especially the evidence of sex," Charlie said.

"I always enjoyed working for the Forest Service. There was nothing monotonous about it. You would get 'browned off' once in awhile but, something different always came along. The staff were a good bunch to work with."

Charlie and his wife Jean, are currently enjoying retirement on their ranch in Clinton. Charlie also has an active claim, which he says is "showing a little color."

Top efforts are recognized

Tony Walters, roads technician, Kamloops forest region, is the new commanding officer of The Rocky Mountain Rangers, a regiment of the Canadian reserve army.

Tony says he is optimistic about meeting the growing challenge of his part-time CO position.

"It's not a Saturday soldier thing anymore," he said. In the next three years, under the 'total forces' concept, his unit will grow from 127 members to 300, including 28 regular Canadian Forces staff.

Alan Vyse, forest sciences officer, Kamloops forest region, was recently presented with the Southern Interior Silviculture Committee's (SISCO) Award.

"Alan received the award for his significant contribution to the advancement of silviculture practices in the Southern Interior of B.C.," said **Brett Salmon**, SISCO chairman. "His dedication to improve forest management has made a difference in how we practice forestry in the Southern Interior."

The efforts of **Dennis Lloyd**, research ecologist, Kamloops forest region, and three consultants, in compiling the *Guide to Site Identification and Interpretation for the Kamloops Forest Region*, are greatly appreciated by all field staff, licencees and consultants who work in the Kamloops region. The report is available through Crown Publications as *Land Management Report 23*.

— Submitted by **Trudy Goold**, correspondent, Kamloops region

National Forest Week '90

Time is always at a premium. But Forest Service staff in many B.C. communities volunteered again in 1990 to put together successful National Forest Week celebrations.

Here are some highlights from staff who helped organize activities in their communities.

The Robson Valley forest district organized some spectacular displays. A hugely successful air show, put on by Yellowhead Helicopters Ltd., was attended by more than 700 children.

At open houses in Valemount and McBride, 1,000 helium balloons and 600 homemade tree-shaped cookies were given out, as the public viewed displays and discussed integrated resource management with Forest Service staff.

— submitted by **Robert Elliot**
Robson Valley forest district

Chris Hayhurst, manager, harvesting, Port Alberni forest district, believes that National Forest Week should be a community event, not just a forest sector event.

So he used his considerable experience, as well as persuasion and creativity, to involve a cross-section of groups in Port Alberni's National Forest Week '90 celebrations.

The result was a mix of traditional displays — to poetry readings.

Port Alberni Shriners sold logger burgers, IWA-Canada members turned up bright and early to serve a hearty logger's breakfast at the scenic Harbor Quay, the Pat Cummings Dancers performed the Logger's Stomp, and children's logger sports were held.

So many people showed up for a reading by logger-poet **Peter Tower**, that the event was moved to a larger venue.

The Alberni Environmental Coalition sponsored speaker **Harold Derickson** of the Intertribal Forestry Association. They also set up a display at the Alberni Centre Mall, as did the Share our Resources group.



Chetwynd set for '92

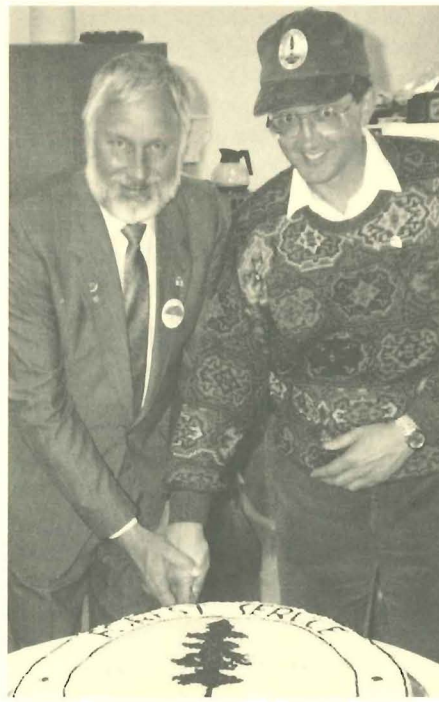
Chetwynd forest district has been selected 'Forestry Capital' of Canada for 1992. The announcement was made by the B.C. Forestry Association on behalf of the Canadian Forestry Association.

This is the third time that a B.C. location has been awarded this title. In 1981 Prince George was named, and in 1986 Port Alberni was selected.

As the 1992 Forestry Capital, Chetwynd will host many forest-related activities and celebrations during National Forest Week 1992, aimed at increasing public awareness of the important role of forest resources in our lives.

Chetwynd is also awaiting confirmation from the Guinness Book of World Records for a new industrial project believed to be the world's first 100-per-cent aspen, zero-per-cent discharge pulp mill.

A B.C. Forestry Capital will not be chosen for 1992, however the 1991 'capital' will be chosen this fall. The deadline for applications is July 16, 1990.



Forests Minister Claude Richmond and Deputy Minister Philip Halkett cut cake at Bulkley forest district open house in Houston, B.C.'s 1990 'Forestry Capital.'



Robson Valley district's homey office display



celebrated with local flavor

Daily guided tours of the "soon-to-be-famous" McLean Sawmill, were offered by the Port Alberni Historical Society.

Many of the events were directed toward school children. Industry foresters introduced all grade five students in School District 70 to tree planting.

Fifty-five Bamfield elementary students went on the first-ever forest awareness field, given by **Sandy McRuer**, district silviculturist, and **Bruce Clayton**, resource assistant.

A three-hour seminar on ecosystems, tree planting and stand tending was given by Forest Service staff, to more than 230 students from Qualicum Middle School.

Junior Forest Wardens raffled firewood and planted trees, while local mill workers entertained shoppers with lumber carrier races in the parking lot of the local shopping mall.

Port Alberni's National Forest Week '90 was a clear success, and preparations are already underway for next year's celebrations.

— submitted by **Ernie Beadle**, correspondent,
Port Alberni forest district

Vancouver forest region staff agreed that their National Forest Week celebrations have never been more successful.

This was made possible by support from regional management and the hard work of volunteers.

Their display in the Eaton's Centre, staffed by 28 Forest Service employees, was visited by more than 1,200 people.

Volunteers from BCIT and the Greater Vancouver Regional District also assisted. Eighteen clerical staff visited the Surrey Seed Centre, and 33 hardy office staff took a trip to the Abbotsford tanker base to watch helicopters and firefighters in action.

— submitted by **Gerry van der Burch**,
correspondent,
Vancouver forest region



Helicopter hover-exits were a hit



Headquarters staff helped put together such a successful National Forest Week in Victoria, that they intend to submit an application to have Victoria considered for the 1991 National Forestry Capital of B.C.

Several people have helped consistently over the past three to five years. They are: **Debbie Tarry**, manuals and library clerk, silviculture branch; **John Parminter**, fire ecologist, protection branch; **Joanne Melling**, manager, Can West Mall; and, **Frank Barber**, intensive silviculture forester, silviculture branch. Research branch staff also helped make the 1990 event a success. **Rene DeJong** and **Rob Hagel** from the Pacific Forestry Centre were also helpful.

This year, Assistant Chief Forester **Jack Biickert** and **Mike Wyeth**, silviculturist, helped on CFAX radio and with the poster contest. CJVI donated \$400 of air time to National Forest Week.

Outlying community organizations in the Greater Victoria region also donated time, money and volunteers.

— submitted by **Dave Campbell**,
integrated resources branch



*Left:
Freddy Fuddpucker and
his Rolling Clones were
one of the many attrac-
tions at the Seymour
Demonstration Forest
celebrations near Van-
couver.*



Junior Forest Wardens were one of many groups participating in National Forest Week celebrations.

Good communication forms the

TIPS

Better communication is the goal of this new column, suggested by the employee communications committee.

Some ECC members sent in their tips to get the column rolling. **Ken Pendergast**, district manager, Fort St. John forest district, says that good, open communication is not something that managers and supervisors can pay 'lip service' to occasionally. He suggests they:

- plan, and practice open communication, because it doesn't just happen;
- recognize other's efforts to communicate ideas;
- act on those ideas, so staff know their efforts aren't wasted;
- don't believe that as managers, they always know what's best for every one;
- recognize the benefits of teamwork;
- give all team members a chance to communicate their ideas, preferences and beliefs — even if it takes a little longer, because these decisions will be supported by all; and,
- use the open door policy to encourage open communication — it is especially good for those who feel intimidated by groups, or their peers.

Mel Dunleavy, field operations supervisor, Quesnel forest district, suggests that before you make a presentation to the public on behalf of the Forest Service, try it out on staff in your office. The advantages are:

- it serves as a rehearsal — staff represent the public, and have the same questions and concerns that will be expressed at a public meeting;
- since district staff are informed about local issues they can help identify questions likely to be asked by the public; and,
- they help identify 'missing links' in your presentation.

Nan Vye, office services clerk, Chilliwack forest district, advises employees to have a one-on-one talk with their supervisor at least once a month to identify suggestions or problems that require action. And supervisors should encourage this line of communication.

Paul Kuster, district manager, Squamish forest district, says there are several communication principles that staff in the Squamish office try to follow:

- keep written correspondence brief and simple;
- verbally communicate important information, or information that has a direct impact on staff, and confirm it in writing later;
- if something impacts staff, they should be involved in decision making as early as possible;
- encourage verbal communication;
- never be 'too busy' to hear someone's concerns; and,
- sort incoming mail so that the person who must act on it, sees it first and then routes it to others in order of priority.

Tips from all staff are welcomed in this new column.

PLANS

The employee communications committee is still encouraging managers in district, region, and branch offices to prepare internal communications plans with their staff.

If your office already has a plan, the committee would appreciate receiving a copy to pass on to those who are requesting guidelines.

Some districts and branches have already sent in their plans for improving internal communications. Here are some highlights from those plans.

Research branch has formed a communications committee with two representatives from each section. They meet twice monthly with the aim of determining when and why communications fail — and what to do about it.

They have designed a network of bulletin boards called **NEWSBOARDS** which are being used throughout headquarters and five research stations. The **NEWSBOARDS** are located in common meeting places such as coffee rooms, or near photocopiers, to encourage conversation.

"We hope that by using bright colors, and by changing content regularly, they will continue to be popular," said **Barb Wrenshall**, committee representative.

To promote a sense of team spirit and friendship, research staff also attend monthly meetings to discuss their projects.

"For example, members of our integrated resources section were recently invited to comment on their roles in the recent Carmanah Valley decision, and engage in a question and answer session," Wrenshall said.

Silviculture branch staff already participate in a variety of events which lead to open communication lines and good morale. They have:

- discussed the employee communications survey;
- taken four non-field staff hikes into the Carmanah Valley;
- put up "new faces" posters, displaying a photo and autobiography of new employees;
- established a communications matrix to address communication problems with clients; and,
- held annual family sports events.

Chilliwack district office staff have a newly elected communications committee which has set goals to:

- establish effective communication within the district;
- improve their work environment;
- recognize individual achievements;
- promote the recording and scheduling of effective training; and,
- support and encourage social functions for district staff.

Squamish district staff have also set goals for better internal communication. A meeting schedule has been set up, and meeting minutes will be widely distributed.

A new social committee has been formed. And non-field staff will take field trips at least once a year.



Silviculture staff hike into Carmanah Valley, as their part of communications plan.

roots of healthy organization

The door is open: In the '90s we can all be trend-setters in the workplace.

The way managers do their jobs, and the tools they use, are always changing.

But in the '90s, employees can help set the trends and help choose the tools used in the workplace, said human resources branch director, **Harry Powell**.

"Evolving management styles will likely cause employees less stress in the future," Powell said. "They will have more freedom to be creative in their work, and participate more in the decisions that directly affect them."

"Trends can be reinforced or set at any level in an organization," Powell said. "Personally, I've never had a fear of new things or new systems, because I believe in the people who use them."

"Systems are only tools. What's important is the basic underlying trust that we are all working toward a common goal to make things better."

"I am reminded of Deputy Minister **Philip Halkett's** 'model three' — the Jaguar V12 basic internal communication model."

"If an organization is going to work, people need to link with each other in a way that allows everyone to know what the others are doing."

"When we achieve that level of communication, we will much more easily cope with the negative things associated with change."

"The heavy dramatic aspects of change with be cast in a new light as a normal evolving part of doing business."

Stress and stressors

Employees may experience less stress in the '90s as more participatory management styles come into play.

"We talk about stress so much," Powell said. "There are courses that try to teach people how to cope with stress. We need to give more thought to locating the source of our stress."

"Managers can often create stress for their staff by not communicating clearly.

As a delegator, I try to think about what it is I am asking someone to do, and provide them with as much background information as possible.

"This gives the person some hooks and anchors with which to latch on to a project. So they experience less stress."

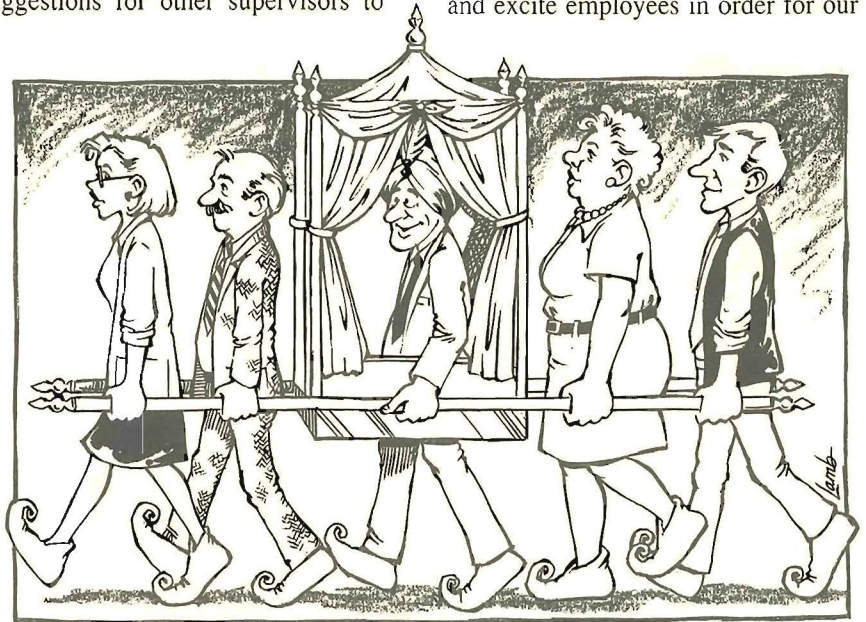
Powell says there is no pro forma set of suggestions for other supervisors to

So What Can We Do?

Powell says that what we can do to face these challenges together is limited only by our imaginations, creativity and desire.

We need:

- ways to challenge, reward, motivate and excite employees in order for our



follow, except to think of themselves as potential stressors.

"These are dynamic times, change is a given, and we don't have direct control over many aspects of our lives. But we do, as individual managers, have control over creating stress for our own staff."

"What you say at work can also be taken home with an employee and affect their spouse, their kids, their dog. That bad baggage follows them home."

A good manager has to be able to read people and situations, Powell said.

"Eventually, you reach the point of confidence in yourself, where you can ask your staff: What am I doing wrong?"

"You have to be open to their constructive criticism. To maintain your edge you have to overhaul your tools through self examination. You have to ask yourself: As a manager, am I cutting it? Anytime you become complacent — you're dead."

"We all have to be able to give and get non-threatening feedback. Then, the team can get up a good head of steam and start to roll."

organization to remain vibrant;

- to become far more flexible in the manner in which we enable work to be designed and carried out;
- to ensure that managers are aware of the emerging issues, and that they discuss these issues together; and,
- to ensure that the values of our organization and the issues and pressures relating to human resources are consistently communicated to all staff.

Talking on your feet

"The human brain starts working the moment you are born and never stops until you stand up to speak in public."

Anonymous

Hydrologists share models to predict water levels

In Colorado, public concerns about the adverse effects of timber harvesting in watersheds led the United States Forest Service to investigate alternative harvesting methods.

As a result, researchers needed to develop new ways to predict water levels and yield on traditionally clear cut as well as selectively harvested sites.

To test one of the new models developed in the U.S. to predict water yield, Nelson region hydrologist **Dave Gluns** and **R.A. Schmidt**, a hydrologist from the Fraser Experimental Forest in Colorado, set up some high-tech electronic equipment at a snow measuring station at the Whitewater Ski Development.

They found that close to one-third of the total precipitation on a forested area was lost to snow evaporation (sublimation).

"The reality is that more water is retained in an area after clear cut harvesting," said **Dale Anderson**, Nelson forest region. "Forests use a considerable amount of water in transpiration and some is lost through snow interception in the canopy," Anderson said.

The two hydrologists worked together first in Colorado from November 1988 to August 1989, then loaded up a Winnebago with \$70,000 worth of high-tech electronic equipment, and headed north to Nelson.

"We wanted to test a particular model in two different locations to see how widely it could be applied," Schmidt said. "The model worked almost perfectly in both locations."

— submitted by **Dale Anderson**, correspondent, Nelson forest region

Dave Gluns and R.A. Schmidt check instruments near Nelson.

Photo: Patrick Fowler



Driver cut his first teeth on road to Bella Coola

Palmer Pederson, one of the first truckers to traverse the road into Bella Coola in the 1950s, was recently presented with a Special Safety Achievement Award by **Bob Friesen**, Prince Rupert forest region manager.

Palmer was a truck driver with the Prince Rupert engineering section from 1956 to 1977. During this time he logged 1 million accident and violation free miles of driving.



Palmer Pederson receives award from Bob Friesen, Prince Rupert regional manager.

During a tour of the new Morice forest district office, Palmer and his wife Vivian recalled their experiences on the road to Bella Coola in the 1950s.

Palmer drove, while Vivian cleared away avalanche debris and laid down logs in the ruts so they could continue their journey.

Just when the road looked like it could get no worse, they encountered the infamous switchbacks that descend into the Bella Coola Valley.

Vivian had to roll a large boulder off the first switchback as Palmer held the truck in position. With the truck's outside wheels hanging over the edge, and the inside wheels scraping the bank, they made their way to the next switchback, where they encountered a similar boulder.

On reaching the third switchback, and the familiar looking boulder, they looked up and realized that the boulder had been following them.

They had a good laugh, in keeping with their pioneering spirit. Hats off to **Palmer and Vivian Pederson**.

— submitted by **Rod DeBoice**, correspondent, Morice forest district

Public librarians get the government tour

Librarians from the B.C. Library Association were given a tour of the B.C. Forest Service Library, by manager **Susan Barker**, on May 3.

She personally gave to 10 BCLA members, who work in public and academic libraries throughout B.C., a tour of two other government libraries in Victoria.

"They hadn't seen any of the government libraries before. So they were really interested," Barker said.

Government libraries operate differently than public or academic libraries.

"They get a lot of walk-ins, while government librarians

may need to spend a day or two finding answers to questions from the public," Barker said.

"In the Forest Service Library especially, we do complete searches and provide special services because there is no where else for people to get the information.

"There are only two other forestry libraries in B.C. The MacMillan Library at the University of British Columbia and the federal Pacific Forestry Centre library."

If you would like a list of the more than 30 libraries in the Government Library Association of B.C., contact **Susan Barker** at 387-3628.

Co-op students appreciate 'relevant' BCFS jobs

Co-op students, who combine academic courses with full-time work terms, have found a growing number of willing employers in the B.C. Forest Service over the past few years.

Coming and going, or staying on as auxilliary staff, they have made a significant contribution while gaining a "real world" perspective on their studies.

Sandy Currie, planning forester, integrated resources branch hired two co-

op students again this year: **Lisa Mellor**, University of Victoria; and, from Simon Fraser University, **John Wilkinson**.

"I believe in the learning process of the co-op program," Currie said. "It's a good two-way street. Both John and Lisa have turned out really well."

Mellor has since graduated with a Bachelor of Arts but continues to work as an auxilliary employee. Wilkinson is completing his second of two four-month terms, back-to-back, and will go into his third year of studies at UVic.

"I consider myself fortunate to get this



Lisa Mellor

particular job," he said. "It's so relevant to what I want to do."

Nick Petryszak, SFU faculty of arts co-op program coordinator, said he receives positive feedback from students working with the Forest Service.

"They appreciate the relevance of the work provided for them," he said. "The Forest Service can be complemented on its job as an employer."

The Forest Service is quite a popular place for UVic geography students, said **June Whitmore**, geography department co-op program coordinator.

"It fits nicely with our courses, and our geography students are quite well qualified to tackle geographic information systems," she said.

The inventory branch has been hiring co-op students for the last five years.

Al Prelusky, manager, geographic information systems, says the program gives students a chance to learn how to apply their knowledge in the "real world" to do well in the marketplace later.

"It also gives us a link to the universities," he said.

UVic student **Brian Bonner**, now in his sixth month of two work terms back-to-back at inventory branch, says the co-op program has been beneficial in many ways — besides economically. "Working here gives me a good perspective on how you act in a business environment. I can ask my professors more relevant questions now, interpret my classes better, and choose courses to tailor my needs."

Aside from knowing that the work they are doing is important and relevant, co-op students also feel welcome here.

"We feel very much a part of what's going on," Wilkinson said.

The economics of pesticide use

By **Warren Mitchell**,
silviculture branch

The pesticide advisory committee has contracted Deloitte Touche of Guelph to study the economics of pesticide use in B.C. forest management programs.

The study is to assess the economic benefits associated with pesticide use by looking at two case study examples:

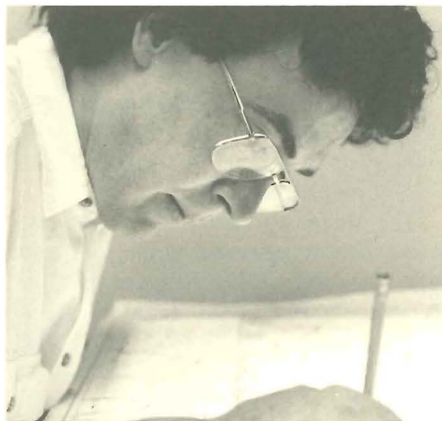
- the use of an insecticide (*Bacillus thuringiensis*) for the control of western spruce budworm in the Kamloops timber supply area; and,
- the use of a herbicide (Vision™) for controlling unwanted vegetation in the Fraser timber supply area.

The study will consider and quantify the impacts of an insecticide or herbicide program on:

- timber supply volume/value over time;
- potential impacts on current rate of harvesting and subsequent impacts on jobs, income, economic growth and other multiplier impacts, where relevant; and,
- impacts on complementary industries and/or other forest resource uses.

This initiative fits in with a national study which will attempt to meet the same objectives on a Canada-wide basis. The results of the B.C. study will be contributed to the national work.

The final project report, expected soon, will be widely circulated after it has been reviewed by the Forest Service's pesticide advisory committee.



John Wilkinson

Air safety trophy won

The B.C. Aviation Council's Back and Bevingtons Air Safety Trophy, has been awarded to **Ian Morrison**, manager, air operations, protection branch, for his contribution to air safety in B.C. during 1989.

The council noted that Ian has constantly stressed safe practices in flying for the Forest Service, and acknowledged the work of all Forest Service employees in keeping B.C.'s aviation safety record in such good shape.

Doc Payne, an aviation safety consultant to protection branch, won the trophy in 1988.

— submitted by **John Parminter**,
correspondent, protection branch

Grungy sneakers a hit in Prince Rupert

Sneaker Day, an unusual kind of athletic event, was held in the Prince Rupert forest region office on May 25.

It was a resounding success, said organizers **Marilyn Stewart**, personnel clerk, and **Terry Walker**, regional staff manager. Some of the smaller sections, range, personnel, systems, and library, had 100 per cent of their staff show up for work in sneakers.

Susan Howard, acting budget and financial review coordinator, was given the nickname "Susan the Number Cruncher" when she won first prize in the Most Unusual Sneakers category.

Other winners were: **Yvonne Wallis**, resource systems analyst — for the Most Decorated Sneakers; **Lloyd Davies**, landscape forester — for the Oldest Sneakers; and, **Terry Walker**, staff manager — for the Grungiest Sneakers.



Winners of the 1990 Corporate Challenge in Canada Fitweek — Terry Walker, regional staff manager, management services and Marilyn Stewart, regional personnel clerk accept plaque on behalf of the Prince Rupert office from Carlin Miroslaw, representing the Skeena Health Unit.

Tee Time

The greens are primed for the 18th Annual Cariboo Provincial Golf Tournament being held in Williams Lake, September 7 - 9.

For more information contact **Jenny Roy** at 398-4389 by August 31.

— submitted by **Laurie Stapleton**, correspondent, Cariboo forest region

Duncan bureaucrats "walkabout" for city's 'Red Tape Award'

Forest Service staff in the Duncan forest district recently won an award for their near perfect "participation" in a 30-minute walk through the city.

The 'totem walkabout', as it is known to the bureaucrats who participate each year, attracted walkers from the City of Duncan, the Cowichan Valley Regional District, Malaspina College, Federal Business Development Bank, Ministry of Health, B.C. Hydro, Ministry of Social Services and Housing, Government Agents, as well as Employment and Immigration Canada.

Last year, 31 per cent of Duncan citizens walked to win a concurrent inter-city civil servant competition, beating Sturgeon, Alberta, by a hair.

But this year, Duncan lost — by two hairs.

The Forest Service will organize the walk again next year.

Thanks go to this year's "totem walkabout" organizer, **Lisa Fiege**, office services supervisor.

— submitted by **Tom Walker**, correspondent, Duncan forest district

The B.C. Forest Service Newsletter is published by the Public Affairs Branch, Ministry of Forests, located at 595 Pandora Street, Victoria.

Mailing Address: 1450 Government Street, Victoria, B.C. V8W 3E7

Phone: 387-5255 • FAX: 387-8485

Submissions are encouraged. Please send your comments, suggestions and contributions to **Cindy Carleton**, at Public Affairs Branch.

Editor: **Ben J. Pires**

Correspondents

Branches:

Audit Services: **Ian Birch**; Executive: **Sylvia Pang**; Financial Services: **Dale Philpott**; Human Resources: **Auburn Cowman**; Industry

Development: **Tom Nieman**; Information Systems: *nil*; Integrated Resources: **Sandy Currie**; Inventory: **Jack McLellan**; Policy and Planning: **Freda Jung**; Protection: **John Parminter**; Public Affairs: **Ben Pires**; Research: **Art Scott**; Silviculture: **Ralph Huber**; Technical and Administrative Services: **Neil Chapman**; Timber Harvesting: **John Stephen**; Valuation: **Jim Tearoe**.

Forest Regions:

Cariboo: **Laurie Stapleton**; Kamloops: **Heather Gell**; Nelson: **Dale Anderson**; Prince George: **Esther Soles**; Prince Rupert: **Terry Walker**; Vancouver: **Jerry VanderBurch**.

Forest Districts:

100 Mile House: **Anne Lewynsky**; Arrow: **Ted Evans**; Boundary: **Karen Pullman**; Bulkley: **Bob Spyksma**; Campbell River: **John Tisdale**; Cassiar: **Barry Robinson**; Chilcotin: **Mary Crawford**; Chilliwack: **Nan Vye**; Clearwater: **Ian Brown**;

Cranbrook: **Tom Volkers**; Dawson Creek: **Paul Gevatkoff**, **John Mallett**; Duncan: **Tom Walker**; Fort Nelson: **Herb Spence**; Fort St. James: **Mike MacDonell**; Fort St. John: **Pat Doonan**; Golden: **Larry Price**; Horsefly: **Wayne Johnson**; Invermere: **Richard Dominy**; Kalum: **Ian Bowie**; Kamloops: **Tim Sheldan**; Kispixox: **Brian Ather-ton**; Kootenay Lake: **Steve Flett**; Lakes: **Larry Russel**; Lillooet: **Bev Rennie**; Mackenzie: **Sheri Hisch**; Merritt: **Ian Howes**; Mid-Coast: **David Hails**; Morice: **Rod DeBoice**; North Coast: **Don Thompson**; Penticton: **Gail Lesowski**; Port Alberni: **Ernie Beadle**; Port McNeill: **Cliff Slack**; Prince George: **Maury Drage**, **Del Blackstock**; Queen Charlotte Islands: **Ben Hansen**; Quesnel: **Deborah Lipscombe**; Revelstoke: **Lauren Waters**; Robson: **Bob Elliot**; Salmon Arm: **Harry Drage**; Squamish: **Ailsa Siemens**; Sunshine Coast: **Lena Grant**; Vanderhoof: **Craig Hooper**; Vernon: **Linda Vlasveld**; Williams Lake: **Chris Thornton**.