



Ministry of
Forests and Range

Forest Service News

A proud tradition of service since 1912



An Interview with Dana Hayden Deputy Minister

Submitted by: Shelagh Ryan-McNee, Executive Director, ODB



Recently, I had the opportunity to sit down with Dana Hayden, our new Deputy Minister and ask her a few questions about her background, her experience and her life; she joked that it felt a bit like a job interview! I appreciated the opportunity to hear directly from Dana how passionate she is about the Forest Service and thought it might make for interesting reading.

Q. Congratulations on your appointment Dana, it certainly is exciting for us to gain a Deputy with your background and experience?

Thanks. It is really great to be back in the fold, albeit in a very different

position than in the past. I'm extremely pleased to be appointed as Deputy Minister of Forests and Range, because while I have had a number of different positions in the BC public service, I do have a forestry background and have had several opportunities to be involved in key government related forestry activities in BC.

I've always been interested in forestry. I learned my B.Sc. in Forest Science from the University of Alberta in the early 1980s, and later obtained a M.Sc. in Economics, also from the University of Alberta. Those two areas of study have really proven complementary; I often look back at how fortunate I am to have focussed my schooling to areas, which have ready application in the public sector and private industry.

Q. Tell me more about that?

Well, while I was pursuing my education I had the opportunity to do field work in a number of places during the summer, and during the time I took off from school between my two degrees. I spent several summers working for the Alberta Forest Service planting trees, doing regeneration surveys and other field work; worked near Quebec City for Université Laval doing research field work; and I spent 8 months

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"True to our proud history, informing the Forest Service family through balanced and timely communication"

working for Dömanverket (the Swedish Forest Service) falling, brushing, planting, driving forwarders, and as I learned a little Swedish, doing survey work in three different parts of Sweden. These experiences gave me an appreciation for forestry field work and the people who work in the field.

After school I spent two years working for the Canadian Forest Service in St. John's Newfoundland as an economist. In 1986, I joined the BC Public Service as an economist in the Ministry of Forests. Later on in my career, I worked on the Forest Sector Strategy, and then became Vice President, Policy and Planning for Forest Renewal BC. Last year I was appointed Deputy Minister and Vice Chair of the Working Roundtable on Forestry and also led the 90 day regulatory review. These positions all provided me with the opportunity to think strategically about the forest sector and how its contributions to the economy can be enhanced.

Q. Those positions have definitely given you the knowledge and experience to transition successfully to the Deputy Minister of the Forest Service; do you have any other public sector experience?

Other jobs I've had in government such as ADM International Trade, ADM Corporate Services, Deputy Minister and CEO of the Crown Agencies Secretariat, Deputy Minister Strategic Policy, Office of the Premier to name a few, have all allowed me to understand a range of government services and to work with public servants in almost every government organization in some way.

I am an enormous fan of the Public Service, and of public servants. I can't think of any employer that provides as many opportunities to work in diverse areas as government. And, of course, the other great thing about being a public servant is that we get to find ways to improve the lives of all British Columbians. There are very few occupations that are as rewarding. Throughout my career I have had the pleasure of working with hundreds of dedicated public servants. Our corporate values really reflect what public servants are all about: integrity, curiosity, passion, courage, teamwork, accountability and service.

Q. I agree with you that one of the greatest rewards of being a public servant is the knowledge that you've made a difference in people's lives. How do you plan to make a difference here at the Forest Service?

I think the key to success in times like these is to make sure that we focus on the few key things that are essential for us to do, and to identify those things that we can stop doing, defer, or do differently that will allow us to achieve our goals. Here are a few key things that I see as our priorities.*

1. Foster industry competitiveness

The Forest Service has been looking for, and responding positively to, opportunities to change the way we do our business to assist industry in being more competitive while still honouring the Softwood Lumber Agreement and not compromising our forest stewardship role. I absolutely want us to continue our emphasis on this objective. Collaboration with industry is essential to ensure that the jobs and economic activity the forest sector provides for British Columbians are optimized for many decades to come.

2. Advance the new forest economy

We all know the forest industry in BC will not be the same in the future as it has been in the past. World economies are in flux, our climate is changing, companies are under pressure to survive, new products and processes are emerging and the demand for non-traditional forest products and services is increasing rapidly. We need to ensure that we are anticipating these changes and positioning ourselves to take advantage of the great opportunities they present. Our work to support an emerging bioenergy industry, modifying our silviculture practices to adapt to climate change, introducing new tenures to support new product development and silviculture practices, promoting the use of wood, and increased marketing activities in growing Asian markets such as China are all examples of actions that we need to pursue to take advantage of the new forest economy.

3. Rethink the way we do our business

The changes taking place all around us, coupled with our demographic realities in both the public service and the Forest Service (where we know that we'll have more retirees than new hires in the next several years) mean that we need to be continuously challenging ourselves to look for different and better ways to do our business. The Forest Service is already changing some business practices through on-the-ground solutions such as the RMCP shared and integrated regional compliance and enforcement work with other natural resource ministries. I know that there are many other opportunities like this that will allow us to work more collaboratively with other ministries to take advantage of expertise that exists across government and to create efficiencies.

Q. Thanks Dana. On a more personal front, can you tell me a bit about yourself and your other interests?

I've always prescribed to the "work hard, play hard" rule. I have a very full and fulfilling private life. I have two teenage sons, 15 and 18 years old, that keep me grounded, challenged and entertained. I also love to travel to foreign countries, and each year I try to visit a city or country that I've never been to before. I love to cook, entertain, am a fan of blues music, like to

renovate and decorate, and try to run regularly to keep in shape.

Q. You have worked in many organizations; what makes the Forest Service different?

Since re-joining the Forest Service I've had the pleasure to meet new people and to renew acquaintances with colleagues that I've worked with in the past. I can tell you that I am continually impressed with the talent and passion with which staff in the Forest Service approach their work. Our corporate values are truly well represented in the Forest Service!

You know, each of us brings a wealth of personal and professional experiences to our work that influences how we see the world and how we approach the challenges and opportunities before us. I hope that as people come to know me they will appreciate how I view and approach the challenges and opportunities facing the Forest Service. Over the coming months and years, I really look forward to meeting and working with all our employees to support and improve forestry in BC.

*Reprinted from the Deputy Dana Hayden's First Blog, [Executive Blog](#) June 15/2009



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FS News Photo Contest

Heroes!

Submitted by: Alyson Couch, Fire Information Officer, BC Wildfire Management

Wildfire fighters are accustomed to tackling smoke, flames and hazardous situations; however, crews fighting the Smith River fire found one of their most critical performances would take place away from the flames.

On the morning of June 19th Air Branch Director, Rich Forget, was stationed at the Smith River Complex fire response camp in northern B.C, when he received a call about a serious car accident near Fireside.

Forget immediately went to the team's Incident Commander, Tim Ewart. Being closest to the incident with the ability to respond, they put a medical evacuation plan into action.

Operations chief Doug Smith located Mike Simpson from the Titans Unit crew, and advised him to get himself and six crew members to the scene in their Emergency Transfer Vehicle. "With the camp medic in the ambulance, they were on their way within 15 minutes, despite having been asleep or just waking up when the incident occurred," Ewart recalls. "They had tools with them if needed for extraction of victims."

Upon arrival at the scene, just an hour after the call came in, Simpson reported there were five victims, two of which were in serious condition and needed medical evacuation.

After a consultation with Fort Nelson Ambulance Service, Ewart was told to go ahead with the evacuation plan and a BCFS helicopter was dispatched to the scene.

Four hours after the call first came in; the two critically injured patients arrived by helicopter at the Fort Nelson airport.

"The patients were taken to hospital with head injuries, a broken hip/clavicle, abrasions and a broken arm. They were going into shock at the time of arrival," Ewart said. The other three injured persons were taken by Yukon Ambulance to Watson Lake.

Crew members Mike Simpson, Drew Greig, Nick Alderhiesten, Arlan Kanary, Trent Frenkel, Darrell Johnston and Steve Friesen are being recognized and credited with saving two lives that day.

The fast-action of these men is a testament to the operations of an internationally recognized program, and illustrates why the fire fighters are viewed as heroes by many, even though they tend to shy away from the spotlight.

"I'm very proud of what they did," Ewart said. "I'm recommending them for a director's award."

Check out the article featured on [@Work](#)

Long Service Awards 2009 Dates Announced!

October 20 – 25, 35, 40 year awards

October 21 – 30 year awards

Questions about the event contact: [Bailey Blencowe](#)

More information: <https://gwww.gov.bc.ca/awards/lsa/>



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2012 BC Forest Service Centenary Updates

Submitted by the BC Forest Service Centenary Society

Honorary Membership Awarded

The BC Forest Service Centenary Society has awarded its first Honorary Membership to 100-year old former chief forester, L.F. (Lorne) Swanell. The certificate was presented to Lorne by society director John Flanagan of Wildfire Management Branch at a recent taped interview being done as part of an oral history collection for our 2012 centenary.

Lorne was born in Victoria on September 2, 1908. He attended the University of British Columbia and completed a Bachelor of Arts degree in May 1930 and a bachelor of applied science (forest engineering) with honours in May 1931.

When he began his career in Victoria with the Forest Branch of the Department of Lands, Lorne became

a forest ranger for a year and then started work as a junior forester in the Kamloops Forest District, which was experiencing a serious mountain pine beetle epidemic. He moved to Prince George in 1939 to become the assistant district forester. From 1939 to 1945, Lorne served in Europe during the Second World War as part of the 2nd Survey Regiment.

Upon his return from the war, Lorne resumed his duties as assistant district forester in Prince George, eventually becoming the district forester. While in Prince George, he met and married Grace, his lifelong companion for 55 years until her passing in 2004.

In 1965, he became chief forester of B.C., holding this prominent position until retiring in 1972. Lorne's designation as Registered Professional Forester #6 (retired) now makes him the oldest living forester in British Columbia.



The BC Forest Service Centenary Website

In 2012 the BC Forest Service will celebrate 100 years of resource stewardship. The aim of the Centenary website is to celebrate past accomplishments and to inspire optimism for the future; create interest and enthusiasm for the Forest Service and the forest sector; raise awareness of the historic and present role of the BC Forest Service; and provide an account and historical overview of the last 100 years of Forest Service in the Province of British Columbia. The history of the BC Forest Service is varied, encompassing a range of goals and objectives, all designed to safeguard, promote and sustain the many facets of forest and range management throughout our province.

In commemoration of our 100 year history of managing British Columbia's forests and rangelands, we have created this retrospective website. You will be able to browse and learn about the people, the stories, the places and the technologies that have come to define the proud past of the BC Forest Service. This will be

the official website for the centenary celebrations of the BC Forest Service in 2012.

The website is now being tested and is close to completion. We expect ministry users will be able to access and submit their information, biographies, photos and stories for upload by late September. The website is database driven and has excellent search and cross-reference features. Navigation of the site and submission of your material is very straight forward.

Be sure to bookmark <http://www.bcfs100.ca> and watch for the site to go live. You can help make this a successful website by spreading the word and by assisting current employees, retirees, and former employees to prepare their information, stories and photos for upload.

Society contact and membership information is currently available at <http://www.bcfs100.ca>

Respectful Workplace

Submitted by Dave Peterson, ADM, BCTS Executive Champion - Building a Respectful Workplace

Our workforce in the Forest Service has significantly changed over the years. Diversity, increased use of technology, and increased flexibility in how we do our work have introduced new forms of conflict to the workplace and raised new questions: Is it appropriate to have an office clique? To store vacation photos on your work computer? To give an employee who is not a morning person space to mutter and slam things around his or her desk? While many of these behaviours are not legally defined under any definition of discrimination or harassment does this mean they are okay in the workplace?

As Executive Champion for Building a Respectful Workplace: the Supervisor's Role, I am pleased to share details and my thoughts about a new workshop that has been introduced in the Forest Service.

For all supervisors of the ministry, this highly interactive, 1.5 day workshop is for you. It gives supervisors the opportunity to discuss real workplace conflict, issues or behaviours, and develop action plans that help resolve them. In building the workshop, we collaborated with the Public Service Agency and unions, to ensure we addressed the most relevant topics and our approach was consistent with public service policies. As the goal is to reach every supervisor in the ministry over the next two years, our challenge was to find a viable way of delivering

this workshop across the province given budgetary constraints. Rather than entering into a third party contract, we saw an excellent opportunity to build internal capacity, employing our own employees as facilitators. On June 8, 15 supervisors and managers from across the Forest Service, representing each division of the ministry, participated in a week of facilitator's orientation. They are ready to bring the following topics to your office:

- How discrimination and harassment are defined by law and the BC Public Service.
- The "Reasonable Person" concept and its application.
- Dealing with conflict.
- Dimensions of diversity in the workplace.
- Workplace culture.
- Communication styles.
- Knowing when and how to intervene in ambiguous situations (using the [P.E.V.O. test](#), developed by MFR staff).
- How to have difficult conversations (using coaching or directive conversation models).
- Action planning: committing to 1 or 2 action items within the next 30 days.

To date, six highly successful workshops have been delivered across the province, where evaluations have been extremely positive and participants addressed long-standing workplace concerns. I encourage you to be proactive in your approach to managing conflict.

If you are interested in holding a workshop for your office, contact your workshop coordinator below.

Coast Forest Region: Barb Sorensen

Southern Interior Region: Susan Landouceur

Northern Interior Region: Heather Harris

BC Timber Sales: Debbie Juhasz

Corporate Services Division: Raeleen Siu

Tenure and Revenue Division: Melissa Scott

Forest Stewardship Division: Keith Thomas



“...and Range, eh?”

The BC Forest Service's Range Program—Part 1

Submitted by Russ Horton, P.Ag., Range Extension Specialist

Forested and open rangelands together cover a large portion of BC's landscape. Rangeland stewardship has been part of the Forest Service (FS) from the very beginning. The Report of the Forest Branch of the Department of Lands in 1912 noted:

“A most important natural resource of British Columbia, which is scarcely utilized at all at the present time, is the forage produced both in the timber and in the meadows and parks of the mountain slopes and the plateaux of the interior.”

In 1919, the *Grazing Act* formally recognized rangeland management. From that point forward the FS has been actively involved in the stewardship and tenuring of BC's Crown rangeland resources.

Nearly one hundred years later about one third (~ 34 M ha) of the province is covered by range tenures administered by the FS. Over 2000 range tenures are located from Vancouver Island to Fort Nelson and from Atlin to Cranbrook. The amount of forage for the range tenures is determined and expressed in animal



unit months (AUMs). An AUM is a dry weight measure of forage (450 kg), which is equivalent to what a mature cow will eat in one month. For FS administered AUMs about 76 percent are in the Southern Interior, 23 percent in the Northern Interior and 1 percent in the Coastal Forest Region respectively.

Rangelands provide many other values including: water,

biodiversity, ecological goods and services, endangered species habitat, recreational opportunities and landscape aesthetics in addition to forage for wildlife and livestock.

Approximately 75 Range Program staff work from 15 Forest District offices or 1 of 8 Range Branch locations across the province. They are actively supported by operations managers, district managers and MFR executive members.

Range Program clients include the ranching, guide-outfitting and forest industries, non-government organizations and all British Columbians who benefit from Crown rangelands.

The vision:

“World-leading Rangeland Management”

The mission:

“To manage Crown rangelands for ecological health, multiple values and uses, and to support British Columbia's Ranching Sector.”

So... watch for the bye-line: “... and Range, eh?” for future Range Program articles.

Comments and questions to David Borth, Range Branch Director, or Russ Horton, Range Extension Specialist, are always welcome.

Meet the AMAT

Submitted by: Greg O'Neill, Research Scientist Research Branch

In April, staff of the Research Branch (Vicky Berger, Michael Carlson, Greg O'Neill and Nick Ukrainetz) planted the first of 48 long-term field trials that will be established over the next 4 years. The project, known as the Assisted Migration Adaptation Trial (AMAT) <http://www.for.gov.bc.ca/hre/for/gen/interior/AMAT.htm> will help address climate change by providing a better understanding of the climate and latitudinal tolerances of BC's reforestation materials in order to identify the species and seed sources best adapted to future climates of planting sites.

A handful of seed sources from each of 16 species from BC and neighbouring states will be planted from central Yukon to southern Oregon. Relationships between the test site climate and the growth and health of each seed source will be determined starting at age 10, and will enable the growth of each seed source to be predicted in any current or future climate in the province. This information will greatly improve the ability to select the most appropriate seedlots for the future.

With the recognition that transplant (provenance) trials serve as de facto climate change laboratories, and of assisted migration (moving organisms to

new environments where they may better tolerate climate change) as a key climate change mitigation strategy, there has been a resurgence in interest in such tests. The project's scope—its wide range of seed sources and test sites and large number of species—is unique in the world and makes it particularly attractive to researchers. The project's American collaborators—Weyerhaeuser and the Inland Empire Tree Improvement Coop—are very excited about the project, having provided several seed sources and test sites.

O'Neill, the lead investigator, was intrigued by the startling results of a multi-species transplant trial by his colleague, Barry Jaquish. In that trial, a western larch seed source from the east Kootenays was one of the tallest sources after 20 years at locations in the Bulkley Valley, leading O'Neill to consider a similar trial with a broader scope.

The project's coordinators thank the many licensees for providing seed and test sites and invite other researchers to collaborate. The project has received funding from the BC Forest Genetics Council and from the Forest Investment Account – Forest Science Program.



AMAT Species (16) for 2008/09
Trial Series (13 sites)

Biofuel/Solar Thermal Heating Project Kalamalka Research Station

Submitted by: Robert Millard, Project Manager Climate Change Mitigation

The Ministry of Forests and Range has successfully commissioned an alternate energy heating system at the Ministry of Forests and Range Kalamalka Research Station in Vernon.

This high efficiency heating system is a combination biofuel pellet boiler with supplemental solar thermal heating. This system will virtually eliminate the need for conventional natural gas and propane heating and its related greenhouse gas (GHG) emissions for the 1400 square metre building and adjoining greenhouses. The genesis of this project was in the ministry's climate change and GHG emissions challenge to employees.

The goal of the challenge was to raise awareness and start communications amongst employees on the effects of climate change, GHG emissions, and to challenge staff to come up with innovative ideas that could be implemented to mitigate GHG emissions. More than 400 responses were received from across the ministry. The winning entry was an "Energy Cabin™," submitted by Ted Traer of the Quesnel Forest District.

Ted's submission about a combination biofuel and solar thermal heating system gained executive support and a pilot project was started. A request for proposal was issued for the Kalamalka Research Station, to find a creative heating solution for the building, that would lessen the dependency on traditional non-renewable heating fuel, provide heating contributions

using biofuel (pellets made from wood manufacturing byproducts) and maximize free energy of the sun (solar thermal heating).



The successful proponent was a local biofuel boiler supplier Fink Industries of Enderby, with engineering services provided by Stantec Engineering. The solution is a win-win, it supports the emerging bio-energy industry from pine beetle killed wood, and creates new employment in local machine shops that have been hard hit by depressed conditions in the forest manufacturing sector. Currently, wood pellets are being manufactured and delivered by a local pellet company in the Okanagan.

Approximately 73.6 tco_{2e} of GHG were emitted annually from natural gas and propane to heat the Kalamalka Research Station building and greenhouses at current costs of \$15,800. The new heating system is expected to consume less than 2 silos (\$2200/ silo) of pellets per year resulting in annual savings of \$11,000 - \$13,000.

"The project team of, Randal Armitage, Ana Grisales, Mark Griffin and David Millard have done an outstanding job of demonstrating what can be done when you are curious and passionate about a cause." says Climate Change Mitigation Project Manager, Robert Millard.

As the new heating system continues to run, it will be monitored on an ongoing basis. Operating data is being captured and analyzed to evaluate the installation's performance, and to determine the potential for further installations at other sites such as district office buildings and Wildfire field offices.

Data captured during commission indicates the boiler is achieving greater than 92 percent efficiency and that when the temperature is around 5C and sunny, the solar thermal panels contribute to 100 percent of the building and greenhouses heating requirements.



Dog Agility Is About Teamwork!

Submitted by: Phil Zacharatos A/Assistant Deputy Minister, Operations Division

I'm told that Dog agility is the fastest growing dog sport in North America—I believe that. I also believe that Elvis is doing gigs in Vegas impersonating Neil Sedaka, so what do I know?

It is a fairly straightforward sport. The challenge is running with your dog, off leash, through a course comprised of an always different arrangement of obstacles (jumps, tunnels, A-frame, dog walk, weave poles, etc.). Sound easy? It's not! It takes commitment, practice, a willingness to try new training approaches, patience, and passion.

There is no prize money (only cheesy ribbons) so why do it? Truth be told, it's about having fun with your dog and getting some good old exercise! It's that simple.

Ranger (how appropriate for a forester, eh?) died suddenly on Christmas morning last year. We only had a scant 9 years together, but what an agility career. Hey, it's not what you're thinking! It was a nightmare! We rarely qualified, he often barked insanely as we ran to the point where he suddenly thought he was supposed to herd me around the darned course instead following my commands (what was I thinking? He was a rescued Border Collie for crying out loud!). Why did I stick with it? I believed in his potential. And, you know, he did improve with time. He just wasn't like other dogs. We were a legend across Canada, but for all the wrong reasons! Despite all of that, we had fun!

Three years ago, I rescued another dog. This one was on the euthanizing table. Fortunately, the tech saw something special in the little girl, pulled her off of the table and eventually she came to our home. Sanka (a play on the French words for "no tail") is a Border Collie/Australian Shepherd cross and is the complete opposite to Ranger. She understands the sport, is a fast learner, knows her job and runs like the wind. She has potential to be a National champion: I just have to make time to practice.

My life is richer thanks to Ranger and Sanka. My experience with them has made me a better person at home and at work because I have truly learned the value of humility, passion, commitment, vision and teamwork. And to think, all of this from a couple of riff raff dogs that wandered into my life? Go figure!



Award of Excellence

Submitted by: Judy Campbell, Performance Management Co-ordinator, District Squamish

Each year, nominations for the Coast Forest Region Award of Excellence are submitted for employees in the Coast Forest Region who demonstrate excellence in the areas of: Leadership, Wellness, Partnership, Continuous Improvement, Client Service, Learning Organization and Innovation.

The recipient of the 2008 Award of Excellence is Devlin Fernandes, who at the time of her nomination was a compliance and enforcement technician with the North Coast Forest District. She had only been with the Ministry of Forests and Range for one and a half years when she received the award. In that time, she left a phenomenal footprint in the district office and in the community of Prince Rupert. Devlin is now working as a Research Officer, Aboriginal Affairs Branch in Victoria.

Devlin's accomplishments are wide-ranging. She coordinated the North Coast Forest District's Green Team and was involved in the regional and provincial Green Teams. She was part of the local Rainbow Warriors Dragon Boat team, a group of rowers who are breast cancer survivors and supporters. As a member of the City of Prince Rupert Green Advisory Task Force, Devlin often brought initiatives (such as "Earth Hour") back to the district office and encouraged staff to take part in environmental initiatives. Devlin also volunteers with the World Wildlife Fund.

When SMARTTEC came on board, Devlin took the initiative to learn the system and teach the Green Committee and all staff how to complete the forms. While instituting change in our office, Devlin not only generated ideas for reducing Greenhouse Gas Emissions, but also implemented changes in a thoughtful, tactful and effective way. With Devlin's encouragement, full-service recycling systems at both the North Coast Forest District office and the Seal Cove Marine Base were installed.

"One of the most humbling things about this award is the nomination and recognition from fellow co-workers. I'm flattered to be appreciated and valued by those I work with on a daily basis because I have learned, benefited, and been inspired by the stories, sharing and experiences of others in the Forest Service. Thank you to staff in the North Coast for taking the time to recognize and share my successes—and know that you made them possible because of the environment you created." – Devlin Fernandes



Phil Zacharatos, Devlin Fernandes and Jim Gowriluk

Congratulations to Devlin Fernandes, a job well done!



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How are you at Crosswords?



Award Winner!

Submitted by: Madeline L. Maley, RPF, A/RED, Southern Interior Forest Region

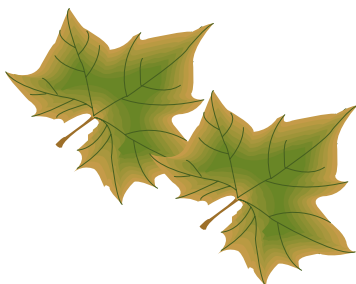
Held in Victoria on May 7, one of our Forest Science Staff, Harold Armleder, Wildlife Habitat Ecologist, was awarded the Bill Young Award for Excellence in Integrated Resource Management, which is jointly awarded by the Association of B.C. Forest Professionals and Association of B.C. Professional Biologists.

Harold was nominated and received the Bill Young Award for Excellence in Integrated Resource Management because of his tireless efforts, creativity, innovation, leadership and collaboration to integrate forest and wildlife management in British Columbia from 1980 to the present time. In the 28 years that Harold has worked as a Wildlife Habitat Ecologist for the Ministry of Forests and Range in Williams Lake, he has researched and developed durable solutions for many complex integrated management problems. He has also greatly influenced the provincial direction on wildlife/forestry management and inspired many individual foresters and biologists to work toward scientifically valid and operationally feasible solutions for complex integrated management problems.

Some highlights of Harold's career include:

- Initiating and leading major projects to research the ecology of mule deer and caribou and to develop integrated management solutions at stand and landscape scales. Some of these solutions include specialized forest harvesting, thinning and spacing systems for a variety of forest types and landscape level plans, landscape level plans for more than 90 mule deer winter ranges and 2 major caribou herds.
- Authoring and co-authoring numerous peer reviewed research papers on integrated forestry and wildlife management with emphasis on mule deer winter range and caribou habitat.
- Lead role in development and implementation of Cariboo-Chilcotin Land Use Plan Strategies for mule deer winter range, caribou and biodiversity conservation.
- Tireless extension efforts in the field of integrated forestry and wildlife management including:
- Numerous extension publications.
- A busy annual schedule of presentations to academic and professional conferences, field tours for operational foresters and biologists and talks to public and stakeholder groups. This fall Harold is presenting the results of the Ministry of Forests and Range caribou research and planning efforts to an international caribou conference in Labrador.
- Leading contributions to provincial initiatives including development of provincial standards for ungulate habitat management, the scientific panel for caribou restoration, the provincial biodiversity guidelines, the provincial guidance on rare and endangered wildlife and plant communities.
- Twenty years of annual contributions to the UBC field school training foresters in integrated forestry-wildlife management.

Congratulations Harold!



Engineer-in-Training Success!

Submitted by: Brian Chow, Chief Engineer Resource Tenures & Engineering Branch

Drew Alway, one of MFR's two Engineers-In-Training (EIT), recently became the first graduate of the EIT program and has successfully registered with the Association of Professional Engineers and Geoscientists (APEG) as a Professional Engineer.

The EIT program was developed in 2007 as part of the MFR Succession and Recruitment Initiatives (SRI). A ministry review of positions identified engineering positions as ones that are difficult to recruit and/or retain staff. The objective of the EIT program is to provide focussed on the job training and experience to accelerate the trainees' ability to meet the registration requirements of APEG (a minimum of 4 years of progressive experience).

At the same time as the EIT program was being developed, the Engineering Retention and Recruitment Working Group (ERRWG) formed to address succession issues specific to the engineering program. Co-chaired by Brian Chow and Dave Banham, and with representatives from all levels of engineering within Operations Division and BCTS, this group has been instrumental in supporting both of our EIT's and the EIT program.

Richard Mills and Drew Alway were the successful

candidates of our first EIT intake. At the time, Richard was in an auxiliary position with Coast Region and Drew was an Engineering Specialist with BCTS in Chilliwack.

The two EITs were positioned in regional offices in order to work directly with a number of in-house professional engineers. This provides them the opportunity for exposure to a number of different professionals and work experience, which can be used to qualify them for registration. By all accounts, both Richard and Drew are contributing considerably to achievement of engineering goals and to provincial initiatives.

We must recognize and congratulate mentors Gary McClelland, Les Thiessen (now a consultant) and Brent Case for Drew Alway; and Roy Crawford, Dan Robek (retired), Ljubomir Stevanovic, John Lau (Now MTI), Greg Dohm, and Gino Fournier for Richard Mills. For some of the work accomplished by EITs, the professional mentors sign and seal their work and as such take responsibility for the work.

Drew has now assumed one of the vacant Bridge Engineer positions in the Southern Interior Forest Region and will continue to contribute to the engineering program for many years to come. Congratulations Drew Alway, P.Eng.!!

National Forest Week 2009 - September 20 to 26

What are you doing to celebrate our forests? Are you planning an open house for school children? Organizing a colouring contest? Hosting a talk at your local library?

We want to know. Send your ideas to Lisa.Barrett@gov.bc.ca or Jennifer.McLarty@gov.bc.ca at the Public Affairs Bureau by August 31. Editing support is also available for those wishing to contribute articles to their local paper.

National Forest Week began in the 1920s as Forest Fire Prevention Week. Renamed in 1967, it has evolved into a celebration of the vital role forests play in the daily lives of Canadians.

In B.C., forestry remains a key contributor to both the province's economy and culture. The Ministry of Forests and Range is building on that foundation by promoting wood for commercial and institutional construction, utilizing fibre previously considered waste, expanding overseas markets and working to become a world leader in growing trees.

2nd Generation Forest Service Member!

Submitted by: Brittany Kitt, Office Assistant, Finance

I remember when I was young; I would come home from a long day at school or play, sit down with my Mom and share stories about our very different days. My stories were full of fun, adventure, swing sets, monkey bars, knee scrapes and close calls; my Mom's stories were full of...well, acronyms. I never did understand her stories, but for years I endured the headache of trying to follow tales littered with random letters and seemingly nonsensical words—none of her language stuck except for two words: "Deputy Doug." I heard great things of this man's humour and incredible

leadership. Like any sane kid, I pictured a man with a name as such to sport a wide brim Stetson and a gold star on his raw hide vest.

Skip forward to late June 2008, age 22, when the words "thank you very much to meet you" ended my first government interview like an exploding pen ink splotch period at the end of a rush memo to the minister—with good intentions to wrap it up professionally, but really distracting from any carefully thought out words preceding. As I sat at home replaying those seven words in my head, which I thought surely cost me the job, the phone rang. My Mother answered it, smiled with delight and passed the phone to me. Despite my less than articulate adieu at the interview, a very cheerful Charlene Boustead, with whom I experienced the aforementioned earlier in the day, was on the other end to tell me I had the job. She expressed just how excited she was; and for the record, she has never lost that enthusiasm in the 12 months she has had me under her wing.

The verdict was quick, and before I knew it I was in the club. I was an official member of the MFR, and I even knew what those letters stood for! So began the

struggle all 2nd generation Public Servants experience: although I was always introduced by my name, it somehow immediately translated to "Dannielle's daughter;" however, I am used to that—I have three

older sisters, which means my name was usually the last I was ever called by. During my lunch, my Mom would ask me to pick her up from her office, and at each introduction to another co-worker, my Mother burst with pride in the form of an enormous and uncontrollable grin. I could tell that one of her life dreams had come true; after

all, I'm fairly sure her sole purpose in reproducing was to replenish the clearcutting of MFR sure to happen due to the retirement of the Baby Boomers. *If my math is correct, providing every government employee supplies even one child out of four, Ministry staffing will never deplete.

Life as a Public Servant has allowed me the opportunity to learn and experience so much. Over the past year, I have become accustomed to hearing words and acronyms, which I'm sure do not exist outside the confines of government staff and property. In fact, I find myself making the same mistake my Mom always had of assuming anyone outside of government knows what, for example, ODB, FMSB or BEA stand for. But I would by no means consider myself an expert on the matter; in fact, if there is one thing I've come to realize, it's that one really can't tell a person's provincial government history by his or her grid level, but rather by the way he or she speaks. A co-worker can be anywhere from an OA9 to an ML5, but regardless of the position, the more acronyms one can string together in a single sentence, the more rings you know are on the tree, so to speak. After one week shy of a year, I already see why my Mother has been in the business of public service for



2nd Generation continued...

so many years—there is a certain sense of pride that comes with helping run the province and working for the people that I never got from pressure washing houses in Kitsilano or selling CD's in Fort St John. I have learned a new way of thinking as a government employee, as well as an enhanced skill set both in and out of the office. The saying "life is full of change; shift happens" has never been put to better use than in government and I now find myself able to adapt to new circumstances with ease. Most importantly I have been fortunate enough to gain one of the biggest and ever expanding families I never thought I'd have. And of course it was an absolute thrill, after so many years of hearing his name, to finally have the absolute pleasure of meeting the one and only Deputy Doug (sans cowboy hat and gold star). Perhaps one day I will be rambling on to my children about all of the radical movements, wise decisions and selfless guidance Deputy Dana provided for the Ministry of Forests and Range—paving a pathway for the third generation of Public Servant Kitt's.

Trash Bash

Submitted by: Robert van der Zalm, Operations Manager Sunshine Coast District

The Trash Bash is a community-wide day of celebration aimed at recovering, and uncovering, Powell River's trails and paths from improperly discarded trash. It is also an educational experience for the youth of Powell River with respect to the treatment of their extended back yards. Above all, we hope it is a message to people who choose to dump garbage: 'Bring your trash to the dump.'

The event is organized and supported by the Sustainable Schools Committee, the Regional District, and the Ministry of Forests and Range (Powell River). Participation was had from the Powell River schools, the 4WD club, the Quad club, the Powell River Regional District, the Conservation Officer Service and the Forest Service staff (Protection, BCTS and the Forest District). The Sustainable Schools Committee hosted an incredible BBQ to wrap-up the event. Of course local businesses added their support as well.

The Forest Service provided maps, No Dumping signs, vehicle support, radio coordination and of course the great staff who volunteered time to the event.

Together, the community volunteers collected 13.2 tonnes of trash. A new ministry performance measure?

More pictures are available on our public website:

<http://www.for.gov.bc.ca/dsc/> click on the Trash Bash logo.



One of the dumpsters after 2 hours of bashing



Carbon Champions and Our Role in Climate Change

Submitted by: Robert Millard, Project Manager Climate Change Mitigation

Carbon Champions (aka. Green Teams) are volunteers who keenly support sustainable behaviours, and are helping to reduce the ministry's carbon footprint from business operations. They are leaders by example, and kindle colleagues to change the ways we have been accustomed to. The Ministry of Forests and Range has the largest carbon footprint in government (16584 tonnes of carbon dioxide equivalents), and is also among the top four ministry emitters by FTE. The Green Teams' role is not easy, as many of us do not like change; however, this does not dissuade them.

Many locations, like Victoria, Nanaimo, South Island, Fort Nelson, 100 Mile House, Dease Lake and many others have taken the initiative to increase recycling efforts to divert the amounts of waste that would normally go to the local landfills. It has not been an easy task to change the culture, but the Green Teams have been successful.

A miss-sort, or an uncleaned discard, contaminates the container. Janitorial staff do not have the time to rectify these actions, and the whole container of recyclables has been discarded to the landfill.

In other locations such as Quesnel, Campbell River and

Sunshine Coast, to name a few, Carbon Champions have developed community gardens and established local composting projects. These local efforts support the growing movement towards avoiding importing produce from great distances afar.

Campbell River recently won a cross-ministry award by raising awareness for energy conservation at the workplace. North Island and Sunshine Coast have also been very active in this area by conducting in office contests to save energy. Finance Management Services Branch green team (Gang Green), on the other hand are raising staff awareness through their quarterly news letter, and recently hosted a booth at Belmont Secondary School Career Diversity Fair.

The ministry's largest source of green house gas emissions comes from operating our vehicles, mobile equipment and marine fleet. Currently, Carbon Champions are engaged in, and are promoting a ministry-wide hyper miler driver challenge to see which locations can reduce fuel consumption with our existing fleet as we conduct the ministry's business.

Sound like fun, please join or support your local Carbon



Pam goes green!!! Pam Rutley, Executive Receptionist demonstrates 2 months of accumulated mixed recycling soft plastic from the executive floor and of her family of 2.

Clean Up Time!

Submitted by: Shelley Zupp, Resource Contract Administrator Okanagan Shuswap

Ministry of Forests and Range Okanagan Shuswap Forest District, recently held its 4th Annual Path Clean Up day.

Approximately 15 MFR/BCTS staff donated their lunch hour for the clean up effort, collecting garbage, clothing, old tires and disposed household items off the path, grass land, railroad tracks and the creek between 14th Avenue and Polson Park.

There was 295kg of garbage registered at the landfill during clean up!



Have a Story idea?
Send The *FS News*
Advisory Group your
ideas!

Joint Occupational Safety & Health Committee (JOSHC)

“Just Add Liberal Amounts of Laughter, Knowledge & Accomplishment”

Submitted by: Dannielle Kitt, BCTS HQ

When I first became a member of the 727 Fisgard JOSHC 2 years ago, I was also the BCTS Safety Program Contact for BCTS HQ. During those first few months I noted that achieving a quorum was a challenge, engagement was borderline and only two members had taken the BCGEU JOSHC training. Since I was preparing our office for an external safety audit in order to achieve SAFE Companies certification under the BC Forest Safety Council, I was strongly motivated to ensure our JOSHC was highly functional, so I began contemplating ways to strengthen our group. I suggested we develop a new Terms of Reference (TOR) (to strengthen our engagement), form a Director's OSH Committee (to ensure our Branch Directors are actively involved in, knowledgeable about, and support our OSH issues), and I encouraged all JOSHC members to take the training (to increase the level of knowledge within the group). All of these goals were achieved, and I believe these three actions formed the foundation of what is now a very effective JOSHC.

Attendance at our meetings is high (which we attribute to abundant laughter and camaraderie), we have a strong sense of purpose (we take our roles seriously) and a solid record of accomplishment (we've done some amazing things). We often say that our biggest challenge during our meetings is getting through the agenda within an hour—and we say that with pride. It's our way of saying we want to be there, doing what we're doing, the way we are doing it. In fact, we seem to have gained a bit of a reputation! We have been approached by two other MFR JOSH Committees for pointers on how to revitalize their committees, and we are thrilled to be seen as a source of information and inspiration. So what were the keys to our revitalization? Well, here are a few lessons we learned:

o Know why JOSHC exists. In a nutshell, it's about ensuring that employees are safe and that they know they are valued, have rights (the right to know hazards of the job; the right to refuse unsafe work; and the right to participate in OSH), and that everyone has a

responsibility for health and safety.

- o Ensure that well thought out procedures are in place, that people know who to communicate with, and that there is strong management support.
- o Revisit or develop TOR. It builds ownership within the group, empowers the members and clearly identifies the scope of activities.
- o Have regular meetings—and make them fun so people want to participate.
- o Ensure all JOSHC members are trained so everyone is aware of why they are there and how to do the job well.
- o Conduct worksite inspections, and utilize them as a vehicle for hazard identification and for health and safety education purposes.
- o Ensure you have identified a Chief Warden, and a First Aid representative, and know who your facilities contact is—and keep them linked into the JOSHC.
- o Develop Emergency Evacuations Plans—and communicate them to staff.

The 727 Fisgard JOSHC consists of 5 Branches from BC Timber Sales and the Forest Stewardship Divisions.



Keyless entry into stairwell - \$250
 New convex safety mirrors in the stairwells - \$500
 New security camera installed at rear of the building - \$1000
 OHSC committee members.... Priceless!

“To VC or not to VC?”: Video conferencing that is...

Submitted by: Alanya Smith, Research Officer Forest Practices Branch

Through technology people can connect across great distances, save money and the environment. In February 2009, the Forest and Range Evaluation Program's (FREP) 4th Annual Continuous Improvement Workshop, a 2-day event held via video conferencing, bridged staff from across the province. FREP uses the learning opportunities created through this workshop to find ways to improve over time—an approach that has earned FREP high recognition from the National Quality Institute.

In January, the workshop planned for Victoria faced impending cancellation due to economic pressures in government. Considering limits of the technology and the requirement to minimize travel costs, 7 'pod' locations were chosen to host the 83 attending staff. Each pod had a leader responsible for facilitating the 'break-out' sessions and other organizational duties. Q&A periods and comments were facilitated by each pod making use of a bright flash card to hold in front of their camera allowing the central moderator to quickly identify them. FREP, recognizing how unique the experience was for the Forest Service, captured key lessons learned to share with others.

- Identify pod leaders to ensure that each location is organized and facilitated.
- Identify an equipment operator for each pod to operate the camera.
- Identify a communications contact in each pod to manage email communications including questions during the meeting.
- Develop agenda in consideration of the amount of video time versus the amount of offline time to ensure a good balance between the two mediums.
- Make sure there is a backup plan. Use teleconferencing if the video conferencing bridge fails.
- Test the equipment and the procedures with the pod leads prior to the actual meeting.
- Ensure that the meeting moderator sits across the room from the screen in order to be easily seen by each pod.
- Consider having two laptops in the room; one connected to the projector for presentations and one dedicated to note taking and email communications.
- Leave video connected when pods are working offline

to allow for contact between the pods if necessary.

- Identify speakers especially when there is no zoom capability.
- Mikes are very sensitive and can pick up paper shuffling, so it is important to mute when not speaking.
- Ensure bright lighting in the room so people are more visible on screen.

It is hard to ignore the benefits of using video conferencing technology to reduce expenditures and environmental impacts. FREP spent a total of \$10,900, saving \$53,900, compared to last year's meeting. The estimated carbon consumption for this year is 5,520.3kg compared to 7,303.5kg estimated last year for the assembly in Victoria.

Post-workshop evaluations indicated that 85 percent of respondents preferred video conference to teleconferencing. The average overall rating for the meeting was 4 out of 5, down from 4.5 out of 5 at the previous year's face-to-face meeting. Although staff acknowledged that video conferencing is a good alternative to meeting in person, they felt that periodical face-to-face gatherings are still important to facilitate information sharing and team building. Fairly minor investments in upgraded video conference technology, including larger monitors and cameras with pan and zoom capability, will greatly improve the quality of the experience. In the future, the Forest Service will likely use video conferencing more often as a way to reduce costs and impacts on the environment.



June Edition Photo Contest Winners!



Category Scenic: Wooden framed House by Terri Upton, Correspondence, Headquarters



Category Staff in Community Activities: Smokey by Dorothy Benneke, Coast Forest Region
Laura Eaton and Smokey



Category Wildlife: Crow by Vinka MacQueen, Coast Forest Region (previously)



Category Workplace: Mars Water Tanker by Peter Goode, South Island District

Forest Service News Readers!

Time to get out and snap some photos! The Forest Service News Advisory Group increasingly requires good quality digital photos for the quarterly newsletter. We acknowledge that there are skilled photographers among Forest Service staff and would like to showcase your photos in each quarterly edition.

Categories

The contest categories are intended to solicit images that reflect each quarterly edition in terms of seasons: March spring, June summer, September fall and December winter.

Photo's can consist of:

- Workplace/Staff images – individuals or groups / teams in office and field settings; health, wellness and social activities;
- Recreation;
- Wildlife; or
- Scenic.

Submission Details

- Deadline for submissions is changed with each edition.
- Images can be submitted to:
ForestServiceNews@gov.bc.ca;
- The contest is open to all Forest Service employees and retirees;
- Interested staff can make submissions to as many editions (season/category) as they want, but there is a limit of five images per category.



Prizes and Judging

- There will be an overall 'Best' image in each category.
- Judging will be done by the Advisory Group;
- Images will be judged on composition, clarity, exposure, creativity, relevance to FS News and category fit;
- The winner of the 'Best' image in each category will be sent a prize for their photo;
- Individuals can win only one prize; and
- All winners will be announced with their photo in the edition of the newsletter.

Technical Specifications/Requirements

The following specifications and requirements have been established to ensure that images can be used in a variety of applications.

1. All images must have relevance to the Forest Service News and be submitted in digital format.
2. All images must be in full colour or black and white.
3. Photo dimensions (image size) should be at 300 dots per inch (DPI) and preferably in a jpg format and sent to ForestServiceNews@gov.bc.ca.
4. Images can be digitally enhanced (i.e., colour / exposure adjusted composite photos are okay), but not digitally altered (i.e. NO "Photo-Shop" images must portray subjects and / or material in photo as they were captured).
5. When submitting images, some descriptive information should also be included – category of image and location.
6. All images submitted, whether or not selected as a winning image, may be published in future issues of Forest Service News.

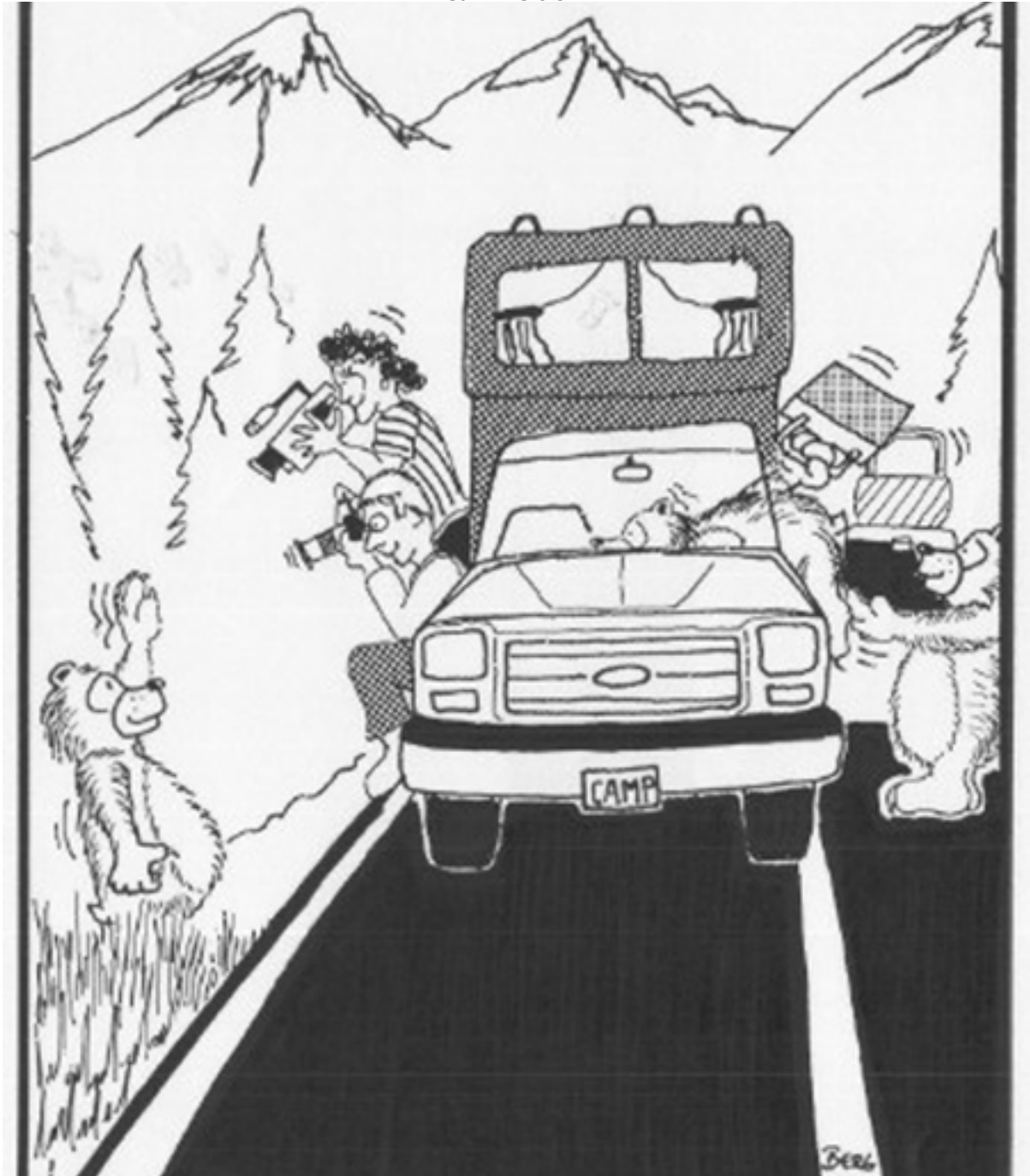
For further information, contact:

Sonia Donison: (250) 953-3859 or
ForestServiceNews@gov.bc.ca

Deadline for September photo's is Sept. 4

BERG'S EYE VIEW

Bear Diversion



Forest Service News is a quarterly newsletter for all Forest Service employees and former FS employees.

Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about Forest Service News should be directed to Sonia at 250-953-3859 or via [email](#).

Call for Stories/Ideas

The success of Forest Service News depends upon the active engagement of staff throughout the organization. One way for people to support the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia at 250-953-3859 or via [email](#) about their idea or ideas before writing a story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition—deadline for September articles is

September 18.



SUBMISSION GUIDELINES