

# SOUNDER

January/February 1988  
Volume XVI Number One

DEPARTMENT OF FISHERIES & OCEANS  
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## What a catch!

Marine biologist Mike Bigg uses his camera to capture the perfect harmony of this northern Resident pod's natural "orca-strait-ion." These killer whales (orcas) are seen swimming north of Campbell River through Johnstone Strait. In the foreground is a young adult male known as H2. This particular pod has seven members; two adult females, one adult male, three juveniles and one calf. They make their home in B.C.'s West Coast waters and can be spotted offshore from Campbell River to Prince Rupert. (See story on page 10.)

# Pacific Tidings



Born to Louis and Sylvia Willis, fish culturist, Kitimat Hatchery, a girl, Rosemarie, 3.5 kg, on December 16, 1987.

Port Hardy has a new citizen, Louise Katherine, born to SEP community advisor George Bates and wife Lesley on December 7, 1987, weighing 3.94 kg.

Colin MacKinnon unit head, Fraser River, Northern British Columbian & Yukon, Enhancement Operations, and wife Eileen, are proud parents of Brett Dixon, 3.49 kg, born on November 9, 1987; their fourth child.

Born to Keith Brekke (Enhancement Operations) and wife Kim, a daughter, Jenna Leanne, weighing 3.14 kg, on December 28, 1987.

Born to Lorraine and Randy Nelson, fisheries officer, Quesnel, a son Darren Randy, on January 20, weighing 3.09 kg.

Cynthia and Brian Spilsted are the proud parents of a baby girl born on November 8. Brian (fisheries officer, Prince Rupert, Central Coast) is acting as Queen Charlotte Biologist during Lynda Orman's absence.

Born to Denise Myers (clerk, Prince Rupert) a baby girl on October 31, 1987.

Born to Dan Schellenberg and Denise Zinn (clerk, Central Coast District, Prince Rupert), a baby boy on December 21, 1987.

Derek Anderson, fisheries officer trainee, has transferred to Prince Rupert from Steveston.

Kelly Bertrand, Surrey sub-district, has exchanged positions with Cliff Todd, Alert Bay sub-district.

Nancy Siegel has transferred to Coquitlam sub-district from Vancouver sub-district.

Recent appointments in Program Planning & Economics: Michelle James, senior economic analyst, Fishing Industry Analysis Unit and Peter Leitz, senior economic analyst, Fisheries Resource Analysis Unit.

As of November 1, Terry Tebb was appointed regional comptroller for Pacific Region.

Tinker Young, head, Regulations and Enforcement Unit, Headquarters, is retiring from the Department after 33 years of service (more or less!) He'll see you on the gold panning grounds!

George Vardy, Sub-District fisheries officer, Port Hardy, has resigned from the Department.

Ross Stewart, chief, Operations Unit, Management Biology, has retired after 38 and a half years of service. He and his wife Noreen plan to do a lot of travelling in their van, but he'll be checking in on the Unit to make sure it doesn't fall apart.

Sandie MacLaurin, assistant stock enhancement officer, Snootli Creek, is replacing Gary Taccogna as community advisor for the Lower Mainland (north of the Fraser River) until March 31, 1988.

Bud Graham, has been confirmed as chief, International and Inter-Governmental Division.

Ben Mitchell Banks, fisheries officer, has transferred to Victoria.

Dan Smith has rejoined the Department as native affairs extension officer in Prince Rupert.

Bruce McDonald, previously a fisheries officer in Whitehorse, commenced duties January 4 as supervisor, Enforcement Division, Prince Rupert.

Cathy Derouin of Enhancement Operations, Vancouver, was married to Mario Martel on November 21, 1987.

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Fisheries  
and Oceans

Pêches  
et Océans

## Late — but not better



*Bobbi Horton (and friend) display a nine-year-old issue voucher from DSS.*

Canada Post had a surprise for Bobbi Horton's 1987 Christmas, making it all the more merry with a special delivery on December 14.

A warehouse issue voucher from the Department of Supply and Services landed on the desk of the assistant administrator, Fisheries Branch, informing her that 55 previously ordered binders were now available. Under normal circumstances this would be a routine matter; a voucher arrives saying an order is in and DSS is contacted to have it delivered. But what do you do if the order is dated October 19, 1978 and addressed to Fisheries and Environment?

"I just couldn't stop laughing," Horton said. "The old consigning code and address on the voucher confirmed for me how old it was."

Lori Delmage, supervisor of customer service at the Western Regional Supply office in Edmonton, says the voucher was a victim of time-travel.

"There is definitely no chance that this is a recent voucher," she says.

Delmage adds that the serial number on the top left-hand corner of the voucher convinced her that it was old, adding that their ordering procedures and forms are different today.

"I've heard of some customers receiving their orders two years late, but," she laughs, "I've never heard of any taking this length of time."

As for the binders themselves, Horton says the branch won't be able to use them.

"The rings are just a fraction off because of the switch to metric." The originals measure 8 1/2 inches by 11 inches.

"It would make sense if it was April Fool's Day," Horton says, "but, as it was, it made a different Christmas present."

## For auld lang syne

Over the years a lot of good one-liners have come and gone and, like a good joke, the best have been forgotten. To save a few for posterity, here are some I remember.

### On committees:

*"Any progress is still up for discussion."*

-- Northern fishery officer.

### On bureaucracy (and forms):

*"It isn't necessary, it's just required."*

-- Northern biologist.

### On interpersonal relationships:

*"Aw, go on! You couldn't hurt a fry."*

-- Northern technician.

### On direction:

*"How can they tell me what my job is, when first they have to ask me what it is I'm supposed to be doing?"*

-- Southern biologist who sounds like a Northern biologist.

Anonymity has been preserved to protect the innocent.

Carn West  
SEP Operations



*John McNally, left, and Tom Siddon, minister, Fisheries and Oceans, remind us of warmer days. Art Wiebe, Steveston area manager stands second from right.*

## Revitalization program

# B.C. harbours receive facelift

Many British Columbia communities allotted Small Craft Harbour grants from the Department of Fisheries and Oceans this winter are gearing up to build or revitalize harbours and breakwaters in their area.

"So far 20 projects are scheduled to begin construction in 1988," says SCH's Pacific manager John McNally. "Six will be on Vancouver Island, four in the Interior, four in the Kootenay area, three on the Lower Mainland, one in Squamish, one in Prince Rupert and one at Masset in the Queen Charlotte Islands."

A breakwater reconstruction project has been completed in Westbank and the federal government will reimburse the community \$100,000 which they put into the project.

There are still many projects under consideration for B.C. The proposals will be analyzed and funding will be determined depending on their individual merits. Announcements will be made when the decisions are officially approved.

McNally says the SCH revitalization

program will give a boost to local economies. The plan, part of a Canada-wide program to promote regional development, will result in an estimated 13,000 job opportunities over the next three years; many of them within B.C.

Tom Siddon, Minister of Fisheries and Oceans, says that the new measures are aimed at improving the quality of management of small craft harbours operated by the federal government and used by commercial fishing vessels and recreational craft throughout Canada.

Siddon says: "Our primary goals are maximum safety for fishermen and recreational boaters, and maximum protection for boats. We want the ports to stay open, to provide access to our waters, to operate efficiently and to contribute to the economy of the communities and the regions they serve."

The four major areas of the program are:

1. Ongoing maintenance of existing small craft harbours.
2. Reopening of structures at harbours that have had to be barricaded because

they had become hazardous.

3. Repair of storm damage in Atlantic Canada caused by high water levels in the upper Great Lakes.
4. New infrastructure projects at certain harbours where improvements are needed to meet expanding demands from tourism and the fishing industry.

The revitalization program will also see the implementation of new launching ramps providing access for fishing enthusiasts and pleasure boats such as canoes. Steveston will soon have a new dock for the sale of fresh fish and Masset will begin a \$10,000 dredging project in the near future.

As part of its new policy, the federal government is encouraging the formation of harbour authorities. These will be incorporated local bodies whose directors will be appointed by fishermen's groups or communities. Under voluntary long-term management agreements DFO will lease harbours to those bodies. Local harbour authorities created under this revitalization program will, with the federal government's support, give fishermen and other users a more direct role in the planning, management, operation and maintenance of their harbour.

The harbour authorities will be authorized to collect fees from harbour users for such services as berths, leases and licences, to fulfill their management and operational responsibilities, including the hiring of harbour managers.

Maintenance projects that are too costly or complex for the harbour authority will be undertaken by DFO.

Advantages of the harbour authority approach include closer matching of maintenance and repair projects to local needs and priorities and lower costs because of local tendering and procurement of labour and materials.

Communities that establish harbour authorities will be eligible for funding under the three-year infrastructure revitalization program. Communities that do not establish harbour authorities will be eligible for funding under both programs but on a low priority. In all cases, funding will be sufficient to keep harbours up to standards of safety and efficiency prescribed under the federal small craft harbours program.

"Safe, efficient harbours are as important to fishermen and fishing communities as good vessels and gear," says McNally. "The improvements at Steveston demonstrate our determination to meet those needs."

## For the record

Rick McDougall, chief, Resource and Community Development for the Department of Economic Development, Whitehorse, Yukon Territory, was incorrectly identified in the December issue of *Sounder* as being a former employee of DFO.

McDougall's consulting firm, R.D. McDougall and Associates, worked closely with the department on the recently published resource map for close to four years. He is still involved with fisheries staff in the Yukon and is a member on several committees.

\* \* \* \* \*

The story on Danger Bay filming at Seymour in the October/November issue, left some people with the impression that the project has been taken over by Public Involvement.

Although the North Vancouver Fisheries Enhancement Society has lots of enthusiastic volunteers helping out, the project will remain under the Community Economic Development Program. The society has been named as the new contractor.

## Moved

On February 15 the Coded-wire Tag Dissection Lab will relocate to a new address:

J.O. Thomas & Associates  
1370 Kootenay Street  
Vancouver, B.C.  
V5K 4R1

The lab's new telephone number will be 291-6492.

Also moving to the same address (with a different postal code and telephone number) is: The Mark Recovery Program office

J.O. Thomas & Associates  
1370 Kootenay Street  
Vancouver, B.C.  
V5K 4Y3

The new telephone number will be 291-6401.

For further inquiries regarding delivery of samples to and from the lab, please call Margaret Birch, Mark Recovery Program, Fisheries and Oceans, at 666-2796.

# The state of Joe Kambeitz' art

Joe Kambeitz, DFO's community advisor for the south side of the Fraser River drainage area, is a unique individual deserving of an even more unique adjective. One might then, for the sake of something unusual, describe him as "*white*", but in the most obscure sense of the word.

This man, who looks a little like Saint Nicholas, recently collaborated in a group art show at Granville Island Studio and Gallery. His talents are many: sculptor, writer, painter, photographer, father and community advisor.

For his latest exhibition at Granville Island, Kambeitz contributed three *black and white* watercolours of fish engulfed in swirls of water. Two of these paintings with central impressions surrounded by *white* space took less than two hours to complete. The unpainted area of each canvas added to the effect of drawing the spectator into the painting, attracting each individual into the centre of the watercolour.

As a community advisor, Kambeitz spends a lot of time in the outdoors surrounded by *white light*. And if, in an idle moment, you looked up the definition of *white noise* in a dictionary, you would find an almost unparalleled description of Kambeitz himself: "Many frequencies with about equal energies."

"I've been involved with art most of my life," Kambeitz said, "although my main love is sculpting. I got my first carving set when I was 11 years old."

The tiny gallery, located upstairs on Granville Island's Duranleau Avenue, was host to several other artists' visual representations of fish. They were all part of a refreshing exhibit called The Art of Fish and Fishing.

"The art is really an extension of the appreciation of the art of fishing," explained gallery co-operator Vicky Mulholland. "This is really a venue for fishermen who also sculpt, paint, create some type of art or craft."

Kambeitz began his painting career about 11 years ago when a gallery owner asked him to show some of his wood carvings. "I didn't have any at the time," Kambeitz recalled, "so he said to me, 'Then paint something'." Kambeitz completed 12 paintings for that particular show and sold eight before the doors were even open.

Kambeitz started with DFO 18 years ago after completing two years at the Vancouver School of Art. His first job with the department was as a design technician. He drew covers for books and manuscripts and put together displays, such as the one still on view at Quinsam Hatchery.



*On the right are Kambeitz' Steelhead, Cutthroat, and Yellowbelly. On the left is a Silver Hoard by his son Aaron.*

While attending New Westminster's Lester Pearson High School, Kambeitz lived at the local YMCA and carved masks to support himself. Perhaps this is where he learned to be so charitable. This generous artist donates a vast majority of his work to wildlife organizations such as Ducks Unlimited, the Steelhead Society of B.C. and the B.C. Wildlife Federation. One particular watercolour donated to the B.C. Wildlife Federation brought in \$850 at its annual auction last February.

"You can only paint fish so many ways," Kambeitz said, feeling that it's time to move on to another subject.

"For my next series I would like to do some botanical paintings; a series of four paintings depicting the four seasons of fishermen based on the plant life of the river."

Anyone with a good eye might be able to spot an original Kambeitz floating around the offices of DFO. None of his past work as a design technician carries his signature; that is found in the art itself. What you have to look for is the energy. If it has many frequencies, then it's a Kambeitz.

# Pacific Region organization

The response of Sounder readers to the Planning in Pacific Region series has been very positive and I would like to thank those of you who passed on their comments. The feedback indicates that you'd like to see more about how the work of the region intertwines between branches, who the players are, what your colleagues are doing, and what's going on management-decision-wise back at the Triple-Nickle Ranch.

Consequently, it may be a good time to expand a little more on these topics – starting with the regional organization itself. The way an organization is set up has a lot to do with how plans are developed, assigned resources and implemented, particularly for those activities where branches must work closely together as a team to accomplish a task.

## What's the large picture?

One of the first things a new employee likes to see, and a seasoned employee likes to have close at hand, is a master chart of the organization. Such a chart is invaluable in pinpointing contacts throughout the organization, in explaining the organization to a client or colleague, or even as preparation before facing a competition board.

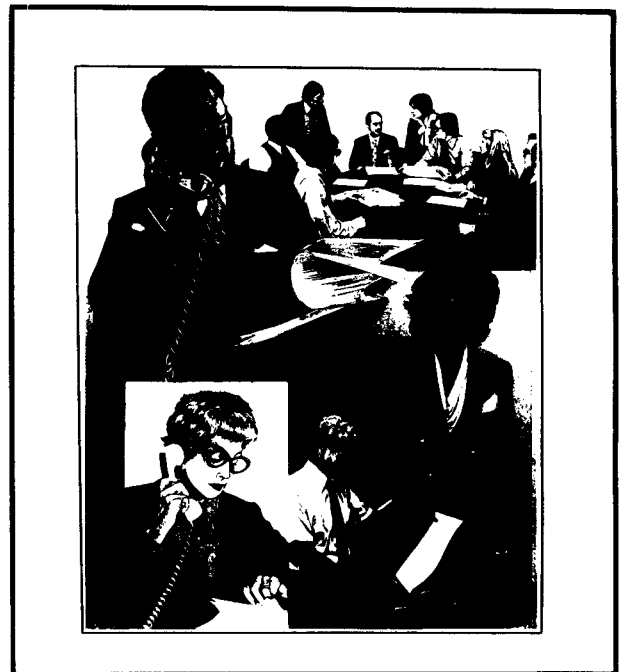
With the considerable change over the past several years, it has not been practical to update formal charts constantly, except on an individual branch basis, leaving master charts sadly out of date. Thanks to considerable talents of Gordon Labinsky and Irene Kapos of SEP Engineering, we're able to present one here, on the centre page, for you to detach and retain if you wish.

For obvious reasons of paper size limitations and the need for readable print size, not all of the branch units and players are displayed. However, in future articles, we hope to profile individual branches, including a more comprehensive display of all branch units. Once the branch profiles are completed, they can be put together as a handbook. This should be particularly helpful to orient new employees,

serve as a useful reference for veteran staff and be available for requests from members of the public who would like information about what we do and why.

It should also be noted that organization charts normally start to outdate themselves the moment they're printed: my apologies if any of the information has been superceded between print and Sounder release time.

## R.S.V.P.

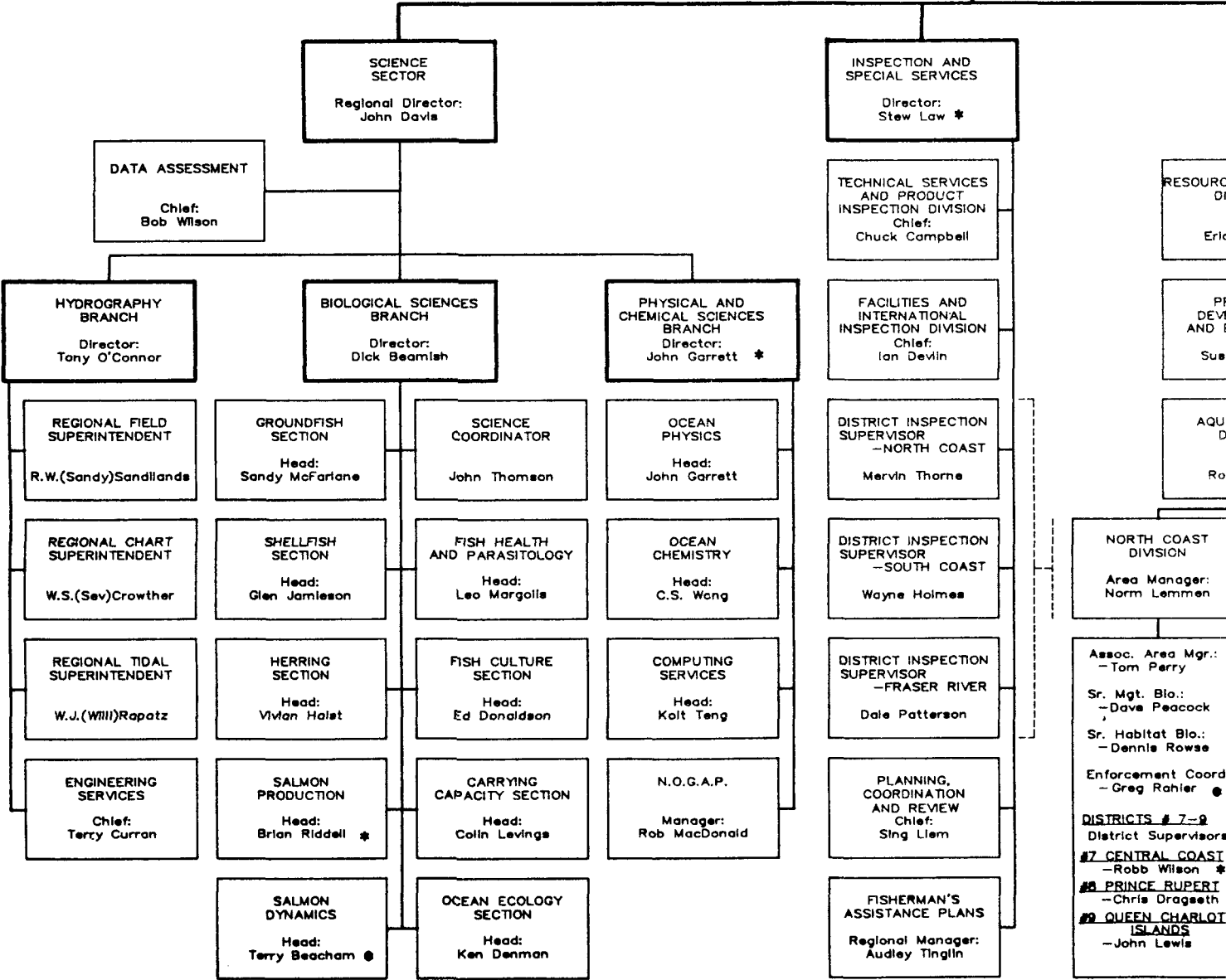
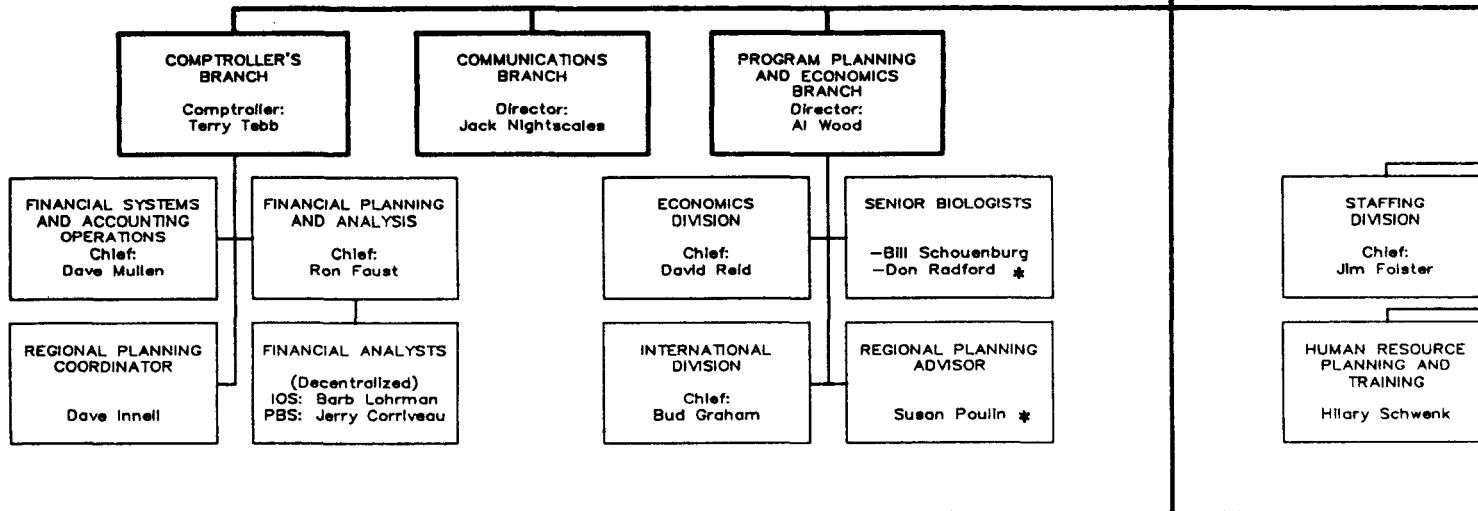


A "team" is defined as a group of individuals who have mutual goals, who share a common purpose. This certainly qualifies all employees of Pacific Region. It is logical that such a large team operates more effectively if each member is aware of what's going on with, and what's important to, other members of the team. What kinds of information would you like to see coming your way?

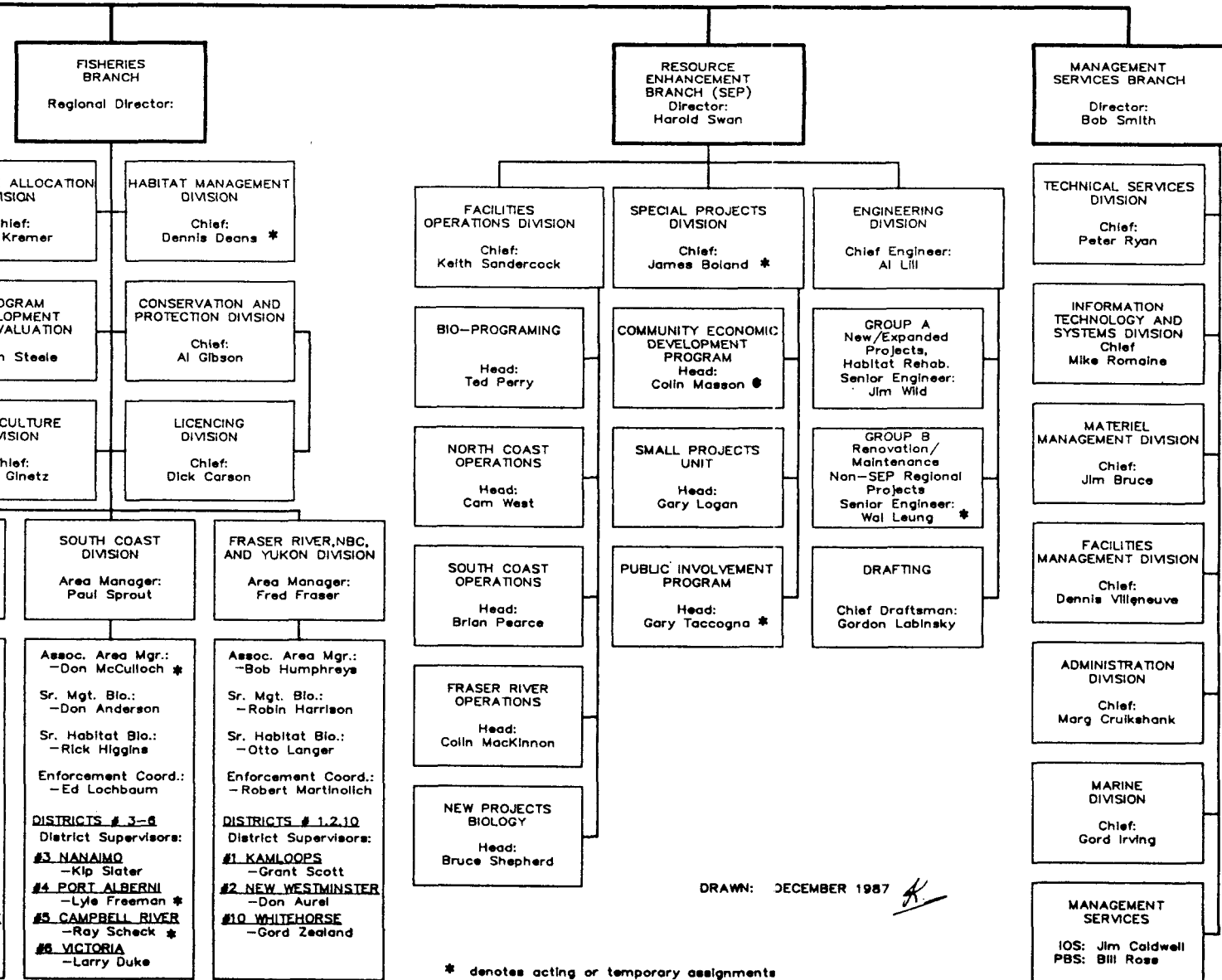
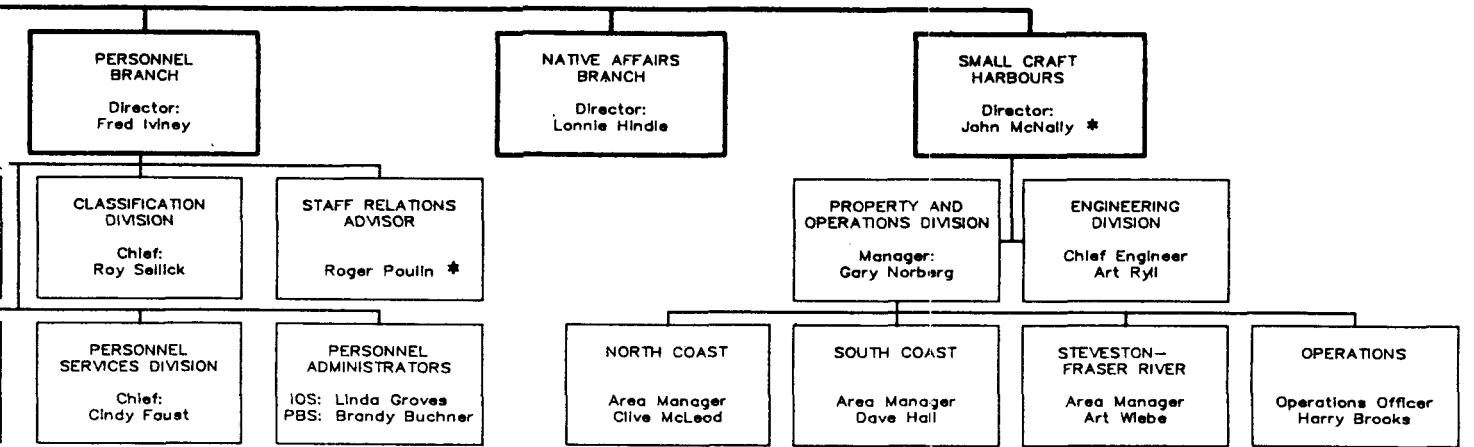
Susan Poulin  
Program Planning and Economics

(Please turn to the following pages for a copy of DFO's Pacific Region organization chart.)

**DFO  
PACIFIC REGION**  
Regional Director General:  
Pat Chamut







DRAWN: DECEMBER 1987 *AK*

\* denotes acting or temporary assignments

# A whale of a good book

**KILLER WHALES:** A study of their Identification, Genealogy & Natural History in British Columbia and Washington State. Authors: Mike Bigg, Graeme Ellis, John Ford and Ken Balcomb. (Phantom Press, \$14.95).

It has all the makings of a typical western movie: good guys versus the bad guys. A more modern viewpoint, they could be the names of two rock bands. In reality, the Residents and Transients are the two races of killer whales found off the British Columbia and Washington state coastlines.

Mike Bigg and Graeme Ellis, scientists with DFO's Pacific Biological Station in Nanaimo, are part of a four-person team that has published a book documenting almost 17 years of research on the lives of these huge marine mammals. With the aid of John Ford, a research biologist with the Vancouver Public Aquarium and Ken Balcomb, director of the Centre for Whale Research, Friday Harbor, Washington, Bigg and Ellis compiled a yearbook that contains a name and a picture of each of the 332 killer whales (orcas) frequenting the

Resident race has a northern and southern community. These communities are broken into clans, each with its own dialect. There are three clans in the northern community and one in the southern community.

Transients provide no clues to researchers through dialect because all Transients in B.C. and Washington State appear to belong to the same clan. Resident pods tend to intermingle with other Resident pods, but never do the Residents and Transients mix. There are many other interesting revelations about the two races, but you'll have to read the book to find them out.

"It's a very strange biological development," Bigg says. "Two races in the same area with different behaviours. I don't know any other animal that does that right now other than humans."

Bigg, who has worked with DFO's Pacific Biological Station in Nanaimo since 1970, has developed a strong affection for one particular whale over the course of his research.

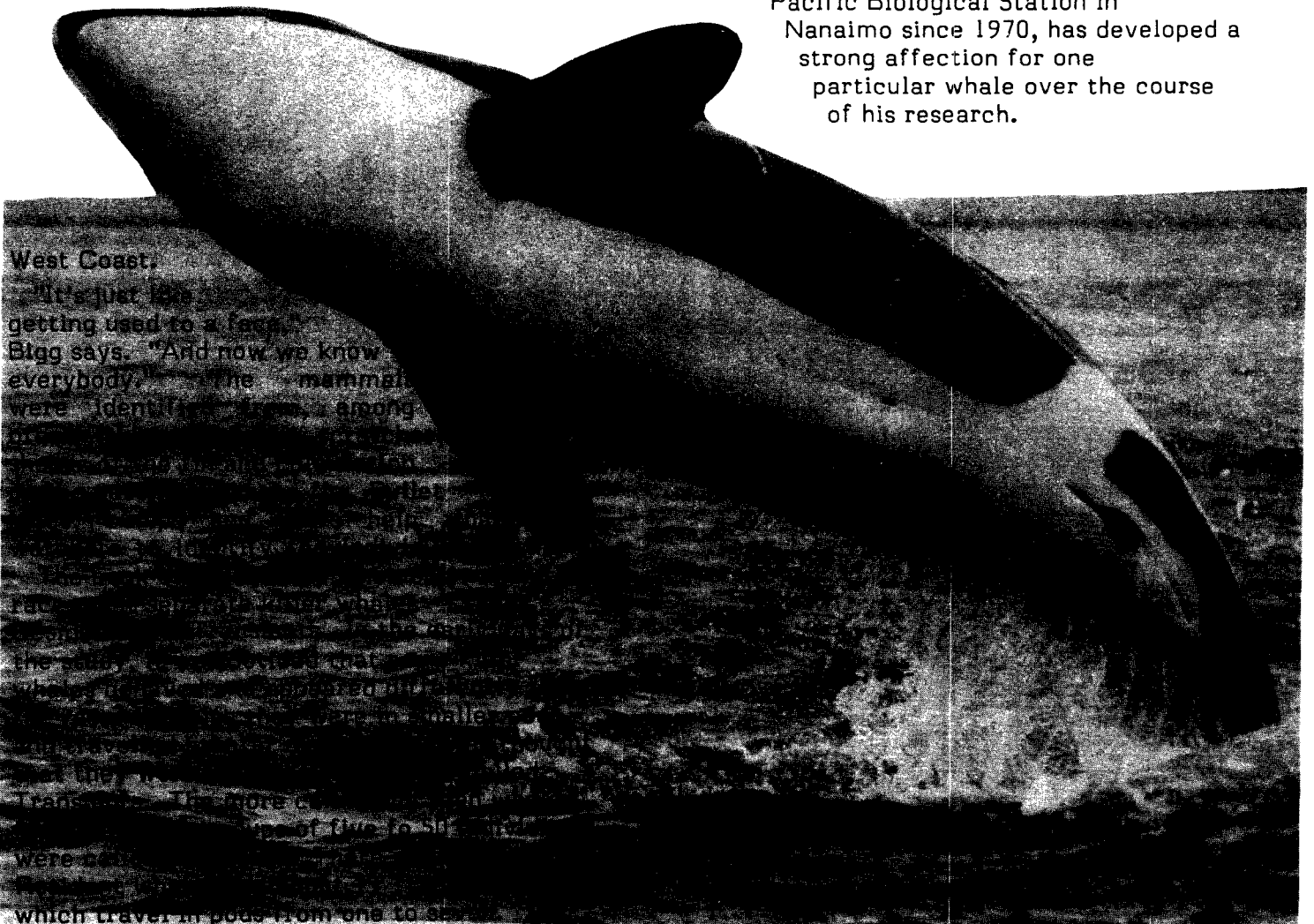
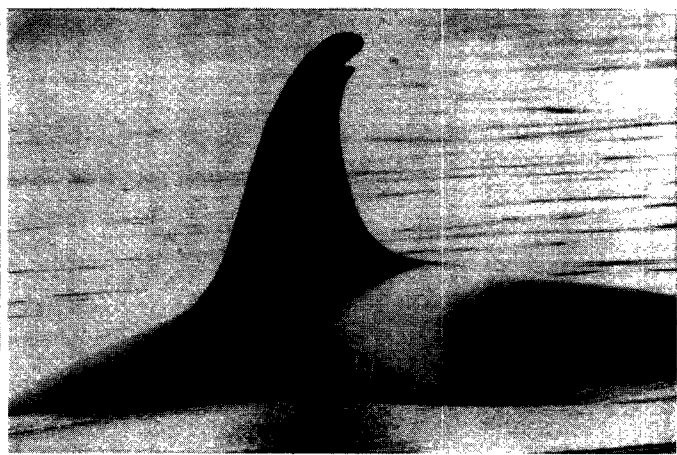


Photo by Mike Bigg



*Killer whale A2 is an old female who is probably 60-years-old.*

"A2," Bigg says, "is a granny with five grandchildren. She must be around 60 years old. I've been following her around since 1972. She's such a distinctive individual."

The book gives some very simple and common sense guidelines to whale watching, a pastime that has become quite popular off the shores of B.C. and Washington state.

"Although," Bigg says, "from the whales' point of view, it must be similar to being followed around by a lawnmower all day."

The provincial government has purchased about 38 hectares of unlogged forest at Robson Bight in Johnstone Strait, an area regularly visited by about half the killer whales in B.C. It is to become an ecological reserve and is best described as a playground and resting place for the orcas.

"I'm very pleased about this," Bigg says, "but I'm concerned that people do not have access by roads to go down there and chase the whales away."

Still under consideration is a proposal to protect 515 hectares of nearby Crown land which was portrayed in Supernatural B.C. ads.

The book can be purchased at Coles, the UBC bookstore and the Vancouver Public Aquarium. The \$14.95 price has the added bonus of knowing that all proceeds from the sale go to Vancouver's West Coast Whale Research Foundation, headed by Jim Darling, and Friday Harbor's Centre for Whale Research to continue research on killer whales in British Columbia and Washington.

This comprehensive catalogue, which took about half a year to write, is an excellent reference source for those who like to go out to watch the whales as a hobby and offers valuable data for researchers.

"We hope this will be a continuing thing," Bigg says. "A summary could be put out every five years for the general public as an update."

## Communication Notes

The Department of Fisheries and Oceans, Pacific Region has released a new publication which will fill the gap left by the former award-winning newsletter Salmonid.

Its objective is somewhat broader than that of its predecessor, which kept the public informed about the Salmonid Enhancement Program from 1977 to 1984. Pacific Tidings will include in its contents information on current Pacific Coast fisheries issues and scientific programs and how their developments will affect the future of our ocean resources.

Sources will be sought from within the DFO's Pacific Region, as well as from representatives of other industries, academics and the public.

Its circulation will be approximately 20,000 and it will land on the desks of government officials, directors of other industries such as forestry and mining and fish and game club members. Also included on the mailing list are schools, PIP volunteers, fisheries employees, and many other sectors of the public.

In its inaugural issue, Pacific Tidings focused on the Salmonid Enhancement Program and the federal government's continuing commitment to enhancement in the Pacific Region. The editor welcomes your ideas for future issues, as well as your questions and comments. Please write to: Pacific Tidings, Fisheries and Oceans, 555 West Hastings Street, Vancouver, B.C., V6B 5G3. The in-house mail station number is 321.

**February is  
Heart Month.  
Please  
welcome your  
Heart  
Volunteer.**

**B.C. Heart  
Foundation** 

# Training session well-received

The crush is on as positive reactions to the new fisheries/forestry guidelines' training program draws more than the expected number of participants into crowded classrooms at 11 West Coast locations.

Habitat Management's Mike Brownlee, a member of the five-man training team, says that the general response to the program has been overwhelming. The day and a half workshops began January 11 in Vancouver and will conclude in Squamish on March 18. Participants include foresters, logging crew foremen, and conservation and fisheries officers. Originally, no more than 55 people were expected to attend each session, but that number has gradually increased as word spreads about the valuable information being received.

"It's been very enthusiastically received by all participants," Brownlee says. "We're expecting an overall total of more than 650 people when the sessions are completed."

The training program consists of a two hour video, broken into 10 to 15 minute sections, with question and answer periods in between. The video is a well-paced professional accomplishment which gives its viewers a basic lesson in biology. Filmed on Vancouver Island near the Sitika River, it looks at logging methods, falling and yarding, stream side vegetation and many other details necessary to classify a stream.

"There is a lot of group interaction," says John Payne, head of Habitat Management's land use unit.

"What the participants are doing are exercises in stream classification. There is no clear method of telling what stream classification is, but the video tells them how to identify streams. Afterwards, the class is again split into groups with each group receiving a blank map. They then have to come up with a classification of the streams on that map and discuss their reasoning with the rest of the class.

"It's really amazing how much loggers know about streams already," Payne adds.

The Coastal Fisheries Forestry Guidelines was compiled as a cooperative effort from more than 15 years of research. The B.C. Ministry of Forests and Lands, B.C. Ministry of Environment and Parks, DFO and the Council of Forest Industries put their heads together and jointly wrote this new guide to forestry in coastal watersheds frequented by spawning salmon.

The guidelines define four types of streams, each associated with specific fish habitat and forestry objectives.

"Stream classification allows us to maintain fish protection out of the forest lands on the streams concerned," Payne says. "The main purpose of including lower class streams is to prevent downstream impacts on high class streams. Before, all streams were created equal," he adds. "Not so anymore."

"It took a couple of years to get a good draft that technical people liked. Then industry got involved. Through a series of meetings, we managed by around January, 1986 to recast the draft to its present form so that the language pleased everyone and the content remained intact.

"The last year has been extremely positive and this feeling has continued into the training sessions."

## Workbook available

After more than five years of research, a field workbook has been compiled to assist staff in determining whether a watershed is sensitive to planned forest harvest. Involved in the book's development was a technical committee comprising representatives from the Council of Forest Industries of B.C., B.C. forests and lands ministry, B.C. environment and parks ministry and DFO.

The workbook, entitled Watershed Workbook - Forest Hydrology Sensitivity Analysis for Coastal British Columbia Watersheds (Interim Edition), will be used on a trial basis for one year. Acquired feedback and data will result in a final publication in 1989.

When reviewing logging development plans, field staff can use the book as an aid to assess potential impacts of cumulative effects on streams and fish habitat from past and future logging. Numerical ratings are assigned to the watershed in one of four categories indicating the range from low to high sensitivity. After analysis, recommendations for subsequent action are given.

Copies of the workbook may be obtained from the Habitat Management Division in Vancouver. Les Powell, 666-0126, is also available to give a short introductory session (one to two hours) explaining the workbook's analysis procedures.

# Acknowledgements of gratitude

## Employee receives recognition

James Boland, acting chief of SEP's special projects division, was recently honoured by Washington state's 1989 centennial committee.

Boland was the first person to receive a Certificate of Appreciation from Washington's Secretary of State, Ralph Munro, for his outstanding contribution to their 1989 centennial salmon project.

"James was the first person to receive the certificate last December because of all the good information and cooperation we have received from him and Canada on special fisheries projects," Sally Hicks, chairperson for the centennial celebration says.

Hicks, who is also chief of the office of information and education for Washington state Fisheries Department, was among three visitors from that department who visited B.C. in May, 1987 to tour several Lower Mainland PIP projects. SEP's public participation has served as a model for other such projects, most notably Washington state's. California and Hawaii are also considering starting up similar activities.



"Washington is going in the right direction," Boland says. "When the group, which included the Deputy Director of Washington fisheries, came to look at our PIP projects last year, they were here trying to understand all that it meant. The information they gathered would be tied into a request for funds in 1989 for Washington state's 100th birthday celebration."

The committee was successful in its grant application receiving \$45,000 from the state as well as authorization to seek corporate sponsorship. So far, Coors beer has offered the group \$42,000 which will go to projects at the grassroots level.

"I have a feeling we'll end up with at least \$100,000 to \$200,000 from corporate sponsorship," Hicks says. "Corporate sponsorship has statewide significance. Money from them will go towards paying for startup materials such as tanks and fences.

"We will involve people all over Washington in enhancement and habitat preservation projects during the centennial year," Hicks adds. "We want to involve schools, community groups, Indian tribes, commercial fishermen and local industries. The formal kickoff date for the projects will be November 11, 1988 and they will run until November 11, 1989. The committee hopes that many of these projects will be so successful that they will continue on a permanent basis.

"Washington has the potential to double or even triple their public involvement program with the centennial project," Hicks says.

The centennial salmon committee will review proposals from people who would like to become involved in fisheries projects.

Hicks says the four major criteria which they must present are information pertaining to fisheries resources, education, protection issues, and enhancement.

"We've just completed a poster contest as part of an awareness campaign. The centennial salmon project committee viewed more than 1,000 posters received from the 2,200 public schools involved. A distinguished panel of judges, which includes the governor's wife, Jean Gardner, co-chair of the committee along with Ralph Munro, and other state representatives, have screened them down to the top 20. The winner will receive a \$1,000 savings bond from Trouts Unlimited and all participants will receive a Certificate of Appreciation signed by Gardner."

The deadline for project proposals is March 31, 1988 if the project includes eggs or fish. All other projects have until October 15, 1988 to be entered.

## Commendation

Marlon Watts, harbour manager for Small Craft Harbour's Steveston dock, received a letter of commendation from the Fisheries Minister Tom Siddon for his successful role in dissuading a distraught boater from taking his own life last September.

The Minister noted in his letter that Watt's "services and dedication as a member of the staff of this department is sincerely appreciated."

*Continued on page 14*

Watts was working at the government dock, located at the foot of Third Avenue in Steveston, when he received a call at 11:45 a.m. The caller told Watts that he had taken 15 sedatives and was going to drown himself. He was calling to advise the harbour manager where the Coast Guard could pick up his boat.

The highly distressed man "threatened suicide because he was unable to support his girlfriend and could no longer afford to keep his 12-metre boat," Watts says. "His attempts to sell it and his class C licence had been unsuccessful."

Watts managed to keep in communication with him for approximately four hours. During that time, the caller had swallowed another 30 pain killers and was becoming increasingly difficult to understand.

Watts was able to call in the Coast Guard and Richmond RCMP. They boarded the Coast Guard's hovercraft and together searched the area near the mouth of the Fraser River for the caller's boat. Watts kept up communications through a headset while searching with binoculars for the vessel.

"I was familiar with the man and his boat which he had docked at Steveston for the past two years," Watts says.

The vessel was finally located and the hovercraft slowly made its approach. A Coast Guard diver was on the alert while Watts tried to make eye contact. He waved at the man, trying at the same time to calm him down over the headset. The caller attempted to jump overboard. Because of the amount of pills he had taken, this effort proved difficult and Watts was able to land on board the vessel and grab the man before he could jump. The man was rushed to Richmond General Hospital where he received emergency attention. Watts returned to his office at 5:30 p.m. The dramatic event had taken more than five hours to unfold.

Today, the man is in therapy and has been able, with Watts' aid, to sell his boat and licence.

Watts also received a letter of commendation from the Richmond RCMP. Superintendent W.A. Dellebuur, OIC, Richmond Township Detachment, conveyed his thanks for the manner in which Watts dealt with a highly stressful and serious situation.

## Centre Creek Camp says "Thanks"



Warm wishes were exchanged on a cold river bank in December as Merv Klaudt of the Centre Creek Corrections Camp presented a plaque to Chilliwack Hatchery manager Don Buxton. The plaque, created by camp residents, reads:

### THANK YOU

On the occasion of the tenth anniversary of the  
Salmonid Enhancement Programme  
the staff &  
residents of the  
Centre Creek Correctional Camp  
would like to thank  
**Don Buxton & the staff**  
**of the Chilliwack Hatchery**  
for their generous  
assistance with the  
volunteer programme  
at the Centre Creek Camp.  
1987

Hatchery staff turned out to see the plaque presented during a snowfall, then everyone returned to the warmth of the building to help Don select a prominent spot in the lobby to display the treasured token of appreciation.

*"If you go down to the woods today . . ."*



*This grizzly's raised hackles are a warning that it is preparing to charge. The proper reaction is to slowly walk backwards (don't turn and run) and the bear will usually calm down.*

Photo by Hans Galesloot

**"Grizzly bear: large fierce bear of North America."**  
*- The Oxford Dictionary of Current English.*

Snootli Creek Hatchery was downright unbearable at times last summer. Warm weather and a lack of easy prey made the hatchery's spawning grounds, located in B.C.'s Tweedsmuir Provincial Park, a perfect setting for grizzlies to hold daily picnics.

"Normally grizzlies go into hibernation the last week in October", says Russ Hilland, manager of the hatchery. "But here it is, mid-November, and these guys are still out roaming around looking for food."

September was particularly hazardous for tourists and hatchery personnel alike. The number of pink salmon spawning per square metre was higher than the river, so bears zeroed in on the channel because it was an easy source of food.

"Bears were eating up to 200 carcasses a day," Hilland said, "even though hatchery employees were removing as many dead salmon as they could to keep the channels clean and less attractive to them."

Because the hatchery site used to be a grizzly bear swamp, the bears get first dibs on fish in the channel. Although not too many people would argue that fact with a hungry grizzly.

"It's good habitat for them and they seem to like it here," Hilland says. He adds that it was a bad year for potential mishaps between tourists and the cranky bears, but fortunately no serious problems occurred. The last time a bear had to be shot was in September, 1986 when an employee of Ken Pitre, formerly with the Salmon Services branch, was charged by a bear. Fortunately, he had a shotgun loaded with slugs and was able to stop the bear in its tracks only three bounds away.

"The chance of seeing a bear was probably 50 per cent if you came here every day and walked the channels," Hilland says. "Every second day you'd see a bear. We had people who weren't aware grizzly bears are dangerous and they were walking up and taking pictures of sows and cubs."

To lower the risk of danger next year, the hatchery is going to post bear-hazard signs during the peak of spawning season explaining that bears feeding at the channels are dangerous. Hilland says that if the bear population is dense enough, he'll close the channels to public access for short periods.

*Continued on page 16*

*Continued from page 15*

"The condition of the park-use permit we're operating under is that in the event of people-bear conflicts, the bears take precedent. So if bears are here eating all the fish and there's danger to the public, we'll close the channel for that period of time."

---

**Ursus horribilis!**  
- Latin for Grizzly Bear

---

Because the grizzlies in the Atnarko area appear to be wilder than grizzlies found elsewhere, Banff National Park, for instance, Hilland says there are some definite rules that he and his crew maintain, even if it means that the tourists think they have "a few loose scales at times." Travel in groups, he says. Encourage loud singing and shouting. Stay out in the open and do not approach the bears, especially if they have cubs. "If you keep your distance, the bears will amble off," he says. "But, if the bear refuses to move, discretion is the better part of valour."

At least one member of any crew on the river is designated to handle a weapon, kept within easy reach in case of an attack. Most people out hiking will not be carrying a loaded firearm and should follow the former advice as well as watching the grizzly, if you are that close, for natural warning signs. First, the bear's hackles will rise. Once they are fully puffed out and it begins to move its head from side to side, it is preparing to charge. If you slowly walk backwards (do not turn and run), the bear will usually calm down. Hilland offers this advice from experience because it has happened on several occasions to himself and his crew.

Although the bears can be a nuisance it is a good sign to see them appear in such numbers. As a result of a flood on the Atnarko in December, 1981 a lot of bears were forced out of hibernation early. With no food, many caught pneumonia and died. The mortality rate was quite high, but it appears that the bear population is recovering.

"This year we saw three sows here and each of them had two cubs," Hilland says. "So it looks like they are having a good survival rate and that the Atnarko grizzly bear population is rebounding."

## DFO says farewell to Garnet Jones



Mrs. Judy Jones and Pat Chamut observe Garnet Jones' reaction at his "retirement" party January 13.

Garnet Jones, director, of Pacific Region's Fisheries Branch, retired on December 31, 1987 after more than 20 years of service with DFO.

Jones started with the Department in 1967 as a fisheries officer in Hay River, Northwest Territories, before transferring to British Columbia in 1969. He worked his way up, through the ranks and, while on the government's Executive Exchange Program in February, 1982, began a two-year term as president of the Fisheries Council of B.C. He returned to DFO in October 1984 to assume the position of director.

Jones will be pursuing a new career with B.C. Packers as vice-president, Production. His new role will involve him in the activities of acquiring fish and fishermen relations.

Throughout his years with DFO, Jones never lost sight of his grassroot feelings for the conservation and protection of the resource. His view of the Department was not as a normal government bureaucracy, but rather as a special organization of dedicated people. His opinion was that each individual within the Department had the opportunity to contribute in a direct manner to resource management.

Jones will be missed by many people who hope to hear from him as the fishing season approaches.

Good luck to the "Boy from the Bush"!



# SOUNDER

March 1988  
Volume XVII Number Two



## Munchers



## M a n n e q u i n

## Minister



*Details inside*

# Pacific Tidings



Fisheries Branch has a new director. A welcome is extended to Ted Gaudet who commenced his duties March 14 and comes to us from Moncton, Gulf Region.

Grant Scott was the successful candidate for district supervisor's position in Campbell River; he'll be moving from Kamloops in April.

Brenda Donas, Inch Creek fish culturist, has left the Department to work for Envirocon's private fish hatchery north of Campbell River.

John Willis, Snootli Hatchery GT2, commended in March 1988 issue of B.C. Outdoors for his prompt action in saving a conservation officer's life by shooting a grizzly bear while it was mauling the officer.

Rod Bell Irving has left Pacific Region for Ottawa where he will be director, Native Operations, DFO.

Born to John and Roseanne Hamilton, Facilities Management Division, a daughter, Alexandra, weighing 3.82 kg, on March 7.

Suzanne Poohkay, Facilities Management Division, has taken a one year leave of absence to live in Santa Cruz, Bolivia.

We were saddened to be advised of the recent death of Ken Donaldson, husband of Vera Donaldson. You will recall that Vera was the receptionist for the Department for many years prior to her retirement several years ago. Vera is once again living in Vancouver.

Born to Mark and Ramona Duncan, biologist, Fraser River Habitat Division, a son Michael on January 25, weighing 3.26 kg.

Heather Fletcher, economist, has been seconded to Ottawa to work in the International Directorate where she will coordinate Pacific Salmon Commission and Yukon River negotiations.

Peter Leitz was the successful candidate for a one year term position as senior commercial analyst in Program Planning and Economics.

Ann Ho has returned to the Department as head, Word Processing Unit. Judy Gwin has returned to Program Planning and Economics and as a result Michelle Nadeau has left and is now on assignment to Technical Services Division.

Christine Steneker, secretary, Fraser River Habitat Management Division, is resigning from the Department March 31 to assume full-time mother duties. She will be missed.

Chrystal Michelle has arrived to brighten up the nights of Debbie and Jim Morrison, Habitat South Coast biologist in Nanaimo. Their first child was born February 28, weighing 3.3 kg.

## Cover

*Top left: Munchers at impressive buffet for ITS Division's open house Feb. 18. Story on Page 4.*

*Top right: Minister of Fisheries and Oceans speaks at Steveston's Salmon Hatchery opening. See page 10.*

*Bottom left: This lovely lady is located in Brian Richman's fourth floor historical display. Story on page 6.*

*Bottom right: Steveston's Secondary School principal Bob Carkner, a student, and Fisheries minister, display SEP print. See page 10.*

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Fisheries  
and Oceans

Pêches  
et Océans



## Question.

I have recently been informed that, in keeping with the Affirmative Action program, there is in place a new DFO Pacific Region policy for Native participation on selection boards for Fishery Officers. All Fishery Officers, with the exception of three Surrey Sub-District positions, are subject to the policy; it is for competitions only and does not involve the Lateral Transfer program.

Fishery Officers have not been provided with a copy of this new policy nor the rationale for its adoption. Mr. Chamut addressed a question concerning Affirmative Action in the October–November 1987 issue of *Sounder* in which he stated: "It must be emphasized that Affirmative Action is not a hiring process." Mr. Chamut's statement seems at odds with the policy of Native participation on Fishery Officer competitions. I would appreciate Mr. Chamut clarifying this new policy by replying to the following questions:

1. How will the competition process be re-structured to include Native participation?
2. What were the perceived deficiencies in the competition process that warranted Native participation?
3. Why have Fishery Officers been singled out for this new policy?
4. If Native participation in the competition process has arisen because of Fishery Officer involvement with Native groups, will there be a similar impetus for inclusion of other user groups (eg., commercial and sport fishermen) as well as loggers, miners, etc. in the competition process?
5. As Affirmative Action is a federal program, what other departments have enacted a similar policy?

## Response

The Native representation on selection board policy, formally adopted and introduced in DFO, Pacific Region last August, is not a new policy. It has been in place in the federal public service since it was announced by the Public Service Commission through Bulletin 79-7 in 1979. The policy was to support and complement the federal government's employment equity initiatives.

All departments were directed to adopt and implement this policy which basically stated "that all positions which have an impact on Native programs and Native people were to be identified and were to include Native representation when staffing vacancies." DFO, Pacific Region, had for years involved Native participation in selection processes for designated Native positions and on one occasion for a Fishery Officer Trainee competition, but hadn't taken steps to formally adopt this policy. In August, 1987, we formally took this step. Our policy states that we will identify and involve Native representation in the selection process of those positions which directly impact on Native people and programs. For this reason, a majority of the positions identified were in Fisheries Branch. Other branches which were affected were Resource Enhancement Branch, Personnel, Program Planning and Economics, and Native Affairs Branch.

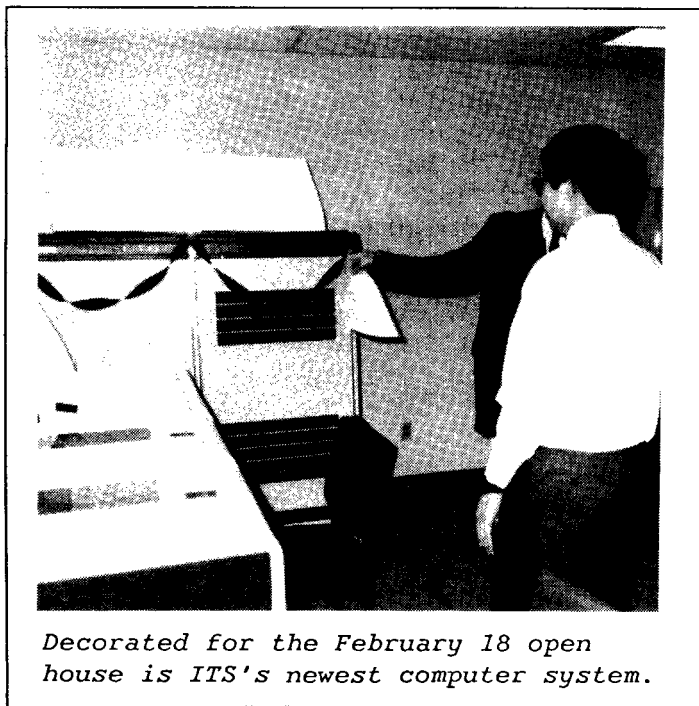
The changes in the competitive process will include involvement of the Native representative, if they have expertise, in developing questions which would assist in determining candidates' sensitivity to Native political, economic and social issues, screening if necessary and the interview and rating of candidates.

As you are aware, our department is committed to the employment equity program, which includes Natives, women, visible minorities, disabled and francophones. Representatives from these employment equity groups may be asked to participate in selection processes as is deemed necessary by the managers and staffing officers involved.

All federal departments have implemented the Affirmative Action Program with the exception of those whose positions do not have contact with Native people or Native programs.

For further information, please call Gloria Point-Wadley at 666-2342.

# On-line with VAX 8530



*Decorated for the February 18 open house is ITS's newest computer system.*

**A new generation of data processing and communication has arrived at DFO bringing with it potential for greater efficiency and less duplication of efforts in terms of information storage and retrieval.**

VAX 8530, the brand name for the main computer system used for regional application, has been on-line since December, 1987 in the Information, Technology and Systems Division located at Vancouver's regional headquarters. Already more than 200 employees are accessing its memory to retrieve and input information on a wide range of subjects. While the system serves many centralized functions, including data entry for large systems such as commercial catch statistics, it is also used for remote data entry from Steveston to Prince Rupert. Information access and exchange on such important topics as openings and closings is readily available as well.

"It will provide easier access to corporate or regional data," says Mike Romaine, chief of the ITS Division. "It also has the capability of archiving historical information in a central location facilitating user access to official data."

Although there is a great deal of information available, permission must be

obtained from a "system owner" before access is granted. This protects the data and its confidentiality. Application forms for access may be obtained from ITS.

Romaine says one of the main attributes of the system is its ability to improve departmental communications. "Once people become comfortable with using it," he says, "it will allow separate offices to access and exchange information that everybody needs."

The Tidal Water Sportfish Licence Division has been using an in-house computer system for approximately one year to record financial data pertaining to licence sales. Bob Wowchuk, sport fishing advisor, says that the systems major attribute to his department has been the reduced cost.

"Formerly we had to rely on an outside agency to maintain our data. The cost was substantial when you think in terms that sport fishing licences raise more than \$3 million in revenue. Vendors are paid approximately \$350,000 annually for selling licences throughout the province."

Wowchuk adds that the two sportfish licensing clerks, Claudette Sherif and Marilyn Gibson, "have been doing an excellent job with very little help from me. They run the whole licensing system which includes distributing licences to vendors and auditing sales reports."

The Department, Romaine says, will also use the system to exchange information with other governmental organizations, the public, and the fishing industry.

"In the future what we hope to do is to have an exchange agreement which would link the fish canneries to the fishing industry. They would provide, for example, sales data to us electronically, and we would provide them with access to information on openings and closings. We could also use it (the VAX system) to get summary reports on up-to-date catch data."

Because the system is new, many employees may not have had the opportunity to learn about its capabilities or how their department can utilize its benefits. ITS is planning to send out brochures within the next few months which will include an explanation of the systems functions and instructions on how to obtain access. If you would like further information on the system, contact ITS secretary Margaret Branson in the Management Services Branch at 666-2027.

# Letters to the editor

Now that an historical display is a reality in our new digs, I would like to share some of the Department's history with you.

It was 1867 when the first Canadian department, the Fisheries Department, was formed. Known as the Fisheries Branch, it was part of the Crown Lands Branch of old Canada (Ontario & Quebec). The Fisheries Department was divided into two branches - Marine and Fisheries. The first year's expenditure for the Fisheries Branch was \$32,887.49 (July 1867 - June 1868).

Our first minister was the Honourable Peter Mitchell and since his time there have been an additional 36 ministers; six were from British Columbia. Three of those six were appointed in the last 20 years of our 121 year history as a department.

DFO has gone through many names as well. Initially, we were called Marine & Fisheries. In 1914 we became part of the newly created Department of Naval Services, Fisheries Branch. This lasted until approximately 1920 when we became Marine & Fisheries again.

In 1930 we became the Department of Fisheries, and since then we have been called Fisheries & Forestry; Environment, Fisheries Service; Environment; Fisheries & Marine Services; and, Fisheries & Oceans.

I enjoy delving into the history of the Department, even if it is difficult due to little departmental interest in keeping an historical record. For instance, I just received a small publication from Scotty Roxborough entitled "1867-1967 100 years of Fisheries," and instead of giving an history of the Department, it dedicates eight and one half to nine pages listing the biography of 30 DFO ministers and six deputy ministers. The remaining half page is dedicated to the formation of the Department and the housing of headquarters from 1867 to 1967.

The publication states that all Department files prior to 1894 were destroyed by a fire and yet, in the same publication, it is mentioned that in 1905 a history of the Department was published entitled **The Canadian Marine**. All of this points to an almost total disregard of our marvellous and convoluted history. This disregard is a shame because, according to this publication, the Ottawa headquarters was housed in a structure known as the Canadian Fisheries Museum which leads me to believe we have lost many past treasures. Fortunately, I have recently obtained a copy of **The Canadian Marine** and should anyone wish to borrow it, they may contact me at 666-0128.

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Excerpt from **The Canadian Marine, A history of The Department of Marine and Fisheries:**

Finally, I would like to thank everyone who has contributed and is continuing to contribute material for my walks through the corridors of the Department's history. I make this promise to everyone that, as interesting items and objects surface, I will share them with you, either through Sounder or by displaying them in the cabinet on the fourth floor.

Brian A. Richman

PS: For the curious, the reason the mannequins have no footwear is because the display is showing historic uniforms and, to date, the issue of footwear, has not been resolved.



*His and her fishery officer uniforms are displayed on the fourth floor of DFO's regional headquarters.*

## All dressed up and no place to go

Ever since the first female Fishery Officers were hired in the 1970s, recurring problems have caused turmoil in regards to their apparel.

Female representatives from each Canadian Fisheries' region attended a national uniform committee meeting in Ottawa in the winter of 1980. Together the women came up with their own design for a ladies uniform. Unfortunately, due to the special cut and the small size of the order, the cost of their outfits soared up to four times more than that of the men's.

Over the past year Pacific Region's Brian Richman, 1987/88 chairman of the uniform committee, implemented new national guidelines for officer's apparel. Later this year women will once again be attired in the same uniform as the men, but with two exceptions; the ladies will also be issued skirts and their hats will be of their own design. This is an historical turn-around because back in the '70s, female officers originally wore male uniforms.

# New West staff put jump on blues

Pointing an aerobically attired foot in Headquarter's direction is New Westminster's DFO staff who submitted the following article:

No more excuses for our office staff to delay the start of a fitness program. Since last October, 1987, half hour fitness classes are taught three times a week during lunch break on the top floor of 80-6th Street.

Christine Stenecker, a British Columbia Recreation and Parks Association fitness leader and New West DFO employee, instructs the group on a volunteer basis.

The workouts are great fun and help beat those afternoon blues. So, Headquarters, the challenge is on! It's time to aerobicize in New Westminster's footsteps.

The New Westminster staff

\*\*\*\*\*

### Puzzle solution

1	A	2	C	3	T	4	S	5	S	6	T	7	A	8	T	9	S	10	S	11	E	12	P	13	T
14	C	15	A	16	R	17	P	18	L	19	I	20	T	21	R	22	E	23	A	24	R	25	E	26	A
27	E	28	M	29	I	30	R	31	I	32	N	33	T	34	E	35	R	36	M	37	I	38	E	39	N
40	D	41	E	42	S	43	I	44	G	45	N	46	S	47	N	48	E	49	T	50	P	51	E	52	N
53	N	54	O	55	G	56	E	57	D	58	S	59	E	60	L	61	62	63	64	65	66	67	68	69	70
71	M	72	A	73	N	74	G	75	O	76	B	77	A	78	S	79	N	80	E	81	R	82	V	83	E
84	E	85	L	86	I	87	S	88	F	89	A	90	R	91	I	92	S	93	R	94	A	95	E	96	L
97	A	98	G	99	T	100	S	101	E	102	A	103	L	104	L	105	C	106	E	107	I	108	N	109	V
110	T	111	A	112	R	113	R	114	E	115	I	116	N	117	K	118	B	119	L	120	U	121	E	122	123
124	S	125	L	126	E	127	E	128	T	129	S	130	E	131	C	132	R	133	I	134	S	135	E	136	R
137	D	138	O	139	N	140	O	141	R	142	M	143	I	144	O	145	146	147	148	149	150	151	152	153	154
155	A	156	M	157	M	158	O	159	N	160	I	161	A	162	R	163	E	164	A	165	166	167	168	169	170
171	G	172	O	173	E	174	S	175	C	176	R	177	E	178	E	179	L	180	I	181	C	182	O	183	N
184	A	185	P	186	S	187	E	188	H	189	E	190	R	191	A	192	T	193	N	194	E	195	M	196	A
197	R	198	E	199	A	200	D	E	201	D	A	202	M	203	S	204	G	205	R	206	207	208	209	210	211

# The job competition game: Dungeons and Dragons in the Public Service?

*This section may be easily removed and saved for future reference.*

It's a little known fact that the competition process is just as spooky for the person doing the hiring as for the person applying for the job. One of the major frustrations for this writer is witnessing the many employees who are disadvantaged by their lack of practical knowledge of the competitive process.

**You have a low probability of ever winning job competitions unless you know the rules of the game.**

Yes, there are game rules, written and unwritten, for all players, with the ultimate game objective of the organization (the Dungeon Master) getting the best person for the job, and the winning candidate (the Wizard) getting the job they want and deserve.

There are a number of dragons to face and slay before being awarded the title of Wizard.

---

## **I. The screening dragon: guards against the castle moat**

**Directions to the castle:** The job poster

**The dragon slayer:** You, if you qualify

**Weapons at your disposal:** The job application

---

The screening process is the first hurdle you must cross if you are a serious candidate for the job. The only weapon you are normally allowed to use in facing this first dragon is your job application. The employer must screen all applications against the basic qualifications advertised on the job poster. These are most often in the categories of education and experience.

Unless you clearly relate on your application how you meet each of the advertised requirements, the screening dragon eats you for breakfast: you've lost the game almost before it's begun.

In other words, it is in your best interest to pay close attention to the application. Make sure you have carefully read the job poster. A screening board has the right to set aside any application which does not meet the letter of the advertisement. Ideally, you should prepare a complete application and resume specifically tailored to the job advertised. At the very least, a covering letter, explaining how and why you meet the advertised requirements, should accompany a duly completed application.

The rules of the game are that all candidates must be treated equally throughout the entire process. An assumption by candidates that they needn't put themselves out in the application stage because they and their work record may already be known to the hiring manager could backfire on that candidate. Screening boards could evaluate all candidates purely on the basis of their written applications alone.

Do yourself a favour. If you are going to apply for a job, show right up front that you have put as much effort into applying for it as you intend to put into doing the job -- if you get it. A prospective employer is not going to be overly impressed if faced with an application that is illegible, illiterate, poorly constructed and covered with coffee stains. Have someone else read it over before submitting it. Look for honest opinions about whether it is readable, grammatically correct, logically presented, covers the basics, doesn't include irrelevant data, and leaves a positive impression with the reader.

**If you conquer the screening dragon, you've got one foot in the castle door – a further opportunity to prove you're the wizard they're looking for.**

---

## II. The pre-interview dragon: holds the key to the castle

<b>Task for the dragon slayer:</b>	Preparing for the interview
<b>Map of the castle:</b>	The statement of qualifications
<b>Weapons at your disposal:</b>	Your choice

---

The competition can include preassignments and/or written tests, but the most common approach is an oral interview board composed of the prospective employer, the staffing officer and usually at least one other board member.

Typically, most people would rather crawl through 10 miles of barbed wire and broken glass or ransom their firstborn, than face a competition board. (Be assured that the board members may not be too thrilled either.) But there are some fairly simple rules you can follow to increase your chance of success, and there are also some rules the board must follow that you should be aware of.

The board is there to assess you in three categories of rated qualifications: your knowledge, your abilities, and your personal suitability for the position. In each of these categories there are specific focus areas on which you will be questioned. These are all outlined in the statement of qualifications which you should request when you receive confirmation that you've passed the screening process. Please note that it is up to you to obtain this document as part of the preparation process.

The board must follow several rules; the primary one being that every candidate must be asked the same predetermined questions with the acceptable answers rated against a predetermined rating scale. Something all candidates should be aware of is the rating process: If a candidate fails any **one** of the three categories (ie. less than 60 per cent), they have failed the board.

### Prepare yourself intellectually for the board. In particular:

1. Request the statement of qualifications from the staffing officer or assistant. Using it to develop likely questions and to

2. consider what your answers would be
2. Request the job description so you know the duties of the job. (Please note that while it is standard practice in DFO, Pacific Region to give these out, other departments do not necessarily follow the practice.)
3. Get whatever information you can about the job. Contact the person holding the competition. Ask for any general sources of information they may have on the job; an organization chart, a recent annual report, etc.

### Prepare yourself mentally for the board. In particular:

1. Ensure that you are fully aware of why you want the job; why you should be hired over other competitors.
  2. Remember that the board members are just people interested in knowing more about you, not members of the Spanish Inquisition.
  3. Consider what impression you want to project to the board and decide how you can best do that. Get a friend to help out by being a sounding board, objective advisor or pretend board member.
- 

## III. The interview dragon: separates the true wizard from all other dragon slayers

You're pretty well on your own with this dragon but you may want to consider a few tips.

---

### If you don't say it or don't demonstrate it, the board cannot rate you on it

Don't assume the obvious. The board members cannot read your mind and even the seemingly obvious aspects of questions must be voiced if you expect to receive full points for an answer. Again, don't assume that because the prospective employer or board members are familiar with you and your work they "know what you meant to say." The simple fact is, if you don't say it, it cannot be considered. If the interviewers have to prompt you to draw the answer from you, this is considered when awarding points.



### Consider the question and your answer before responding

Take a few seconds to make sure that you understand the question. If you have doubts about your interpretation of what the board wants, rephrase it in your own words to ensure that your understanding of it is correct. If it is a multi-part question you may wish to **quickly** jot down the **key** points to address.

Organize your answer mentally or by writing down a **few main** points you want to cover. **Caution:** While a **quick** writing down of a **few** buzz words may help you to keep track of the questions and organize the delivery of the answer, a laborious transcribing of either question or answer is definitely a no-no. In most cases, where a board would rather you not engage in this practice at all (eg. because of the nature or demands of the job itself), they will normally notify you up front.

### Go back to any question if later in the interview you decide that you could have answered more completely

An interview can, at first, be a stressful situation and this is understood by the board members. As the interview progresses and you feel more at ease, it is acceptable to mentally review the previous questions and your answers and return to any one to **expand** on your previous answer. (Don't go back if you merely want to stress what you've already said.)

### Don't panic

Obviously, some questions will be difficult to answer, particularly those that are meant to determine your approach to various situations. Take some time to consider what you might do under the circumstances mentioned. Consider using relevant examples from your past experience to illustrate your point. If you have never encountered a similar experience, draw on situations where you might have seen someone else handle a situation in which you felt that their response was a good one, or alternately where you thought that their response was not correct and how it could have been better handled.

When answering, try to read your audience. If you think you may be off track, ask if you misunderstood the question.

### After the competition:

All the questions, whether written or verbal, are designed to spread out the applicants so a clear winner emerges. Reference checks and performance appraisal checks will also be used to further clarify the results.

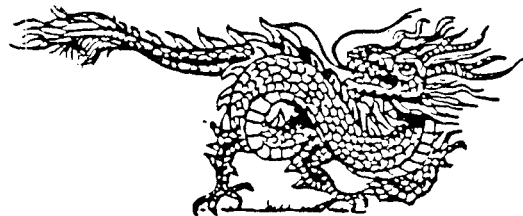
A board report is prepared on each candidate's performance with the top rated successful candidate offered the job. If it is rejected, it is then offered to the next person on the list. After a 10 working day appeal period, without an appeal, you could be on the way to your new job. (Starting dates are usually subject of negotiation between the manager of the position you are vacating and the manager of the new position.)

### So you live to fight another day!

As life may have it, you can't always be at the right place, at the right time, with the right ammunition. Don't let either the process or not winning the game this time deter you from trying again. Each exposure will make you a better dragon slayer next time. You've also had the opportunity to impress the board members with your capabilities and while this particular time may not be yours, that impression may be enough to spark future consideration for more appropriate assignments. Trying your best is the most important part of any game.

After the competition is over, you are entitled to a debriefing by the hiring manager. Make sure you take full advantage of this opportunity to find out where you were strong and where you fell down. This objective feedback will allow you to work on any weaknesses before you next do battle with any dragons.

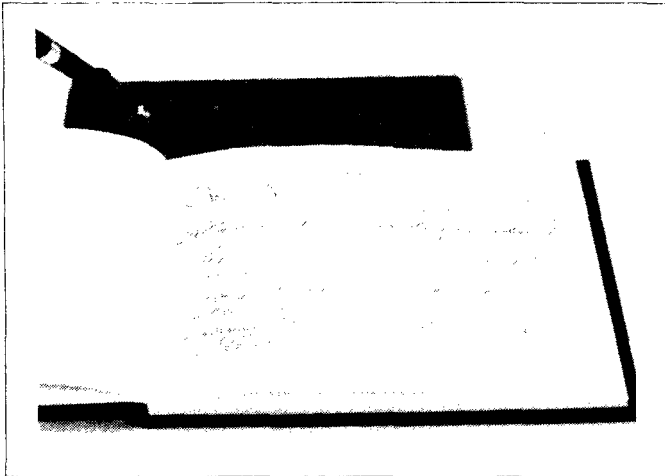
Signed,  
Dungeon Master  
Planning and Economics Branch



# An ecological masterpiece

March 1, 1988 marked another proud moment in the 32-year-history of Steveston Senior Secondary School. It was a day of vision, foresight and realized dreams. But most of all, it was a day of pride for the students, teachers, members of the community, government and private industry. That special Tuesday was the official opening of the Steveston School - Community Salmon Hatchery, a project which took five years of hard work and commitment from everyone involved. It resulted in the first salmon hatchery for Steveston and the largest school project in British Columbia.

Approximately 150 invited guests and 14 platform VIPs joined a majority of Steveston's grade 11 and 12 students to listen to speeches from Tom Siddon, minister of Fisheries and Oceans and Joe Kambeitz, DFO's community advisor for the Steveston area. Other platform guests offered their words of praise to an attentive audience, many who had a personal involvement in the hatchery.



The high school band led guests and students to their seats with marching tunes such as "76 Trombones" while spotlights circled the floor settling first on a small holding tank displaying fry, moving next to the brightly coloured official ribbon waiting to be cut by Mr. Siddon and B.C. Education Minister Tony Brummet then circling the entire room, creating an air of excitement (and scaring the fish). There was a general feeling of community as the crowd gathered in the school gymnasium, home of the winning "Steveston Packers" basketball team. Shortly after 11 a.m., Bob Carkner, the school principal, began the official opening ceremonies with his description of what the hatchery means to the

school.

"This hatchery communicates three major things," he said. "It will enhance our philosophy of education and add another dimension for us to be involved in. Secondly, if you do something, do it well, and thirdly, try to reach out to the community with things that are meaningful."

Siddon compared the event to Calgary's 1988 Winter Olympics. He had attended its closing ceremonies on the previous Sunday morning.

"The Olympics had 10,000 volunteers and was a celebration of Canada. A significant event like the hatchery is a significant event for the community. It is the most exciting indoor event to ever happen in Richmond."

He continued to express his pride in the community's efforts and added what he called his priority for the future.

"I would characterize the 1990s as the decade of ecology. It is important for young people to be aware of industry and environment balance."

Education minister Tony Brummet reminded the audience that the event was timely because it was education week in B.C.

"Nothing happens if you just dream," he added, "but the commitment to make things happen ... is indicative of what can be done with support from business and government -- all walks of life."

Richmond mayor Gil Blair added his compliments and Art Pihl, president of the School Trustees Association, aptly added that the accomplishment was a real life solution to a real life problem.

"The hatchery," he said, "shows student diligence, skill and hard work."

Special presentations were made including that of a Steveston Packers jacket to DFO's Harold Swan, director of the Salmonid Enhancement Program. Swan, in turn, presented the Steveston Hatchery Club with a framed print of SEP's logo: a silkscreen of a spawning salmon by artist Art Sterritt. The design adheres strictly to the rules of Northwest Coast Indian Art. It was created specifically to depict the attitudes of SEP with a theme expressing determination and forward movement.

Music teacher Len Kay then led his band through an entertaining rendition of "Wiggle Wiggle, Flop Flop", a song which Siddon said

"could sometimes describe politicians as well as fish."

When the ceremonies were completed, the guests were taken on a tour of the hatchery facilities to view the real reason they were there.



*"'Wiggle wiggle, flop flop' could describe politicians as well as fish," says Tom Siddon.*

A long line of people travelled down several narrow corridors remarking to one another how much each had enjoyed the opening procedures and commenting on the impressive turnout of officials, media and community members. Finally, the new addition was reached.

The cool damp air was felt by the guests the moment they turned towards the ramp leading into a small laboratory. Inside, microscopes displayed tiny alevins in different stages of formation. The window sill supported the newly acquired SEP print.

Through a nearby doorway, the sounds of running water could be heard. It was here in this small and spotless room that the life giving process was occurring. Three large holding tanks contained 16,000 coho fry and 1,000 steelhead fry, all actively swimming about in their temporary home. They will stay in the tanks until they are smolts. From there they will be transported to the Little Campbell Hatchery in Surrey.

To Steveston, the hatchery is as monumental as France's Eiffel Tower, or the Coliseum in Rome, and its contribution may be even greater. Earlier, Jack Rantanen, superintendent of schools, spoke of the importance of the hatchery.

"What we've learned is the importance of a vision such as this. What we need most is a

vision of what this community, province and country can do when people work together."

B.C. Packers donated the pumps and pipes which helped the flow of water, imported from Surrey, run through the tanks salvaged from B.C. Packers' "bone yard." The Salmon Hatchery Club, comprising students, teachers and community members, will be responsible for testing the water, feeding the fish and cleaning the tanks. They will be aided by Richmond's Golden Rod and Reel Club whose special task group had already contributed much time and effort towards the hatchery's completion. Biology teachers Barry Barnes and Frank Price, as well as Kelly Cook, technology education teacher, donated endless hours of hard work and talent towards making the premise a spectacular success. Cook's construction class was responsible for all the building with the exception of the electrical and plumbing work.



*SEP's Harold Swan addresses audience March 1 at Steveston Secondary School.*

After touring the hatchery, the guests were invited to a light buffet prepared by the school's home economics class. A beautifully arranged and delectable array of food was immediately digested by all in attendance. On the menu was smoked salmon, which principal Carkner was quick to point out "was not bred on the premises."

Yes, it was a very special day. It occurred during the Chinese New Year's celebration of the acclaimed year of the Dragon; it was the first of March, which fortunately came in like a lamb; and, it was the opening of what will be an ongoing enhancement project for Steveston's students, the community and for the planet's ecology.

# Test your skill

Don MacKinlay, of SEP's New Project Unit, developed this crossword puzzle which he says took SEP biologists 15 minutes to solve.

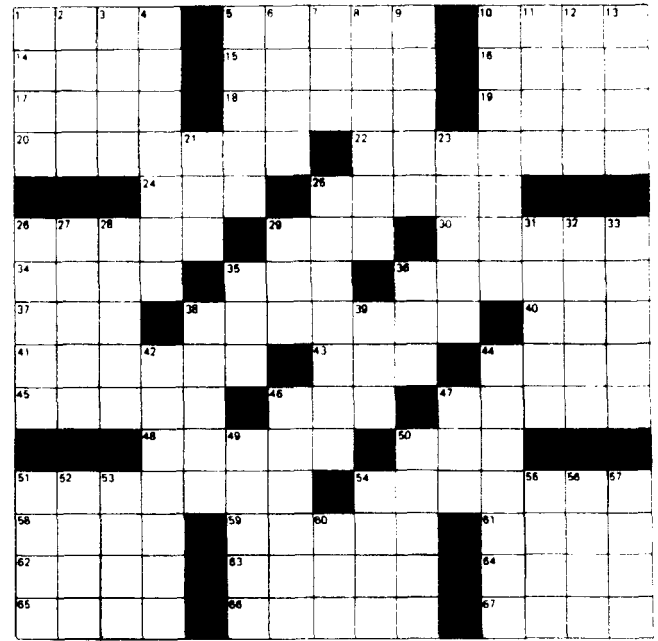
The answers appear on page 6. No cheating and good luck!

## Across

1. Fisheries and war measures, e.g.
5. Figures
10. Mo.
14. Cyprinid
15. Volume measure
16. Surface
17. Arab leader
18. Bury
19. Demeanor
20. Creates
22. Cages
24. Drink
25. Failed ford
26. Acid fruit
29. \_\_\_\_\_ relief
30. Guts
34. Yalees
35. Distant
36. Tilapia producer
37. Rep.
38. Some copepods
40. RSVP note (Abbr.)
41. Caulked
43. Octopus excreta
44. \_\_\_\_\_ Pacific
45. Frozen rain
46. Dry
47. Aeration tower pipe
48. Mature fish
50. O Solo \_\_\_\_\_
51. Waste product
54. Raising
58. Exits
59. Basket
61. Image
62. Church part
63. Afghan city
64. Thread (Lat.)
65. Perused
66. Cheeses
67. Gained weight

## Down

1. Served well
2. Arrived
3. Triple (G)



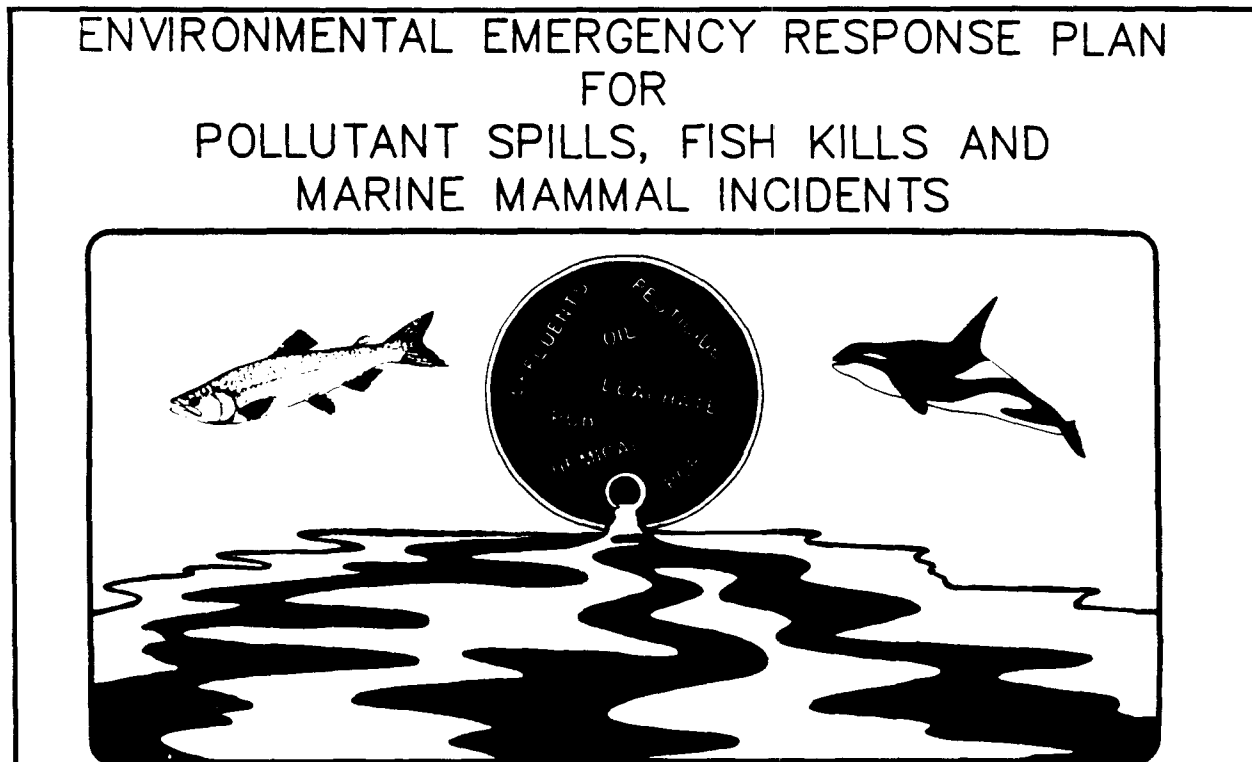
- |                           |                      |
|---------------------------|----------------------|
| 4. Salmon                 | 56. Alaska gold port |
| 5. Toss                   | 57. Chew             |
| 6. Fish containers        | 60. Epoch            |
| 7. Lawyer (Abbr.)         |                      |
| 8. Courses                |                      |
| 9. Burns                  |                      |
| 10. Van Dorn, E.G.        |                      |
| 11. Great lake            |                      |
| 12. Hammer                |                      |
| 13. Sin/Cos (Pl.)         |                      |
| 21. Sticky sealant        |                      |
| 23. Stressed              |                      |
| 25. Before                |                      |
| 26. Pork and feef         |                      |
| 27. Like seaweed          |                      |
| 28. Salt                  |                      |
| 29. Sheep sound           |                      |
| 31. Marsh birds           |                      |
| 32. Locale                |                      |
| 33. Young eel             |                      |
| 35. Can. gov't. rep       |                      |
| 36. Protozoan disease     |                      |
| 38. B.C. spawning channel |                      |
| 39. Ltd (USA)             |                      |
| 42. Administered again    |                      |
| 44. Aeration medium       |                      |
| 46. Flew high             |                      |
| 47. Estuary               |                      |
| 49. Place in ecology      |                      |
| 50. Glacier flows         |                      |
| 51. Phycocolloid          |                      |
| 52. Act dejected          |                      |
| 53. Tableland             |                      |
| 54. Enlarge hole          |                      |
| 55. Freeze maker          |                      |

# Environmental emergency response plan

In February of this year, the Director-General released the DFO, Pacific Region "Environmental Emergency Response Plan for Pollutant Spills, Fish Kills and Marine Mammal Incidents" and an accompanying "Environmental Emergency Response Plan-Field Guide." These documents were developed by the Water Quality Unit, Habitat Management Division and complement similar plans prepared by other government agencies in the Pacific Region.

as supplementary information to be used in conjunction with the response procedures. This information includes: an emergency contact list; a habitat incident investigation report form; sampling guidelines; communication guidelines; roles and responsibilities of personnel and organizations within DFO, Pacific Region during environmental emergencies; and a glossary.

The primary purpose of the field guide, which is a condensed version of the plan, is to



The plan establishes procedures to be followed by DFO, Pacific Region staff in responding to oil spills and other pollutants which could directly or indirectly affect fish or fish habitat under the jurisdiction of DFO. It also establishes procedures to be followed in the event of fish kills and marine mammal incidents.

The four primary chapters which describe emergency response procedures are: pollutant spills in the marine environment; pollutant spills in the freshwater environment; fish kills; and marine mammal incidents. Each chapter contains information and procedures necessary to respond to specific emergency incidents and is divided into five sections: response organization; notification; on-scene response, assessment and cleanup; laboratory services; and long term monitoring/research. Appendices are provided as supplementary information to

provide DFO staff with essential information on emergency response procedures for specific use in the field and at the scene of emergency incidents. The plan is to be retained in DFO offices and the field guide kept, preferably, in departmental vehicles and vessels, or as part of field equipment for ready reference.

It is expected that the emergency response plan will greatly assist DFO staff by providing the necessary guidance and information on roles, responsibilities, and procedures to ensure that our responses to environmental emergencies are conducted effectively and efficiently.

For further information, contact Mike Flynn, senior program biologist, Water Quality Unit, Habitat Management Division, at 666-6878.

Mike Flynn

# Waste not — want not

The lyrics, "It's raining pennies from heaven," may not be too far from the truth if hazardous waste, such as old paints and solvents, continue to be disposed of incorrectly.

Ken Bennett, health inspector for environmental services in Richmond, says that these types of materials are loaded with toxins. If they are discarded and burned at low level heat temperatures, lead contained in some of the paints would enter our atmosphere adding to the existing problem of acid rain.

People concerned with the effects these dangerous materials may have on our environment will want to know what they should do with the poisonous leftovers used to refurbish our homes and offices.

Steve Samis, senior program manager for DFO's Water Quality Unit, Habitat Management Division, advises against treating them in the manner we use normally with day-to-day garbage. "Paint and paint thinners are considered hazardous waste," Samis says. "They shouldn't be placed into regular disposal sites."

These would include garbage cans or even a particular area on your property that may be used to bury non-biodegradable substances from time to time.

"Improper burial," says Samis, "of such wastes can cause contamination of surface and groundwaters."

Our waterways are also extremely vulnerable to contamination by these dangerous materials. "All paints, latex and oil-based, are toxic to fish," Samis says. "Solvents and paints should be disposed of appropriately."

Bennett says that there is no regional facility for this type of toxic waste, although Samis states that the province is gearing up to deal with the growing problem.

"A special waste regulation covering the disposal of hazardous material through the B.C. Waste Management Act is going before the legislature this year," Samis says. "Its focus will be on the regulation of facilities that handle special waste. This should become effective in the very near future."

Lanny Hubbard, head of B.C.'s environmental safety program, hopes the regulation will become effective by April 1. If so, it will mean that B.C.'s Waste Management Branch (WMB) will become the governing body ensuring that major polluting industries follow specific guidelines set out in the act which cover their particular manner of waste disposal.

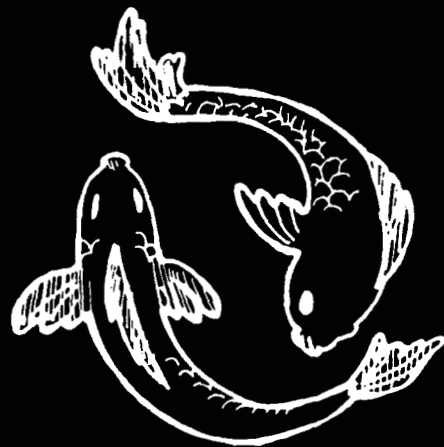
## The Problem

When land is undeveloped, forests and fields let most rainfall soak into the ground. Some rainfall is lost through evaporation and some is taken up by vegetation through transpiration. Some water flows overland to streams and the rest flows slowly underground to feed streams and lakes.

When urban development covers the land with buildings and streets, trees, shrubs and topsoil are replaced by concrete and asphalt. Less rain can soak into the soil, and the result is "urban runoff". Water stays on the surface and quickly runs off into storm drains, ditches or streams.

Urban runoff can pollute streams and cause flooding. Runoff carries with it litter, dust, oil, gas, fertilizer, pesticides or anything else that will float, dissolve or be moved along. These pollutants flow directly into streams or storm sewer systems that often flow untreated into streams or lakes where they can cause fish kills. As urban development increases, runoff occurs and the potential for downstream flooding becomes worse and more frequent. Increased flooding can erode stream banks and destroy salmon spawning beds.

Everyone must help to clean up water pollution caused by urban runoff. This pamphlet will tell you how you can help keep our waters clean and reduce urban runoff by following some tips for activities around your home.



-- excerpts from *Home tips for clean streams*. This brochure is available from the Habitat Management Division of your local Fisheries office.

"People can use their own treatment methods," Hubbard says, "but provincial performance operating standards will have to be met."

Hubbard adds that the environmental ministry has a separate initiative under way to try to get a comprehensive facility in British Columbia for the disposal of toxic waste.

"Three citizens from the private sector formed a special waste advisory committee in January, 1987" he says, "and accepted proposals which dealt with the particular issue of special waste disposal. Their report was completed in December and an announcement from the minister of parks and environment is expected within the next month."

A spokesman for the WMB in Surrey had these suggestions to make on what to do with leftover paint and paint thinners:

"Mix the paint with sawdust or kitty litter into a thick paste," he says. "These containers can then be placed with your regular garbage and will be disposed at the landfill site in Delta. Reuse solvents when possible. Old paint brushes and rags can also be disposed, if hardened, in your regular garbage."

There are also companies to which you can take paint thinners and have them recycled at half the cost of buying new products. Technisol and Insolco are two the spokesman mentioned.

Bennett suggested donating any usable paint to the Salvation Army. "They would be more than happy to pick it up for you," he says.

The WMB in Surrey will accept small quantities of leftover paint and paint thinners if the containers are clearly labelled and dropped off at their office at 15325 - 103A Avenue. These are gathered up and incinerated at UBC in high temperature furnaces. Emissions are scrubbed or eliminated by the heat before they can harm the atmosphere.

Disposal of toxic waste and non-biodegradable substances is a major problem faced by everyone living in the twentieth century. We may have been able to manufacture them, but we don't know how to get rid of them when they are no longer of any use to us. Various methods have been tried; many to no avail. Some U.S. cities have gone so far as to pile their waste onto barges and ship it to sparsely inhabited islands, only to have the barges turned away by terrified citizens. The suggestion was once made that we shoot deadly waste into space.

For the time being, it appears that the responsibility for our own personal toxic waste must be dealt with by each individual user. What we do in our own backyards could have an

enormous effect on future generations. It may be just one small can of paint, but how many times have you heard or uttered this phrase yourself: "It just goes to show you how small this planet really is?!"

## tips for lawn and garden

Pesticides and weed killers create problems when they enter lakes and streams. Some chemicals may stay active for a long time and accumulate in the environment. Others can kill desirable insects, animals and plants as well as pests. Fertilizers, chemical and organic, can cause excess weed and algae growth when they enter water and reduce the available oxygen for other aquatic life. This growth not only looks and smells bad, but can eliminate fish populations.



**encourage insect-eating birds and "friendly" insects in your yard rather than relying on pesticides.**

Attract birds by providing tree cover, food during the winter and protection from cats. Spiders, ladybugs and lacewings all eat pest insects. Learn to recognize and respect these insects.

**care for your plants**

Healthy plants, when cared for properly, are more resistant to pests and require fewer chemical "medicines"

**read and follow the pesticide and herbicide directions**

Applying more chemicals than directed may do more harm than good. Never spray near ditches, lakes, or streams. Spray on windless days when it is not too hot. Avoid spraying during or before rain.

**time chemical applications properly**

Spray only when you actually see the pest or disease and then spray only when the chemical is most effective



**water your treated garden or yard carefully**

Sprinkling too heavily will wash chemicals off and into drain tiles that lead to ditches and storm sewers

**dispose of lawn and garden chemicals carefully**

Follow instructions on the container. Never dump chemicals in ditches, down drains, in the gutter or near water. They can upset sewage treatment plants and septic tanks or cause fish kills. If you have any unused pesticides, please contact the nearest B.C. Ministry of Environment office (Waste Management Branch) for instructions for proper disposal.

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# A stroke of the past for Ross Stewart

It is unlikely that Ross Stewart, former chief of Management Biology's Operations Unit, will be missing his friends and coworkers -- yet!

Stewart retired January 31 after more than 38 years combined service with the International Pacific Salmon Fisheries Commission (IPSFC) and DFO. He and his wife Noreen left Vancouver's cold and rain behind them February 9 when they boarded their van and headed for the warmer and much dryer climate of southern USA. For six weeks the Stewarts will travel through Arizona, Florida and other sunny states before returning home in March to enjoy Easter with family and friends.

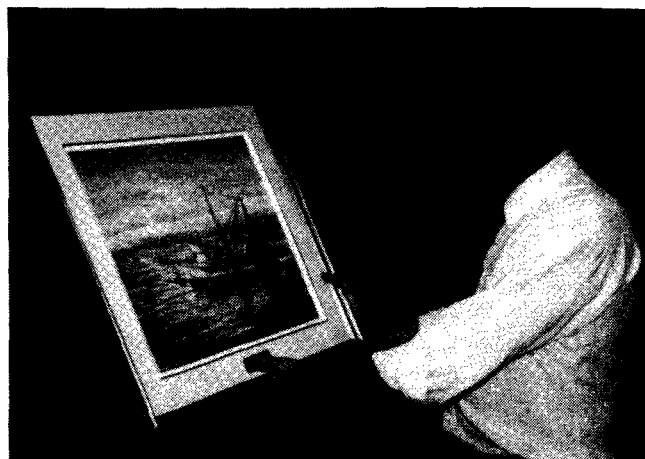
Stewart began his career in July, 1949 with IPSFC as a casual technician. Throughout the years he acquired an intimate knowledge of almost every aspect of the Fraser River sockeye and pink salmon. He was named chief of Operations in June, 1980 -- a position he maintained after his 1985 transfer to DFO and up until his retirement.

He was admired and respected by his peers. New employees reaped the benefits of his experience through excellent training and his understanding of the requirements of a good field technician.

He will be sorely missed by the unit which expects him to drop in between his travels to make sure things are still running smoothly.

As a special parting gift, Stewart's coworkers commissioned Coquitlam artist Laurie Thompson to depict in oil-paint a picture of the seine boat that Stewart worked on as a tagger and researcher in the early '60s. The detailed painting of The Star of Heaven was presented to a very grateful recipient at his retirement party last January.

Robin Kent  
Management Operations



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## West Van Lab says "Cheery-O" to John Tuerlings



*Al Zanatta, right, presents John Tuerlings with a plaque and an electric shaver on Feb. 5 at West Van's Peppi's Restaurant.*

Friends and co-workers gathered at Peppi's Restaurant in West Vancouver on February 5 to help John Tuerlings celebrate his retirement from DFO after more than 20 years of service.

Tuerlings had worked as a maintenance craftsman at the Vancouver Technical Laboratory on UBC's campus before joining the group at the West Vancouver Laboratory.

During his years with the Department, Tuerlings was involved with many experimental projects, including modifying fishing gear and cold storage for fish.

Tuerlings' cheerful attitude and hallway yodelling will be missed by all who knew him. His time will now be spent improving his riding stables and building a new workshop.

Among the 47 people in attendance at Tuerlings' luncheon were: Regional Science Director John Davis, PBS' Bill Ross, Wayne Shinnars, and most of the staff from the West Vancouver Lab.

H. Chu-Joy and H. Dye  
West Vancouver Laboratory

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# SOUNDER

April/May 1988  
Volume XVI  
Number Two

## Inside —

Are your bicycling habits safe? Do you know on which side to pass a moving car? Kevin Wilson gives some worthwhile tips on cycling safety.

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It's that time of year when meetings abound. Are you prepared, or are you looking for an excuse for a holiday? Allen Wood offers some helpful suggestions.

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A short elevator ride could take you to that PhD or B.Sc. you've always dreamed of, but never thought you'd have time to get, when Simon Fraser University opens its off-campus facility next door to DFO's Pacific Regional Headquarters.



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*Spring '88*

# Pacific Tidings



Harold Swan, director, Resource Enhancement Branch, retires from the Department after 30 years of government service, effective May 13th. His successor is David Griggs who comes to the position from Ottawa where he was with the Canadian Wildlife Federation.

Roy Arque, who has worked as a technical advisor for Public Involvement is currently acting as community advisor in New Westminster.

Norm Hill, engineering technician, Special Projects Division, has been seconded to the Engineering Division for one year.

After an illustrious career in Enhancement Operations, Colin MacKinnon has assumed his new duties in Regional Planning; Cam West has transferred to the Fraser River Unit to replace Colin.

Effective April 1, 1988, the New Project Unit of REB Enhancement Operations Division was dismantled. Bruce Shepherd has been transferred to the Biological Program Coordination Unit as the SEP evaluation coordinator; Don MacKinlay becomes an Operations support biologist for the Fraser River-NBC-Yukon Operations Unit.

Wanda Saunby, contracting clerk, Materiel Management Division, Management Services Branch has been seconded for six months to the Admin. Unit, Fisheries Branch.

Jennifer Rapp, part-time admin. clerk and summer student for the past five years has completed her degree in Commerce and is "job hunting" in the field of communications.

Cathy Derouin-Martel, clerical support for South Coast Unit, Enhancement Operations has left the Department.

Brian Atagi, fishery officer trainee, presently in Regulations and Enforcement, will soon be transferring to the Prince Rupert Enforcement Unit.

Nancy Szeto, secretary, Native Affairs Branch, has left the Department to resume educational studies.

Brenda Waddell, was the successful candidate for the position as Bio. support technician, Marine Survival of salmon at PBS. Brenda will be missed by all her co-workers as well as volleyball and softball players. Brenda most recently worked on the Nechako Project.

Kate Glover, formerly communications officer at IOS, has been appointed acting

director, Communications Branch, replacing Jack Nightscales who has been assigned to special projects for the Director General.

Eric Kremer, chief, Resource Allocation and Industry Liaison, is leaving the Department effective May 31st. Best wishes, Eric!

Bruce Turriss, commercial liaison, Offshore Division, has been seconded to Regional Economics Division for one year replacing Heather Fletcher who has been seconded to Ottawa.

Dave Graham, fish quality specialist in Victoria's Inspection Branch, married former DFO classifications clerk, Susan Murphy, March 26 in North Vancouver.

Born to Kathy Lysack, fish culturist, Quinsam hatchery, and Gerry Campbell, a 3.27 kg baby girl named Jessica Dawn on March 23, 1988.

Born to Stu Barnetson and wife Shelley, Fulton River stock enhancement officer, a daughter Kathleen Dawn Barnetson, 4.28 kg on March 31, 1988.

Born to Robyn and Joe Newton, engineer, Arrow Post, a girl, Laurel Elizabeth weighing 3 kg on April 24th.

Born to Alison and Rod Bell-Irving, DFO, Ottawa, a daughter Charlotte Nancy on April 19th, weighing approximately 3.18 kg.

Bruce Leaman, BSB, has successfully defended his PhD thesis at UBC. Doctor Leaman currently heads the offshore rockfish program at PBS.

Doctor Ed Donaldson, Biological Sciences Branch at West Vancouver Laboratory, has been named a Fellow of the Academy of Science of the Royal Society of Canada.

Doctor Ken Denman, Biological Sciences' Ocean Ecology at IOS, is this year's recipient of the President's medal awarded by the Canadian Meteorological and Oceanographic Society. The award recognizes Doctor Denman's study of "the effects of physical processes on ecosystems in the coastal ocean."

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Fisheries  
and Oceans

Pêches  
et Océans

# Farewell to Captain Irving

Captain Gordon Irving retired April 29 after 11 years as the head of DFO's Marine Division, Pacific Region.

He was appointed chief, Marine Services, Fisheries Management in Vancouver in 1977, and was a principal organizer of the amalgamation of the Ocean Sciences and Marine Division (fisheries management) fleets.

"He was instrumental in establishing the Marine Division as it is known today," says Bob Smith, director, Management Services Branch, Pacific Region.

With the combination of the two fleets under one administration in April, 1987, Irving moved to Sidney, B.C. to become regional superintendant, Marine Division, Pacific Region.

He began his marine career serving on a variety of well-known tugboats on B.C.'s coast.

In the early 1950s he joined the Department of Transport, becoming superintendent of Pilotage in Victoria, then district manager of Pilotage in Halifax.

From Halifax, Irving moved to the Department of Fisheries and Oceans' Shipping Branch in Ottawa as staff officer of operations before his move to fisheries management, Pacific Region, in 1977.

The captain was popular and well-regarded throughout DFO and the associated private sector. He and his wife Shirley joined guests from throughout the province for his retirement party at Sidney's Glen Meadows Golf Club on April 22.

# Letter to the editor

Dear Editor,

Although retired, I still receive the Sounder and enjoy it. But I keep having this nagging feeling about the title since it was chosen in March of 1977.

I think it should be called the "Sounder and Sonar." Sounders only look down . . . sonar looks around . . . .

You need to do both to see where you are going.

Sincerely,  
Harry ("Grizzly") Grainger,  
Fishery Inspector  
Class of '47 - retired 1975

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Spring '88

## The West Kootenays — B.C.'s next summer playland?

A two year project to chart the Arrow Lakes and the Columbia River from the U.S. border to Revelstoke will get underway this summer in an effort to increase economic activity in the Kootenay region.

The Arrow Lakes used to consist of two lakes: the Upper Arrow and the Lower Arrow, with the meandering Columbia River connecting the two. In 1969, under B.C.'s provincial government headed by W.A.C. Bennett, the Keenlyside Dam was constructed above Castlegar. The lakes were flooded and became one large water mass.

Water levels fluctuate dramatically as a result of the Columbia River Treaty with the Americans which allows them access to the river for hydroelectric power. When their demands are high, the lake's water level can decrease by as much as 22 metres. As the demand for power decreases during the summer months, the lake's water level makes a noticeable rise.

In a move to increase employment and to open up the West Kootenay's undeveloped area, the federal and provincial governments have looked at tourism as a means to increase its economy.

As yet, no nautical charts have been made of the Kootenay area north of the American border, but plans are now in operation to chart the waterway extending from the U.S.-Canadian border along 150 nautical miles to Revelstoke.

"The preliminary work to be conducted this summer involves establishing survey points, conducting the aerial photography and preparing the shoreline maps," says Doctor Bob Brisco, M.P. for Kootenay West. "This lays the groundwork for the standard depth surveys which will be conducted the following summer for the production of the navigational charts."

Conducting the survey is the Canadian Hydrographic Service's Pacific Regional Office located in Sidney, B.C. It is a component of the Science Sector of the Department and surveys and charts all navigable coastal and inland waters in the Pacific Region. The CHS also produces special charts and maps for pleasure craft, the fishing industry, national defence and offshore exploration.

Proposals are being tendered which will contain enticing ideas designed to attract visitors from traditional B.C. bases and neighbouring Alberta and Washington State. Some of these include: river excursions from Revelstoke to the Lake area; semi-white water rafting expeditions; and the development of jet-boat racing.



The Arrow Lakes' region already has excellent fishing for kokanee, ling cod and dolly varden, which approximately 400 boaters took advantage of during the 1987 season. Forty-two of those boats used the Canada customs office at Trail to enter Canada from the U.S. and were able to choose from three marinas; two at Castlegar and one at Nakusp. If their occupants chose to camp on land, they had their choice of four provincial parks fronting the steep lakeshore. The Kootenays also boast unmapped hot springs and natural waterfalls, all which make the region a potential paradise for boaters and campers alike. Easily accessible roads direct drivers right to the water's edge and two ferries will escort them across the river.

But all things in their own time and, as R.W. (Sandy) Sandilands, regional field superintendent for CHS in Sidney says, "The chart is really the first thing."

The peculiarities of the changing water level in the lake make the surveyor's job more difficult and although the coast guard has buoyed trouble areas where the depth is shallow, residents along the waterway look forward to renegotiating the Columbia River Treaty when it comes up for review within the next 10 years. One of the most important aspects to them is a means of reducing the abrupt rise and fall of water levels on what can potentially be B.C.'s newest and greatest outdoor escape.

# Pacific Region Update

The first annual report of the Nechako Fisheries Conservation Program has been completed and is available through DFO's Pacific Region Habitat Management Division.

The report summarizes projects to be undertaken in 1988 and 1989 under the Settlement Agreement on Nechako River flows. The Agreement, signed by Alcan and the federal and provincial governments on September 14, 1987, has as its main focus the conservation of chinook and sockeye populations in the Nechako River.

The major area of concern on the Nechako is water flow. The Agreement details the development of a water release facility at Kenney Dam, located near Vanderhoof, which will provide control over flow and temperature in the river to protect salmon.

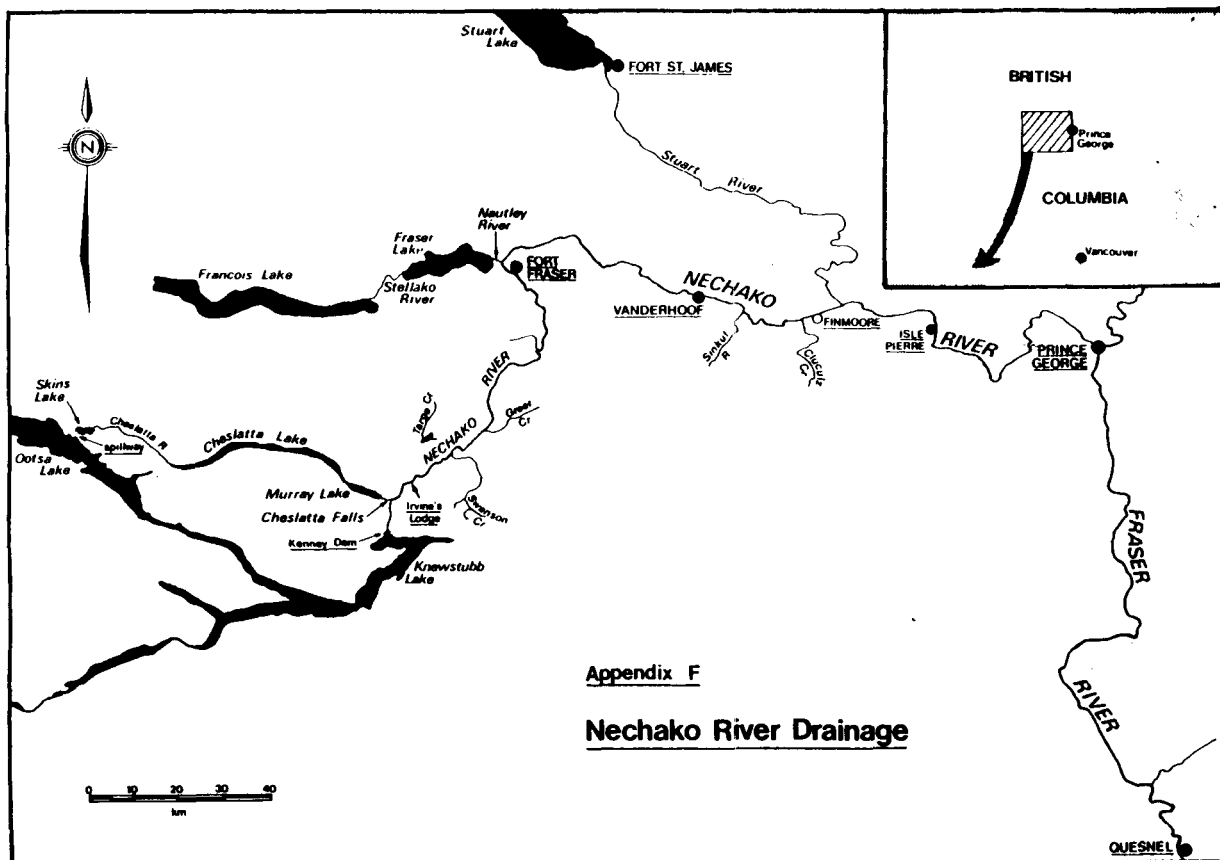
In 1950, Alcan was issued a conditional water licence to divert water from the Nechako and other river systems to produce hydroelectric power for their Kitimat aluminum plant. In 1980, Alcan proposed to use the remaining portion of its water rights to produce

power for a second smelter in the region. This led to the provincial and federal governments and Alcan signing the Agreement in September allowing Alcan to develop additional hydroelectric capacity, yet allowing chinook and sockeye salmon conservation of the river.

The work undertaken within the terms of the Agreement is identified as the Nechako Fisheries Conservation Program. All parties involved have agreed to work together and exchange information which would assist in meeting stated objectives in the report.

A Steering Committee and a Technical Committee represented by DFO and the Ministry of Environment and Parks will implement the Agreement's terms. The Steering Committee's main responsibility is to oversee the implementation of the Program. The Technical Committee is responsible for recommending, implementing, monitoring, and researching remedial measures designed to achieve the conservation goals of the Program. These measures, which include the pilot testing and implementation of instream habitat improvements, stream fertilization techniques and measures to control sediment in the river, are part of the program to conserve chinook salmon and should also assist in the maintenance of resident sport fish.

The Steering Committee held their first annual meeting in Vanderhoof on April 21,



Appendix F

## Nechako River Drainage



*Irvine's Lodge faces prime chinook spawning channel on Nechako River.*

1988. The public was invited to attend and the annual report was provided to supply information.

"People in the area were pleased that we went to the trouble to inform them," Habitat Management biologist Mike Fretwell says. "Generally they appreciate our efforts and wished us well."

However, because of the predicted lowering of water flows, Fretwell says that people whose home territory is being affected by outside influences will be waiting on the sidelines monitoring and watching to see how things turn out.

The Agreement includes the development of a water release facility at Kenney Dam to provide control over flow and temperature in the river. Once constructed, Alcan will release water to the Nechako River equivalent to a mean annual flow of 19.6 cubic metres per second ( $m^3/S$ ), plus additional water for cooling to protect sockeye salmon. Until the release facility is constructed, however, Alcan will release water through the Skins Lake Spillway equivalent to a mean annual water flow of 36.8  $m^3/S$ , plus additional water between July 20 and August 15 to protect spawning sockeye. This is similar to the quantities of water which have been released during the period 1980 to 1987.

The report states that "the programs to be implemented under the terms of the Settlement Agreement will continue until it can be demonstrated that the primary goal of conserving and maintaining the chinook and sockeye populations of the Nechako River has been achieved."

## Association lends helping hand

With a coastal waterway that stretches some 42,000 kilometres, DFO's Pacific Region fishery officers have more than their share of territory to monitor. To assist them in performing specific duties, a group of vessel owners and operators have formed an association supplying well-appreciated assistance to the multi-faceted duties of the West Coast's enforcement unit.

The Coastal Patrolman's Association has approximately 35 boat owners who work in coordination and under the direction of DFO's fishery officers. It comprises a group of people who collectively represent considerable experience and expertise in the areas of fishery services including habitat protection, enforcement and stream inventory and maintenance.

Because a fishery officer can not be in all places at all times, the smaller boats lend a great amount of support by covering unpatrolled areas.

"It's a trusty band of people which constitutes what is known as a fisheries fleet flying official flags," says Eric Hunter, vice-president of the CPA. "We watch seiners, gillnetters and other fishing vessels and quickly establish what's going on."

The Fisheries Act gives the association power to act as fisheries guardians. Some of the duties they perform are:

- 1.) Collect, record and report catch statistics
- 2.) Monitor species and stocks
- 3.) Monitor habitat and do stream work
- 4.) Help capture broodstock
- 5.) Maintain contacts in logging camps; promote industry and government interaction
- 6.) Monitor aquaculture operations
- 7.) Act as liaisons between resource users and fisheries management staff

The association was formed in November 1987 and held their first annual general meeting on January 2, 1988. They consider themselves a citizen's group which is contracted to work for DFO through the federal government's open bidding system.

"We are accepted by most of the fishery officers," Hunter says. "We try and act as intermediaries between fishermen and officials, yet with official authority."

# Meetings, meetings, meetings . . .

Nine out of 10 DFO employees agree that after unnecessary paperwork, meetings are their biggest time-wasters. That is not time-consumers but time-wasters. At least 50 per cent of meeting time is wasted -- probably more. The situation is so serious that laws are being formulated.

- Kirkland's Law:** The usefulness of any meeting is in inverse proportion to the attendance.
- Parkinson's Law:** Work expands to fill the time available.
- Shanahan's Law:** The length of a meeting rises by the square of the number of people present.

A major DFO problem is "doing" meetings instead of "deciding" meetings. When deciding meetings, one person or more should do the preparatory work, such as a discussion document or project proposal; the meeting decides what to do with it. This makes best use of meeting time. In "doing" meetings people come unprepared and "do" the work in the meeting thereby tying up everybody's time unnecessarily and delaying decisions on the issue. Doing meetings are often a result of risk avoidance, insecurity and indecision and often lead to "paralysis by analysis." Alec McKenzie (Business Quarterly, 1972) categorized meeting problems into before, during and after meeting causes. The following are those causes and some possible solutions.

## Before

1. **Lack of purpose:** No meeting without a purpose; in writing if possible.
2. **Lack of agenda:** No meeting without an agenda. Written agenda for scheduled meeting; verbal agenda if unscheduled to ensure that people come prepared and discussion is scheduled.
3. **Wrong people/too many/too few:** Only those needed should be present.
4. **Wrong time:** Ensure opportune timing.
5. **Wrong place:** Select location consistent with objectives of meeting; freedom from interruptions; physical equipment necessary; minimum travel for majority of people.

6. **No planning:** Allow for and schedule appropriate planning for most effective meeting.
7. **Too many meetings:** Test need for "regular" meetings. Occasionally don't hold it -- see what happens. Or cut time allowed in half for those tending to last a long time.
8. **Too few meetings:** Assess need for participation, information and co-ordination. Schedule accordingly.
9. **Inadequate notice:** Provide written notice with all essentials, including expected contribution and materials necessary for preparation.
10. **Not starting on time:** Start on time. (By delaying for late arrivals, the leader penalizes those arriving on time and rewards those who come late!)

## During

11. **Socializing:** Reserve socializing for better place. Get down to business.
12. **Allowing interruptions:** Set policy and let everyone know. Wherever possible allow no interruptions except for clearcut emergency. Hold messages for delivery at coffee break and lunch times.
13. **Wandering from agenda:** Expect and demand adherence to agenda. Resist "hidden agenda" ploys.
14. **Failure to set ending time or time allotments for each subject:** Time-limit the meeting and each item on the agenda to place discussion time in accordance with importance of subject.
15. **Keeping people after they are no longer needed:** Leave after expected contribution made.
16. **Indecision:** Keep objective in mind and move toward it.
17. **Deciding without adequate information:** Ensure requisite information will be available before convening meeting. Use it.
18. **Failure to end on time:** End on time. Otherwise no one can plan for the time immediately following.

*Continued*

19. **Failure to summarize conclusions:** Summarize conclusions to ensure agreement and remind participants of assignments.

## After

20. **No minutes:** Record decisions, assignments and deadlines in concise minutes. Distribute within one day of meeting.
21. **Failure to follow-up:** Ensure effective follow-up on all decisions. List uncompleted items under "Unfinished business" at beginning of next agenda. Request status reports until completed.
22. **Failure to abolish committees when business or objectives accomplished:** Take committee inventory. Abolish those whose mission has been accomplished.

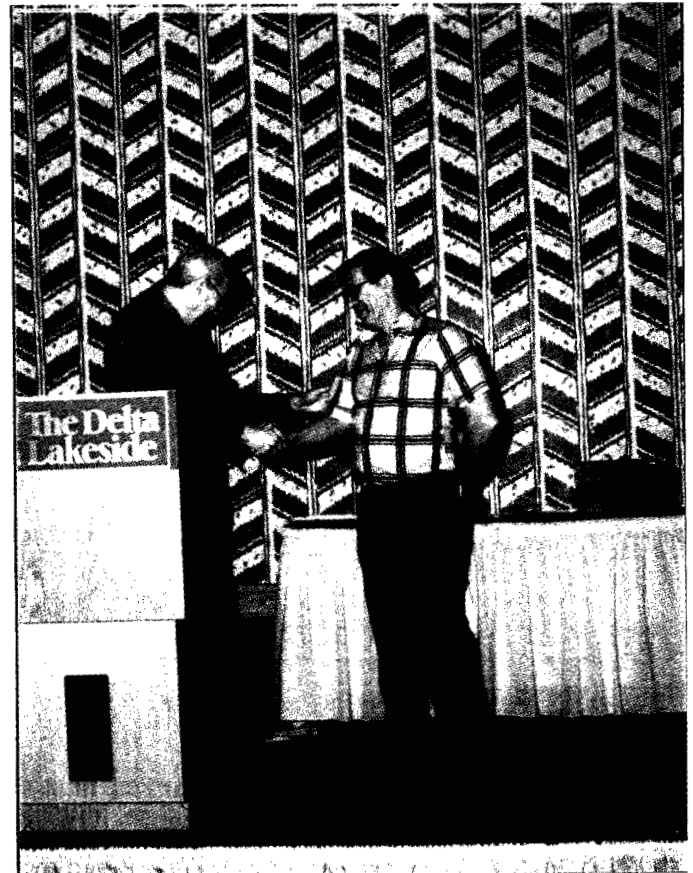
A meeting should be "productive" enough to pay for the cost and time of any associated travel, as well as the meeting. Schedule other necessary meetings and business at the same time to make best use of your time and budget.

Allen Wood  
Regional Planning and Economics



**Spoons get in my eyes!**

*Who is this masked man? It's SEP's Mel Sheng displaying some "after" meeting antics. All photos taken by Greg Bonnell at SEP's annual meeting in Penticton last April.*



*Harry Genoe, Puntledge Operations, receives congratulations from Harold Swan for 25 years with the Federal Public Service.*





**Excellence is rewarded**

*Recipients of Awards of Excellence are, bottom front, (from left): Harold Hiltz, Tom Forrest, Otto Rapp, Rheal Finnigan. Standing, centre, (from left): Al Moore, Eldon Stone, Bev Bowler, Harold Swan, Don Buxton, Harry Genoe (25 year service award), John Beyer, Joe Kambeitz. Back row, (from left): Tom Rutherford and Dave Marshall.*

*Oh, really?*



*Queen Charlotte Islands' C.A. Tom Rutherford looks a little skeptical during SEP banquet.*

**A good egg!**



*SEP Director Harold Swan helps this magician perform an egg-citing trick.*



*Artist's drawings of Simon Fraser University at Harbour Centre show Hastings Street entrance with library window walls (top), and the "street" with a view of the North Shore mountains (bottom).*

## *A university on Regional Headquarters' doorstep*

The Spencer building is currently undergoing an extensive transformation into a major educational premise after existing as a retail outlet for more than 60 years at the corner of Hastings and Richards.

Due to become operational in January 1989, the Art Deco building, former home of Eaton's and Sears, will provide for the first time a major university presence in downtown Vancouver. For DFO employees in Pacific Region's head office, this means a short elevator ride to a higher education.

Simon Fraser University has signed a 30-year agreement for the 9,200 sq. metre facility and will offer programs and courses that include part-time degree completion, specialized studies for "mature" students at the undergraduate and graduate levels, and a variety of non-credit seminars for professional and intellectual development.

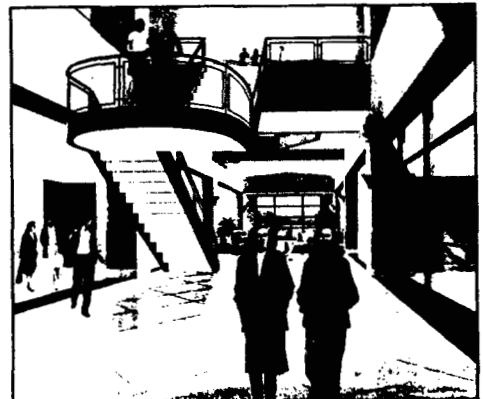
Architectural drawings show an exciting and visually pleasing face-lift with a glass-walled library providing the main focal point to the university's entrance. It will offer direct access to international databases, as well as the full collection of the W.A.C. Bennett Library on the Burnaby Mountain campus. University Librarian Ted Dobb is planning a

facility which will hold a collection of approximately 8,000 volumes which will change to reflect the needs of the courses being offered at Harbour Centre.

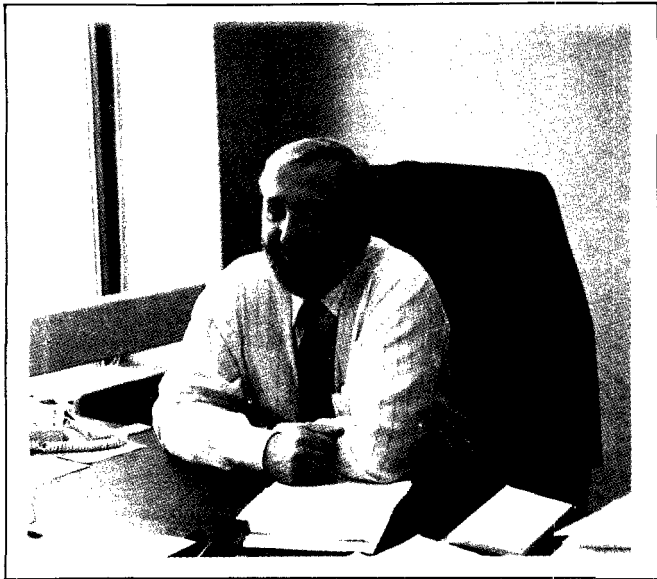
"The courses being planned for downtown cover a very wide range and there is no way we can house a complete collection for every course, all the time," says Dobb. "What we plan to do is make use of our computer catalogue and provide the book on next day delivery."

Clusters of computer terminals will permit students to search the catalogue as well as international databases. An open mezzanine above the library will have additional study space and service areas.

The major instructional and public facilities include a 200-plus seat recital hall, lecture theatres, seminar rooms, a cinema, and two specially designed "policy" classrooms for highly interactive executive seminars. The north side of the building will feature a conference centre to support symposia, receptions and other major functions, as well as a gallery lounge.



## DFO welcomes new Fisheries Branch Director



*New Fisheries Branch director, Ted Gaudet, has a great harbour view from his fourth floor office in Vancouver.*

An open door on the fourth floor of DFO's Pacific Regional headquarters bears a new name plate for E. R. Gaudet. (Ted) Gaudet is the recently appointed director of Fisheries Branch, replacing Garnet Jones who retired last December.

His new role with the Department will involve him in the management of Fisheries Branch programs ensuring the effective utilization of fisheries' resources on the Pacific Coast and Yukon Territories. As this will cover a lot of new terrain, one of his first priorities will involve an in-depth study of Pacific Region's vast area.

"It will take me six months just to become familiar with the different geography," says the new resident. However, his background should lend him ample experience which will make this part of his job a more pleasurable challenge.

In his home town of Moncton, New Brunswick, the former regional director for Fisheries Branch, Gulf Region, began his varied career as a summer student with that region's fisheries department. Throughout the years he has worked as a fisheries inspector, technical officer, director of fisheries training and an area manager in eastern New Brunswick. In 1980, before assuming the position of chief of resource allocation in the Gulf Region, Gaudet accepted a two-year term as head of a fisheries project in Senegal, West Africa.

The new director is looking forward to acquainting himself with employees throughout the Pacific Region.

"At the present I am maintaining a generalist approach," he explains. "I'm trying to meet the staff, not only at headquarters, but also out in the field."

His wife, Micheline, and his two sons, Jacques, 15 and Charles, 17, will be joining him in Vancouver in late June. By then, the reunited family should be able to move into their new home in Coquitlam.

"It (Vancouver) has been very enjoyable so far," he convincingly adds. "It's really a challenge to try to understand the differences between East Coast and West Coast fisheries style."

## Communication Notes

A new report describing the programs and activities of DFO's Pacific Region Science Sector during the 1986/87 fiscal year is now available.

The publication, which replaces previous annual reviews from the individual science establishments, details activities of Biological Sciences Branch (headquartered at the Pacific Biological Station with facilities at West Vancouver, Cultus Lake and the Institute of Ocean Sciences) and Hydrography and Physical and Chemical Sciences at the Institute of Ocean Sciences (IOS).

This informative review, compiled by Kelly Francis, information officer at PBS and Kate Glover, acting director, Communications, DFO Pacific Region, also acts as a directory and guide of DFO's Science Sector in the Pacific Region.

To order a copy, or for further information, please write:

Institute of Ocean Sciences, P.O. Box 6000, 9860 West Saanich Road, Sidney, B.C., V8L 4B2, or, Pacific Biological Station, Hammond Bay Road, Nanaimo, B.C., V9R 5K6.



*The black mouth is a dead giveaway -- it's a chinook salmon.*

## Chinook protected by tougher laws

Fisheries Minister Tom Siddon announced in March new restrictions on the dwindling chinook fishery and promised to seek the maximum penalty for violators.

The restrictions, limiting anglers to a maximum of eight chinook per year, two per day, are aimed at reducing harvest rates by 20 per cent.

Annual catches have fallen to 159,000 chinook (commercial and sport) in 1987, from more than 500,000 in the late '70s.

Since 1984, the number of spawners returning to the lower Strait of Georgia rivers has declined by 75 per cent and the escapement is now only 14 per cent of the target level.

In making his announcement, Siddon said while there are many possible reasons for this decline, it is "indisputable," that these stocks are being overfished.

What makes the lower Georgia Strait chinook so vulnerable is that they do not migrate to the relative safety of the open Pacific Ocean. For the most part they stay in Georgia Strait where they are subject to year-round fishing, in the most densely populated and highly fished area of B.C.

The problem involves the chinook of about 10 rivers in the lower Georgia Strait, but especially the Nanaimo, Cowichan, Squamish and Chemainus.

### Sport fishery

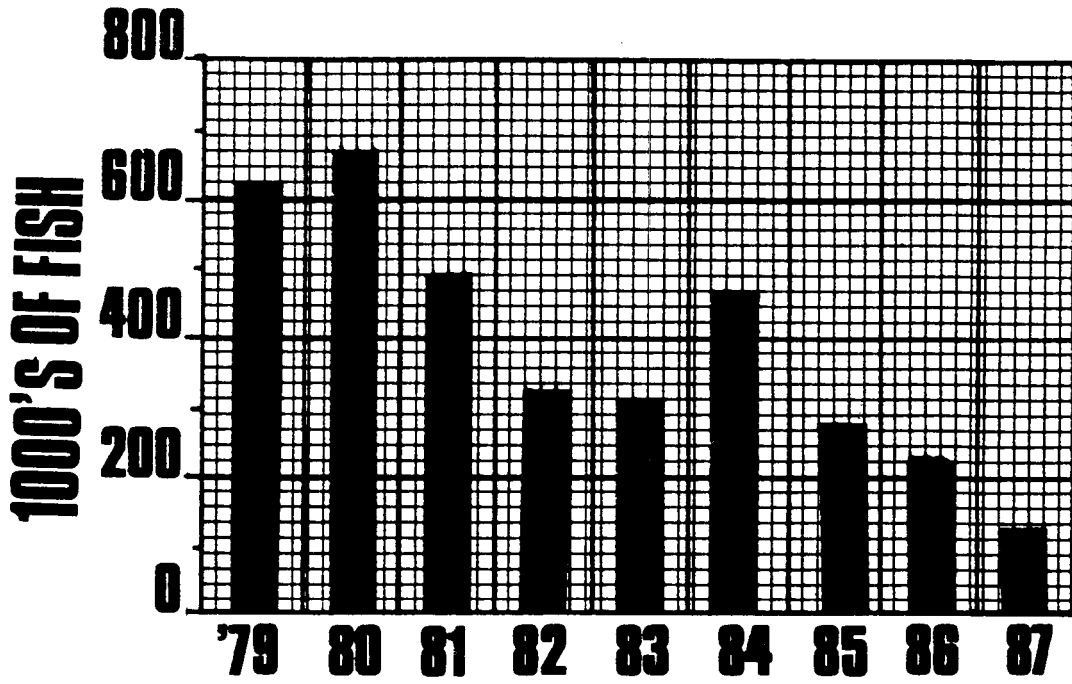
Recent figures show sport fishermen take 59 per cent of lower Georgia Strait chinook, while commercial fishermen catch 29 per cent. The remainder are taken in other fisheries.

Siddon's new program is a dual approach; conservation and enhancement. The maximum fine for possession of an untagged fish is \$5,000. The tags cost \$1 a piece, come in packages of four for sport fishermen, are non-refundable and are tamper proof to eliminate re-use.

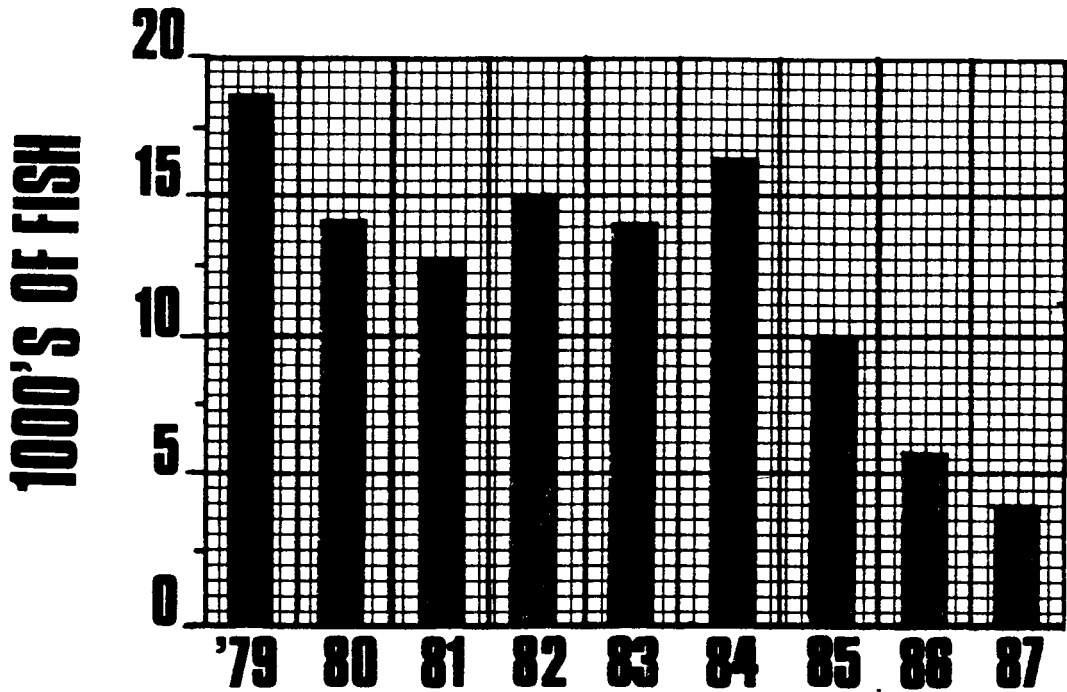
The tagging program took effect May 1 for sport fishing. Area and time closures will be imposed by fisheries managers to protect from the sport fishery chinook destined for their home rivers.

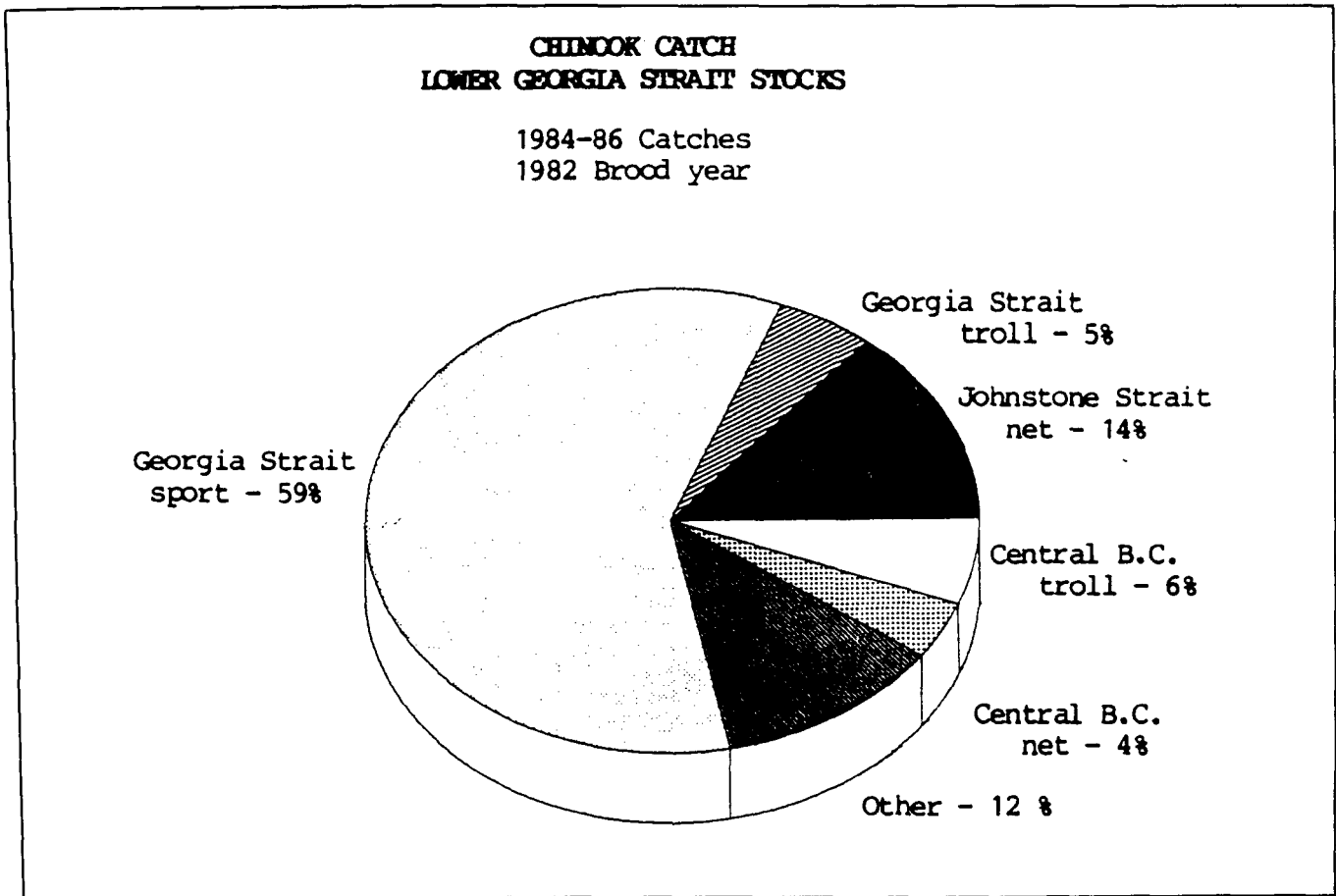
In addition, gear and size restrictions will be considered. The minister said that gear which targets on chinook with such efficiency that "the sport" is lost, could be banned or limited, and increasing the minimum size that may be kept, will be considered for later implementation.

CHINOOK CATCH  
GEORGIA STRAIT SPORT AND TROLL CATCH



CHINOOK ESCAPEMENT  
LOWER GEORGIA STRAIT STOCKS





### Commercial fishery

In the commercial fishery chinook conservation measures have been considered for the 1988 season in the Johnstone Strait seine and gillnet fisheries but further cutbacks have been ordered for 1989 and beyond. Central coast troll fishing will be curtailed in some portions at the upper end of Johnstone Strait and a limit of 30,000-35,000 chinook will be set for trollers in the Strait.

### Native fisheries

Native fisheries will be subject to the same 20 per cent cutbacks as the commercial fisheries, but Native Indians will receive their chinook tags free.

### Enhancement

On the enhancement side of the chinook program, Siddon promised a capital investment

of \$2.8 million, and \$700,000 in annual operating funds to improve or establish hatcheries, seapens and other facilities.

In the Squamish system, SEP is just completing a major expansion on its Tenderfoot Creek chinook facility, intended to produce 900,000 smolts. Also under construction is a net pen release facility at Porteau in Howe Sound which is expected to improve survivability of juvenile chinook.

At the Cowichan hatchery, between this year and 1990, improvements are planned that will boost egg capacity there to 3.5 million, from 700,000. Another innovation that looks promising is a new system of net pens to allow the saltwater rearing and release of up to three million Capilano chinook. The system was developed at a test location in Indian Arm. The seapens are expected to increase chances of survival, and can be used at many locations up and down the coast.

Through the combination of enhancement and new restrictions, Siddon expects to increase the current escapement level to 31,000 from 4,000 by 1998, and increase the number of chinook available to fisheries to 200,000 by 1998.

# City cycling survival guide

## Rush hour, Vancouver.

Traffic grinds to gridlock in late afternoon. Plumes of sour exhaust drift into the air above the corner at Georgia and Howe. A cacophony of automobile horns. Bad-tempered drivers drum on dash boards and invent new expletives as only a handful of cars manage to sneak through each green light.

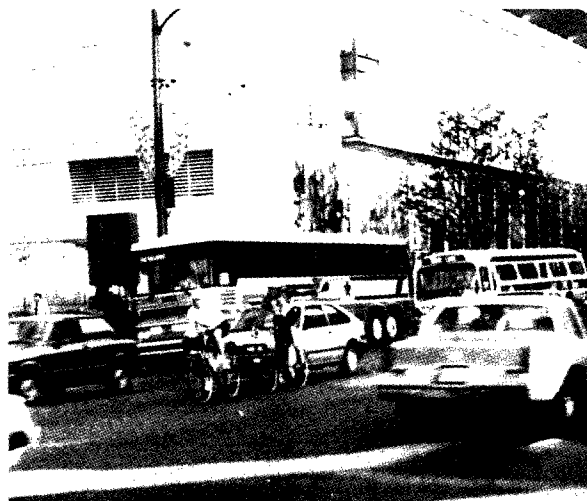
Weaving his way up Howe Street, a cyclist propels himself between long lines of stalled cars and idling buses. Helmeted, purposeful, he slows to survey the battlefield at the Georgia intersection. Green light, but he hesitates a moment, just as a Honda Prelude comes wheeling out of the centre lane to turn right in a scream of rubber and blaring horns.

A near miss. That second look may have saved the cyclist's life; or at least saved a trip to the hospital.

It's a far-too-common scene, says DFO biologist Ken Wilson. And a scene which has become a daily reality for a growing number of DFO employees who now pedal their way to and from 555 West Hastings.

Wilson, an avid cyclist, knows what he is talking about. He is the vice-president of the Bicycle Association of B.C., a non-profit group that provides courses on bicycle safety.

Wilson says anyone can cycle safely -- even in heavy downtown traffic -- provided



they take the time to learn how.

"The same riding skills that allowed you to navigate to school as a kid won't get you to work," Wilson says. "The association offers a course in basic traffic skills that takes about 15 hours to complete and includes on-road practical experience.

"Many cyclists don't like heavy traffic because they're afraid of being run over from behind, but accident statistics show that less than 10 per cent of all cycling accidents involve overtaking drivers hitting a cyclist, and most of these occur on rural roads after dark. The biggest problem in city traffic is intersections -- drivers that pass you and turn right immediately, or the driver in front of you."

## How to arrive alive

- \* Buy a good helmet and wear it!
- \* Ride to be seen: Wear bright clothes and select a lane position that maximizes your chance of being seen (without obstructing traffic). If you're travelling as fast as the traffic, move all the way into the lane (and always pass moving cars on the left).
- \* Keep your bike in good repair, especially tires and brakes. Check the brake cables and tire pressure every week. Think about it the next time you're flying down a hill at 50 kilometres an hour. If you have brake lever extensions, take them off and throw them away; they're dangerous because they don't allow you to apply the brakes properly.
- \* Don't buy a rearview mirror until you have a lot of experience riding in traffic. The sight of all those cars rushing up behind is distracting. Always look over your left shoulder before you move left. Make sure you can do this while still riding in a straight line. This isn't easy; try it in a deserted parking lot before you venture into traffic.
- \* If you plan to ride after dark you need a white light on the front and a red reflector in the back. A red rear tail light is a good idea. Wear a reflective vest. Don't buy reflectors for your spokes unless you like the way they look. They don't improve visibility.
- \* Lock up in plain sight with a good U-bolt (Kryptonite) lock. If you have quick release wheels you should take the front one off and lock it to the frame and make sure that the U-bolt goes through the frame's triangles (otherwise they'll steal your frame and leave your wheels). DFO has a bike compound in the loading area, and keys are available from DFO Facilities manager Dennis Villeneuve.
- \* Finally, for anyone who plans to ride in city traffic, Wilson recommends a bicycle safety course.

# Diary from 'Down Under'

*The following is an excerpt from **SAFISH**, the magazine of the South Australian Department of Fisheries and the South Australian Fishing Industry Council. It was written by Leon Gryczewski, a Fisheries Officer attached to the Port Adelaide office.*

## The area

The area covered by the Port Adelaide Station extends from Port Wakefield to Sellicks Beach. The types of fisheries encountered in this area involve prawns, marine scalefish, miscellaneous fisheries and a very large recreational sector. The latter, without doubt, requires the most attention due to the enormous number of amateur fishermen.

The weather governs the days when most people take to the water in search of the elusive "one that got away." Even the professional fishermen's working days are limited by weather; theirs is not an easy lot, as income earned is not directly proportional to hours worked, as is the case with most salary earners.

The fish taken from our Gulf St. Vincent do not come from an endless source. Successful recruitment of future fish stocks begin from square one -- the nursery areas.

Our objectives are to educate the general public into appreciating the value of size limits and areas set aside for promoting growth and replenishment of these fish stocks. This is backed up by enforcing fisheries regulations. The results are steady increases in prosecution of those people who act irresponsibly and do not comply with the regulations.

Seasonal priorities are placed on areas which need more attention than others. One area which needs attention all year round is the series of fish nursery areas within our state. Port Adelaide has one biologically important nursery area -- that of the Barker Inlet Aquatic Reserve, comprising a maze of creeks rich in nutrients which provide havens for the juvenile fish inhabiting these waterways.

My work, along with that of my 32 colleagues scattered throughout the state, is dependent on the weather; we rarely know more than two days in advance what our duties might entail.

## The call

For example, I am reminded of an incident which took place almost a year ago. The time was Sunday afternoon. I had just completed a full day's work and went home to rest. It was an opportunity to unwind and play with the children for a while, prior to an enjoyable evening meal. Eight-thirty and the Sunday Night Movie commences on television. At precisely the same time the phone rings -- a call from coastguard headquarters. One of its members had just observed two poachers setting a net from a small dinghy at the mouth of Swan Alley, an area within the Barker Inlet Aquatic Reserve where only line fishing is permitted.

My partner and myself leave for the depot at Prospect to pick up a 13-foot aluminum dinghy necessary because of low tide and abundant sandbars. A third officer will provide us with radio cover from his home.

As we motor down the Barker Inlet channel, we take care to avoid the areas many snags. My partner eventually locates a plastic bottle floating near Swan Creek's mouth. Closer examination reveals a length of rope tied to the bottle and corks of a net set on the bottom in deeper water. The cork line leads over a hefty snag to one creek bank where the end of the net is tied to a mangrove tree.

After a short period of time a small dinghy with two occupants moves toward Swan Alley Creek. They step from the dinghy, which has come fast on a sandbar, and drag the vessel across into deeper water.

Using a spotlight they lift the plastic bottle and begin to haul the net aboard their boat.

## The bust

Half the net has been retrieved by the time we start our outboard motor and approach the poachers. We identify ourselves and establish ownership of their vessel. The net is retrieved and we return to the ramp with the offenders. After obtaining all relevant details, both persons are interviewed and the net is retained as evidence.

A receipt is handed to the vessel's owners and the net is conveyed to our Prospect depot where it is labelled and given an exhibit ledger. We wash down our dinghy with fresh water, but dare not start and flush the motor as it is now 11:15 p.m. and most of the neighbours are asleep.



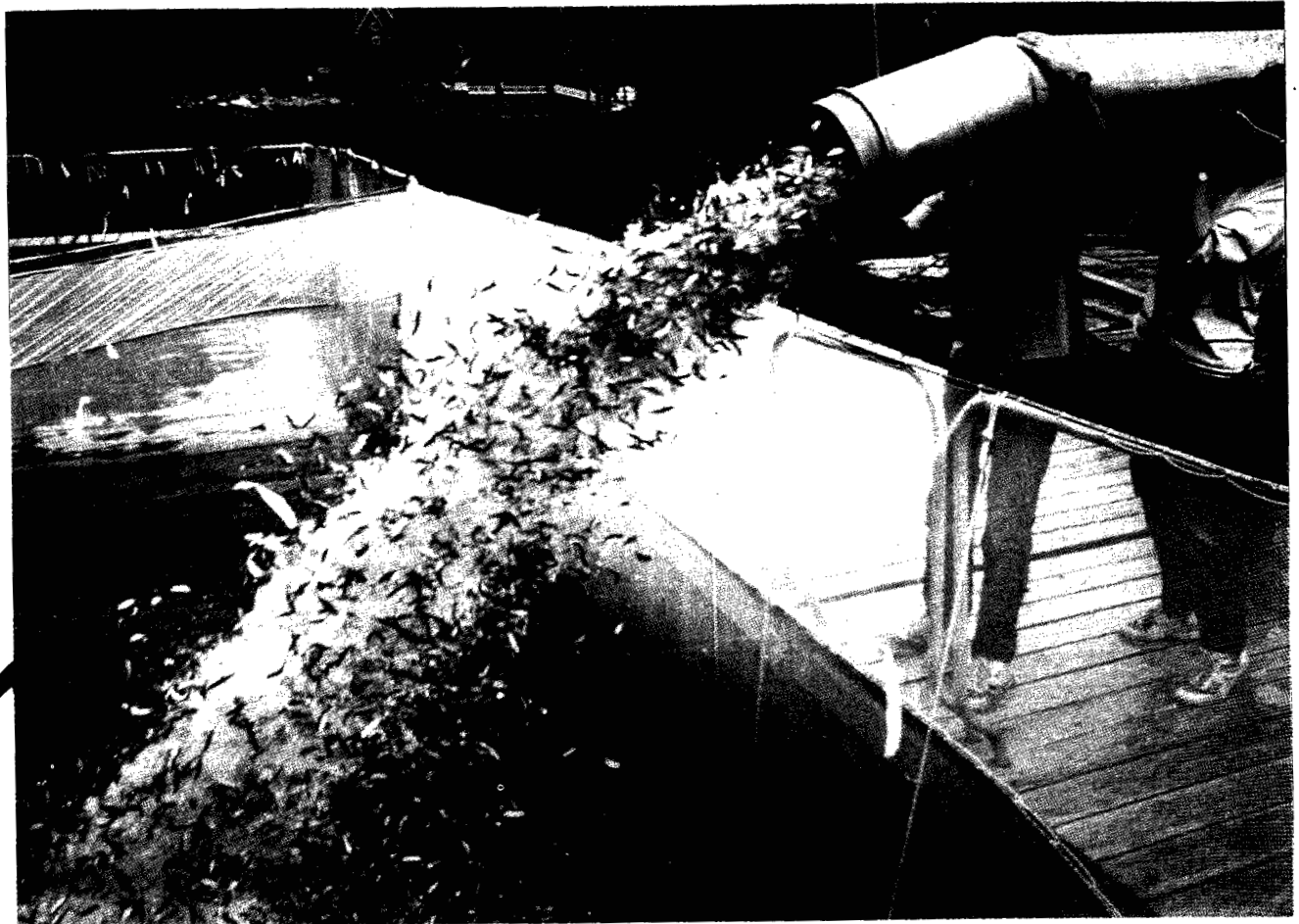
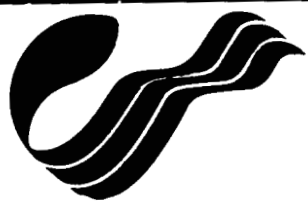


Photo by Eric Carlisle

## ***Splashdown!***

*These workers appear to be pouring a salmon foundation during a major chinook transplant to an Indian Arm seapen last May. This particular batch was transported by barge from Deep Cove with further loads airlifted by helicopter from Capilano Hatchery. See details inside.*



# Pacific Tidings



Passed away suddenly on May 29 while in hospital in Vancouver, Skidegate resident Captain Coleman Casey leaving his wife and four children. At the time of his retirement from DFO in 1980 on a medical discharge, Casey was marine supervisor in Prince Rupert and former skipper of Kitimat II and other northern based vessels. His ashes were spread in Metlakatla Pass by the Kitimat II. Donations can be sent to the Heart Fund.

Passed away on May 19, in Nanaimo, Captain Bob Walker, leaving his wife, two sons and a daughter. At the time of his retirement from DFO in 1979, Bob was Master of the Atlin Post, and prior to that, other Headquarters' vessels and the original Sooke Post on the Queen Charlotte Islands. His ashes will be spread on the Blue Line.

Passed away suddenly on May 18, Jimmy Sewid, Campbell River, who was well known to the Department through his activities on the Johnstone Strait test fishery and his participation on various advisory boards. Our condolences to his son Alvin Sewid, South Coast Division, and his family.

## Married

Dennis Brock, director, Pacific and Yukon Fisheries Branch, Ottawa, to Anne Scotton on May 14 in Ottawa.

## Departures

Maisie Louie, senior word processing operator of MSB Admin. Unit has left the Department April 8, 1988 to explore the life of being a lady of leisure. We wish her all the best in her future endeavours. She will surely be missed by all the people that she has helped over the last seven years.

## Births

Born to Sally and Grant Scott, district supervisor, Campbell River, a son weighing 2.27 kg on March 24.

Born to Ann and Erland MacIsaac, research biologist, West Vancouver Laboratory, a 3.6 kg bouncing baby boy named Christopher Kai on May 31.

## Fishery officer changes

John Greenlee won district supervisor, Kitimat, effective May 24, 1988.

Ross Squire, Port Alberni, transferred to Pender Harbour effective June 1, 1988.

Randy Stennes, Port Hardy, transferred to Port Alberni in July.

Leone Naylor, Port Alberni, is transferring to Nanaimo Enforcement Unit.

Dave Rekdal, Port Hardy, is transferring to Port Alberni.

## T-shirt design contest

Personnel Branch invites all staff to get creative and sketch a design to emblazon Fisheries and Oceans' T-shirts and sweatshirts. The winning design will be refined, as required, by a graphic artist; so don't worry about your artistic skills!

Sketches should be forwarded to Hilary Schwenk, Personnel Branch, DFO, 555 W. Hastings Street, Vancouver, V6B 5G3, no later than July 18. The winner will be contacted July 21 and will be announced in the mid-August edition of Sounder.

Details regarding sales of the T-shirts and sweatshirts will be posted far and wide by early August. Profits from sales will go towards funding staff functions such as picnics, dances and Christmas parties.

The lucky winner will receive their very own sweatshirt with their very own design on it!

For further information, please contact Hilary Schwenk at 666-6286.

**Sounder** is the staff newsletter of Fisheries and Oceans, Pacific Region. **Sounder** is printed eight times per year.

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Fisheries  
and Oceans

Pêches  
et Océans

## We'd like to hear from you

Although there is an old saying, "No news is good news," things have been just a little too quiet around Sounder's editing desk. Is it the "calm before the storm," or is everyone genuinely content with the way things are going at DFO?

There are two places for employees to write in their views, offer feedback, or ask a question. Letters to the editor and Soundings share some similar characteristics: confidentiality (if so desired); use of an independent coordinator; and, access to and support from top management.

If you have an opinion to express or a question to ask, please forward your letter to:

The Editor, Sounder  
Glover Business Communications Ltd.  
390 - 885 Dunsmuir Street  
Vancouver, B.C. V6C 1N5

- or -

321 - 555 West Hastings Street  
Vancouver, B.C. V6B 5G3

Don't forget that Sounder depends on staff contributions. If there is anything you would like to report, please send it along or give me a call at 687-1442. If you don't have time to prepare a story, give me the details and I will be glad to do it for you.

The deadline for the next issue is July 18.

Shelley Kean  
Editor

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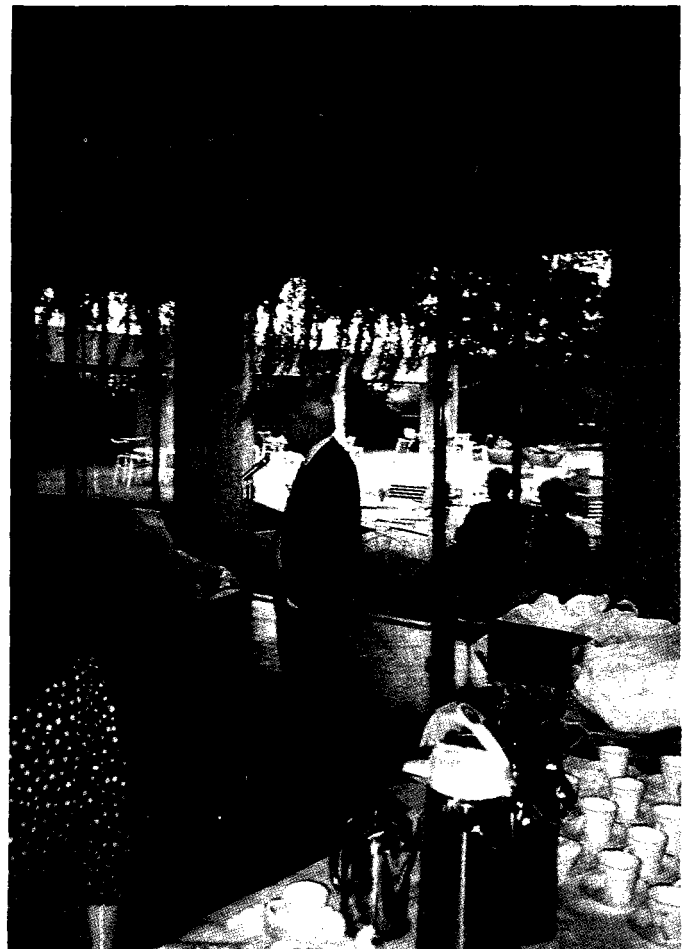
## Letter to the editor

Dear Editor,

Through Sounder I want to thank all those who have been 'wining and dining' and 'roasting and toasting' me and generally helping me celebrate my retirement. The kind words and thoughtful gifts are deeply appreciated.

In 10 years in Pacific Region I have gained a real respect for the professionalism and dedication of all DFO employees and I know you are going to continue with your good work. My best wishes to all of you.

Harold Swan  
Former director, SEP



*Harold Swan: "The difference with Fisheries is dedication. The real feeling is prevalent that you're doing something worthwhile."*



*Inspectors examining fish in a Singapore plant are, from left: Pat Bobinski, Central and Arctic Region; Susan Thomas, Pacific Region; Dan McNeill, Scotia Fundy Region; and, Andre Gozzo, Gulf Region.*

## Offshore Program receiving positive reactions

It all began with the tainted tuna scandal of 1985. From this "tunagate" affair sprang DFO's Offshore Program, born in the fall of 1987 from a recommendation of the Morrison Report on tuna processing.

One million cans of Star-Kist's tuna were recalled after it was revealed in September 1985 that they were put on store shelves despite their rejection by federal Fisheries Department inspectors as unfit for consumption.

Another 32,600 were recalled in December and at least 20 million more were detained until inspectors could determine whether they met Canadian standards.

Months of controversy enveloped Canada's only tuna-processing plant, located in Bayside, N.B. It resulted in a request by Fisheries Minister Tom Siddon for a complete report on the matter.

Siddon enlisted the qualified aid of Doctor Alex Morrison, head of the Food Science Department at the University of Guelph to lead the review of federal inspection procedures at the Star-Kist plant located near St. Andrews, N.B. Morrison was a former federal Health Department official and one of Canada's leading food scientists. He headed the review of inspection procedures and standards applied by Fisheries Department officials.

"The measures taken should not only ensure that Canadian consumers maintain confidence in the federal inspection system," Siddon said, "but should also help to rebuild the good reputation of the St. Andrews tuna-canning plant and reinforce the positive quality image of the Canadian fishing industry."

In the ensuing report of April 1986 on the tuna standards and inspection committee, Morrison mentioned that various sources had repeatedly remarked on the Canadian Fish Inspection Branch's enviable reputation for integrity over many years. One of his recommendations stated:

*"DFO inspectors should inspect facilities of all manufacturers wishing to sell canned tuna in Canada to ensure adherence to guidelines for Good Manufacturing Practices (GMP), as well as conducting appropriate sensory analysis on finished products. Necessary resources should be provided to the Department to permit inspection of offshore manufacturing facilities to ensure they meet Canadian guidelines for GMP."*



Photo by Ian Devlin

*Pacific Region microbiologist, Tim Babiuk, inspects a pressure cleaner in Manila, Philippines.*

In the fall of 1986, the federal Department of Fisheries and Oceans established the Offshore Program in keeping with the report's recommendations. The Pacific Region has been provided with resources for the implementation of the program, gaining three person-years to look after its national responsibilities.

Presently there are 53 tuna-processing plants in 14 countries that import into Canada. The information gained from the first year of offshore facility inspection provided a mechanism linking the actual operation in the processing facilities to the reasons for rejection of imported products.

"During the first year," says DFO's Ian Devlin, chief, Facilities and International Inspection, "it became apparent that what we saw in the lab we could see even more clearly in the plant."

After touring the plant, the inspectors compile and present the facilities with a written report. The report verifies causes of the reasons for rejection, if any, of products for export. Some of the factors of GMP considered are: quality of raw materials through to facilities; sanitation and housekeeping; critical points in processing (retorting); can integrity; and, final storage of the finished products. More concisely, health, safety and decomposition are the areas of major concern.

"This process has a double motive," says Devlin. "They (the plants) get access to Canadian markets and we get good products."

*"Most of the time we only see the country through bus windows."  
— Ian Devlin*

The Pacific Region's inspection team, which has visited 45 plants in five countries, comprises Ian Devlin, Susan Thomas, supervisor, Canned Fish Laboratory, and microbiologist, Tim Babiuk. They, along with three or four inspectors from other regions, spent approximately 16 weeks away from their homes the first year examining and reporting on various countries' plant procedures. Each trip meant an absence of up to three or four weeks at a time.

"You see the pictures of these foreign and exotic countries which we visit," Devlin says, "and you think, 'it must be nice!' But we may get only one day off a week to see the country. Most of the time we only see the country through bus windows."

Within the mandate of the Offshore Program was the exchange of technical information and demonstration of Canadian fishery product standards. This was accomplished through a total of six two-day seminars provided through funding by the Canadian International Development Agency (CIDA). The cities in which these seminars were held were: Penang and Kuala Lumpur, Malaysia; Bangkok, Thailand; Jakarta, Indonesia; Singapore; and, Manila, Philippines. All of these countries import into Canada and are members of ASEAN, a group of nations banded together for economic and trade development which receive support from CIDA.

These seminars provided industry representatives with an opportunity to see and discuss Canadian standards (particularly the tuna standard). Each of the seminar sessions were organized by the individual posts and were well-attended by members of the fishing industry as well as government officials from each country. Part of each seminar session was a workshop or demonstration of sensory evaluation which, Devlin says, was always accepted with considerable participation from the seminar attendants.



Photo by Tim Babiuk

*Ian Devlin checks retorts in a Thailand plant. On a hot day he can lose up to six pounds on an inspection.*

"Before we did the seminars we looked at their fish-processing plants to evaluate local conditions and see what areas to emphasize. We have no legal authority in their plants. We were basically there at their invitation."

Devlin's area of expertise is seam inspection, container integrity and thermo-processing. This meant spending long hot days beside giant retorts in which canned fish products are cooked.

"I'll lose up to six pounds on a plant inspection," he says.

The selection of inspectors who go on the inspection tours is dependent on the purpose of the mission and on their particular area of expertise. When visiting the countries for CIDA, their qualifications would also include good public speaking abilities.

Plants in these foreign countries are surprisingly modern. "Some are very good," says Devlin, "and some are excellent."

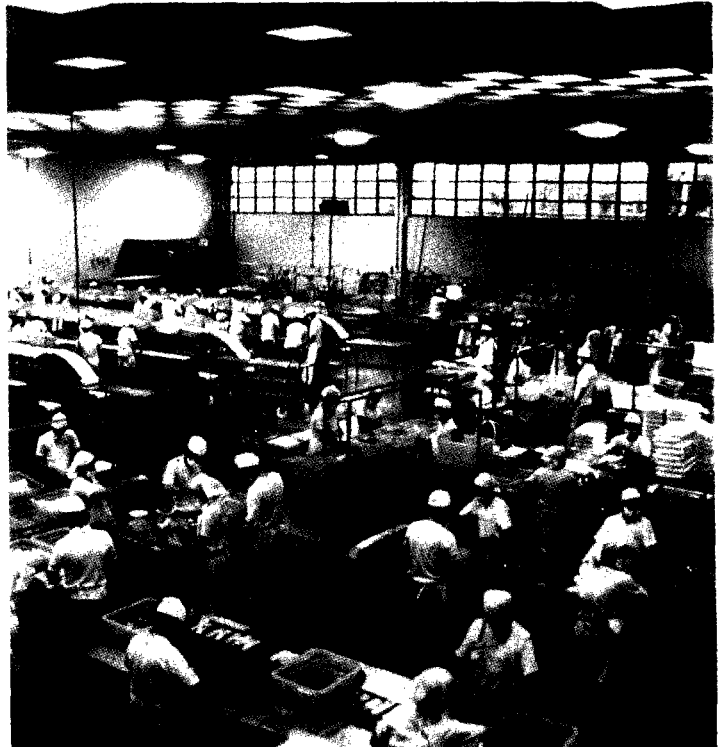
With more countries still on the list, tuna-processing plants remain a priority for DFO's inspection teams, although the future direction of the Offshore Program is to expand to other seafoods, such as shrimp, crab and smoked oysters.

Because of a recommendation from the Morrison report stating that imported seafoods lots should be inspected 100 per cent, and with imports on the increase of up to 30 per cent a year, it is understandable that measures had to be implemented which would aid the inspection units' increasing workload. Help has come by

way of "memos of understanding." MOUs are agreements with countries importing seafood into Canada that would allow their own inspection teams to grade the quality of products ready for export. The agreements are signed if a country's processing plant and product meet Canadian standards of quality.

Pacific Region's Director-General Pat Chamut, along with John Emberley, director-general of Inspection in Ottawa, recently returned from Thailand in mid-June where they signed a MOU with that country.

"We also have a MOU with Japan," says



*This Singapore plant shows the excellent conditions for workers in a bright and airy atmosphere.*

Devlin. "They have the capability of meeting our standards and can inspect plants to our specifications. What MOUs do is decrease the workload. If there are countries which are responsible, then MOUs will work to both countries' advantage."

The Offshore Program has made a great deal of progress in a very short period of time ensuring that seafood products which we receive are safe to eat. It has also secured positive public relations with those countries importing seafood into Canada. Consequently, Canada's lone tuna-processing plant is now operating efficiently and DFO's international Inspection Unit has acquired a top-notch reputation for quality inspection through its GMP criteria initiated by the Morrison report.



*DM Peter Meyboom and FB Director Ted Gaudet present 25-Year Service Awards to, from left: Alf Stefanson, senior management technician for Johnstone and Georgia Straits; Virginia Ellsay, district clerk in Kamloops; and, Bob Armstrong, herring technician in Nanaimo.*

## Cohesion credited for DFO employees' job satisfaction

Amidst the tinkling of glasses and scraping of spoons, Deputy Minister Doctor Peter Meyboom told Fisheries Branch staff May 18 at their Whistler Mountain annual meeting dinner banquet that low morale is a current global ailment.

Introduced by the Pacific Region's director general, Pat Chamut, as an official who lends "integrity, insight and support to people of this Department across the country," Doctor Meyboom said: "There is a belief that changing economic conditions and changing relationships between nations has resulted in a worldwide problem of morale."

He spoke of the general belief that an ineffective public service can allow greed to take over and that "a mediocre public service means a mediocre country."

"We are an objective public service," he added. "If we were inspired by political influences, we would have chaos."

He told those seated in the popular ski resort convention centre's large and elegantly decorated ballroom, that the federal public service has high job satisfaction and DFO has more job satisfaction than other sectors.

"We are not a Department at odds with ourselves," the deputy minister said. "We are a Department that hangs together."

"We need clarity and certainty," he explained. "We don't have that. What we have is cohesion. There is a confusion in the world affecting us all and the only way we can deal with it is to hang together. The magic answers will emerge themselves."

The deputy minister ended his dinner speech with a message that many felt was directed at fishery officers whose work sometimes takes them into perilous situations.

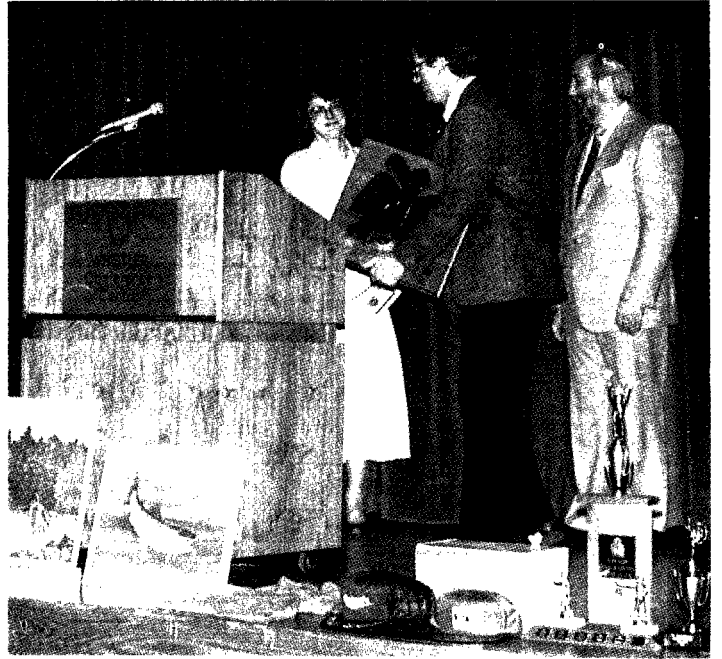
"You're not alone," he imparted. "We are in this together. We're competent -- all of us."

## Awards . . .

# Presenting — Fisheries Branch

1988

# awards ceremony and banquet

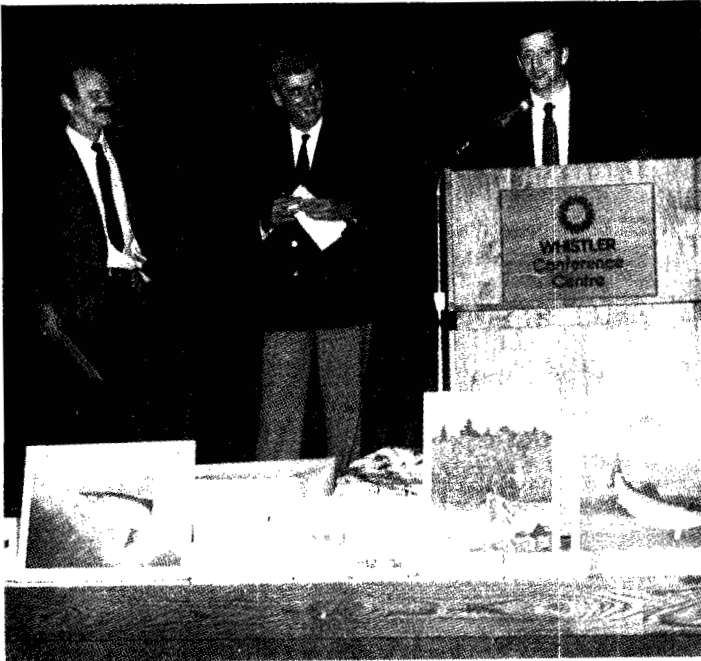


*A/director, Communications, Kate Glover, presents Habitat Management's Mike Brownlee with an award for HQ's slide show.*



*Pointing his finger is Nechako Division's Mike Fretwell with Inspection's Judy Schweb.*





*ADM Pierre Asselin stands between Teamwork Award winners Bob Wowchuk, left and Paul Sprout. Absent: Ted Perry and Brian Riddell.*



*Pacific Region's DG Pat Chamut presents Wendy Grider, from Commercial Licencing, with the Supervisor of the Year Award.*

## ***Togetherness . . .***



*Flowers in the foreground do little to conceal Vicki, the attractive wife of Offshore's Bruce Turris.*



*This handsome couple comprises fishery officers Richard Elson from Prince George and New Westminster's Rob Tompkins.*

# Fishery officer wins compensation from WCB



*Winner of the Outstanding Initiative Award at Fisheries Branch annual meeting is Quesnel fishery officer Randy Nelson.*

Twenty-one months after he was struck by an oar at Gill Bay on the Fraser River, fishery officer Randy Nelson of Quesnel has won compensation for three days pay.

The provincial Workers' Compensation Review Board upheld, unanimously, his second appeal on May 16. Nelson was injured during a major enforcement of an Indian food fishery closure on August 23, 1986.

The WCB earlier rejected Nelson's claim twice.

The final decision came only after the persistence of Roger Poulin, staff relations and compensation advisor — backed by Nelson's doctor, William Saunders — in supporting the claim for the time he was forced by pain to be off work.

Had established procedures been understood and followed in the beginning, the long paper war would not have been necessary.

All federal employees must report on-the-job injuries to their supervisors, who have 72 hours to report to Labour Canada, which files details with provincial compensation boards. Substantial financial penalties as well as disciplinary action can result from a failure to report.

Health and Safety committees at regional headquarters and in divisional offices are being formed to help avoid recurrences of Nelson's tribulations.

The Indian food fishery was cut from three days to two a week between Mission and Boston Bar in August, 1986. The Department believed the 500,000 allocation would be exceeded by the lower Fraser fishermen if the pace was not lessened, and that upper river bands would be able to catch their allotment.

Nelson was one of five fishery officers in a river boat. Their orders were to seize illegal nets.

Two Indians in another boat were asked to take a net from the water. They refused, so the DFO team tried to take the net with a pike pole, which was seized by a native. Nelson, fearing fishery officer Doug Cowan would be pulled into the water, rapped the Indian's knuckles with an oar in an attempt to have him surrender his end of the pike pole.

Nelson says he ducked to avoid being struck on the head by another oar swung by a native. The oar broke after it caught him on the top back of his right shoulder.

The pain was immediate. Two hours later, Nelson was checked at Chilliwack General Hospital and was advised to use ice and an arm sling. A few days later, still in pain, Nelson had Dr. Saunders check him again in Quesnel. In December, the doctor wrote to the WCB, which by then had disallowed Nelson's claim and an appeal:

"... he was complaining of quite a lot of pain. However, he told me that he was not keen to take time off work. However, following that (August 28) visit he reports to me that the shoulder did in fact become so painful that he was required to take three days off work. The form that I filled out to WCB on August 28 reflected that fact that he had originally told me that he did not plan on taking time off work."

Nelson performed light office duties (left handed), but took three days off in early September because the pain was so severe.

In October the WCB refused his claim because he had worked and the first medical report had said Nelson planned to do so. An appeal was turned down for the same reasons. It was not until December, when Dr. Saunders provided more information, that a further review was agreed to. What achieved the recent ruling was the doctor's statement:

"However, based on the nature of the injury that he had, I certainly feel that those three days were more than justified. This fellow is a very conscientious individual and

certainly would not take time off unless he absolutely had to. He is otherwise an extremely active, and highly motivated, individual . . .

"I understand that he applied for compensation for those three days and was turned down. I think this is unfair and that you should reconsider this, as medically this was more than justified by the injury that he had."

Poulin, who obstinately kept after Labour Canada and the WCB, points to the series of mishaps and errors that compounded the original lack of an accident report being made.

"Randy and a supervisor should have

reported the injury to Labour Canada. The first medical report was insufficient and Labour Canada's position was that it was not responsible beyond the first appeal.

"I'm glad Randy's been vindicated and from now on if everyone follows the drill properly there shouldn't be a repetition. If there's any doubt about the correct procedure, just call Marg Cruikshank, who is the Regional Health and Safety Coordinator, for additional information."

Jack Nightscales  
Special Assignment

# Compensation procedures

## Employer's report of injury or industrial disease

1. (Form 7 - Workers' Compensation Board of British Columbia)

The supervisor must complete and forward this form WITHIN THREE DAYS to Labour Canada for all injuries involving lost time or medical attention.

Mailing address: Labour Canada  
Injury Compensation Unit  
P.O. Box 8920  
Vancouver, B.C.  
V6B 4E2

Note: Do NOT mail the form to Workers' Compensation Board (WCB) of B.C. as Labour Canada is the intermediary between DFO and the provincial WCB.

Copies must be sent to:

- Chairperson of the Workplace Joint Occupational Health and Safety Committee or the Health and Safety Representative
- Regional Departmental Health and Safety Coordinator
- Personnel Services officer (for lost time injuries only).

## Hazardous occurrence investigation report

2. (Form 369 - Labour Canada)

The SUPERVISOR must complete and forward this form to the appropriate district office of Labour Canada for every accident resulting in:

- i) a fatal injury;
- ii) a disabling injury (professional medical attention was required and according to medical authorization prevents the employee from returning to work for the next regular shift);
- iii) any occurrence that requires rescue,

- iv) revival or other emergency measures, or occurrences which cause an employee to lose consciousness (i.e. electrical shock);
- property damage and/or material loss (including damage to mobile equipment) where the repair or replacement cost is estimated at \$500 or more.

Copies must be sent to:

- Chairperson of the Workplace Joint Occupational Health and Safety Committee or the Health and Safety Representative
- Regional Departmental Health and Safety Coordinator
- Personnel Services officer (for lost time injuries only).

Note: Any accident resulting in death or serious disability will be reported by telephone or telex within 24 hours to the DFO Regional Health and Safety Coordinator and to the appropriate district office of Labour Canada. The Hazardous Occurrence Investigation Report must be completed by the supervisor and forwarded to Labour Canada within seven working days of the accident.

## Employer's subsequent statement

3. (Form 9 - Workers' Compensation Board of British Columbia)

When the employee returns to work, the SUPERVISOR completes this form and forwards it to Labour Canada. (The mailing address of Labour Canada and the distribution of copies are the same as Form 7, shown above.) Note, if after an employee returns to work, he or she is absent because of a recurrence of a disability, these subsequent absences must be reported to Labour Canada by means of an explanatory letter or an amended accident report. Quote original claim and/or file number.

# Pacific Region Update

There have been a number of recent and forthcoming changes in the regulations field which adhere to the federal government's recent program of regulatory fairness.

The government has introduced two documents that have changed the whole structure of government procedure in processing regulations.

The Guiding Principles of the Regulatory Policy contains 10 guiding principles relating briefly to subjects that include: increased public awareness, deregulation, and more contact by elected government representatives (MPs).

The second document, The Citizen's Code of Regulatory Fairness, addresses such points as: minimum interference with individuals; penalties to match the seriousness of the violation; encourages public participation; communication by government advising why a regulation was approved; and, prenotification of change.

These two documents have drastically changed the whole system of regulatory amending. In order to ensure compliance with its policy, the government has introduced a volume of guidelines and procedures for the implementation of a regulatory amendment.

## Changes made by DFO

Some of the changes developed in Ottawa will affect the Pacific Region's operational personnel. Perhaps the most significant is the consolidation of British Columbia's fishery (general), salmon, herring, shellfish and licensing regulations into one set of regulations. DFO is moving to meet the government guideline on deregulation and to make regulations more consistent nationally between the regions.

Another initiative undertaken by DFO is the development of a new set of regulations that will be used nationally. It will comprise extractions from all fisheries regulations that can be dealt with on a national basis and will also form a vital part of DFO's enforcement legislation. Some of the things it will deal with are: uniform marking of fishing vessels; requirements to hold licences; appeals;

conditions of licences; marking of gear; and, authority to vary closing times and quotas. It will not include export, import, contamination, or inspection regulations.

This legislation will come into effect at the same time as consolidation (January 1990).

## Changes made by region

There are more than 30 proposals being considered that will produce changes in the Pacific Region's fishery. Some are as follows:

- a.) The tagging of chinook salmon, which is now law.
- b.) Input from fishermen and industry is being sought to determine their latest views on the monofilament subject.
- c.) The salmon regulations have a section prohibiting vessels to carry fish on board while fishing in an area closed to that specific species. It applies in certain subareas and outside the surfline only. One request is to include subareas inside and outside the surfline as well as the grey troll area. Another request amends it for salmon in all waters, and another makes it apply to all fish in all areas, not just salmon. This year's goal is to amend it for salmon only, but apply it to all fish in consolidation if it is the Region's advice.

Other significant proposals include: a sportfish licence for shellfish, which will be a matter of consultation with the public; a commercial clam fishing licence; a voluntary penalty system for the Yukon Territory fishery regulations; and mandatory log books in the groundfish fishery.

For further regulation information, contact Mel Hart or Rick Marken in Regulations and Enforcement, at 666-2185.



*The one that got away is not the fish this time but former SEP Director Harold Swan with his wife Corinne.*

## Harold's Swan song

On May 13 it became official. Harold Swan, director of the Pacific Region's Salmonid Enhancement Program, retired after 30 years with the Federal Public Service.

Accompanied by his wife, Corinne, and their daughter, Carole, at his retirement party May 25, the former used car salesman accepted humorous comments, warmly-imparted compliments, a tableload of gifts, tell-tale telegrams and fond farewells from the many friends and business associates gathered at UBC's Faculty Club to pay him tribute.

"Would you buy a used car from this man?" asked Pacific Region's Pat Chamut. "Most of you probably would," he knowingly added.

The director general disclosed some of his colleague's best kept secrets and capsulized his accomplished career with the federal government. Swan's first job with the Public Service was in 1958 when he moved to Ottawa after graduating with a B. Comm. from UBC. He was posted to Washington, D.C. and worked for the Department of National Defence, Production. His next position was with the Treasury Board Secretariat doing major organizational studies of government agencies. From there, Health and Welfare were fortunate enough to add him to their staff and it was with them that he completed one of his proudest accomplishments. He was assigned to the

federal task force responsible for developing the national Clean Air Act. It should be noted that the new retiree recently added another major accomplishment by cleaning up his personal air when he relinquished his cigarette habit last January.

After leaving Health and Welfare, Swan joined Environment Canada as director, Air Pollution Branch and director general of Management Services. It was to the chagrin of his many eastern friends that he decided to move back West and accept a position with DFO.

"Being back in Vancouver has been nothing but fun," he said. "The difference with Fisheries is dedication. The real feeling is prevalent that you're doing something worthwhile."

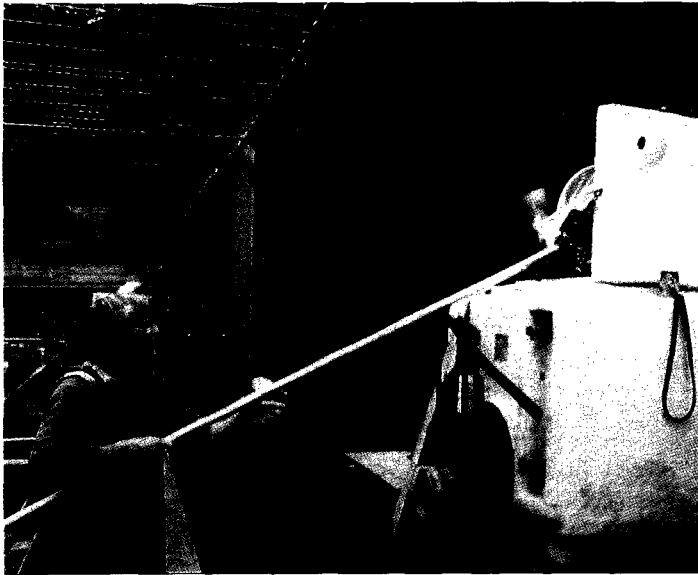
The hobby-gardener considers his best life accomplishment to be his marriage to his "child bride" Corinne. "I still bear the shotgun marks on my back," he said with a laugh.

In a special letter, Tom Siddon, minister of Fisheries and Oceans, commended Swan and SEP. He said: "Your retirement is viewed as a loss from the Department. You will be missed by your colleagues and I hope you have a rewarding retirement."

Doctor John Davis of DFO's Science Branch, IOS, paid tribute to his friend with these warm words: "Harold is a leader bringing us intelligence and experience and enabling us to make decisions. He has persisted in providing us with staunch support. We wish you well in your long migration."



*Attentive listeners help Harold Swan commemorate his retirement from DFO after 30 years of public service.*



*These chinook smolts are being stored for transfer by barge to a seapen at Indian Arm.*

## Spring transfer to Pacific Coast seapens

This spring approximately 2,500,000 chinook salmon smolts will be released from six seapen sites throughout Burrard Inlet, Indian Arm and Howe Sound. When they return during the next three or four years there will be exciting new sport fishing opportunities in the local area as well as a new source of eggs to fuel the next production cycle.

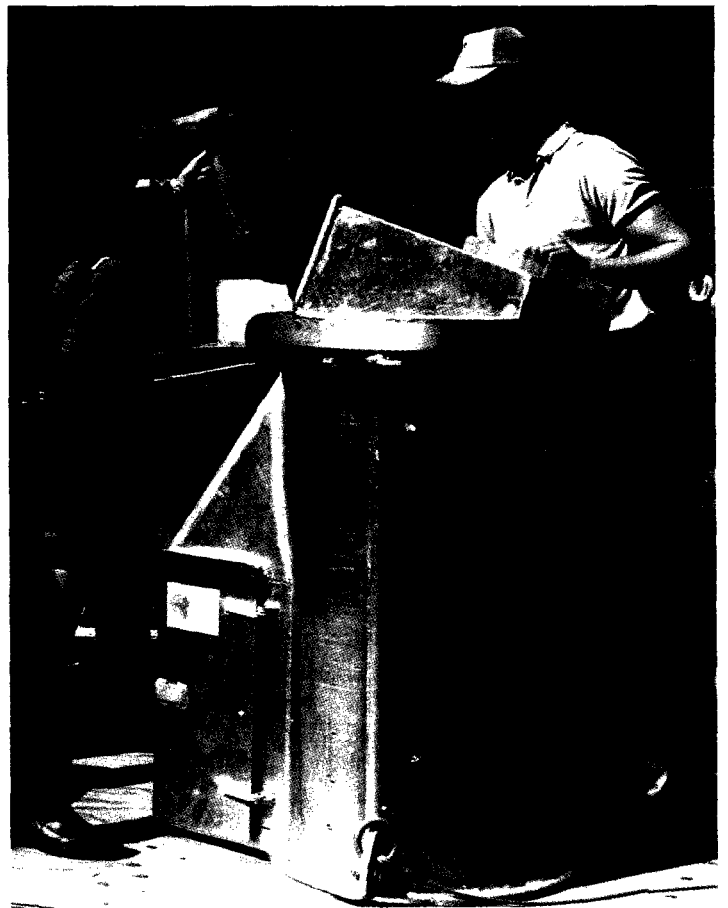
Releasing hatchery chinook from oceanside seapens instead of into rivers appears to increase significantly survival through to catch and escapement. The reasons for this phenomenon are not known, and many hypotheses are possible, but the data from pilot studies at Conuma (West Coast Vancouver Island) and Deep Cove (Indian Arm) in 1985 are dramatic. Returns from seapen releases are up to 30 times higher than from comparable river releases.

The method is simple. Eggs are incubated and fry are reared using normal techniques. One or two months prior to the usual release date, young fish are vaccinated against vibriosis disease. A week or two later the fish are transferred to seapens by truck or helicopter. Feeding continues in the seapens for a period of two to four weeks when the fish are released.

In 1988 we developed a large-scale Burrard Inlet-Indian Arm seapen program based on these methods. There are two major sites, Wigwam Inn and Deep Cove, and three smaller sites, Bedwell Bay, Reed Point and Horseshoe

Bay. These smaller sites were constructed by and are operated by concerned marina operators, rod and gun club members, other private citizens, and the support of B.C. Packers Ltd. Sport fish advisor, Bill Otway, and community advisor, Roy Argue, have worked closely with Sewell's and Reed Point marinas and with fishing clubs including Port Coquitlam, Sapperton, Vancouver Angling and Burnaby.

The largest number of fish (1,400,000) will be released at Wigwam Inn. Cooperation by the Royal Vancouver Yacht Club, proprietors of the Inn, made work at this location possible. Fish at the site comprise Big Qualicum chinook incubated and reared at either Capilano or Tenderfoot hatchery and Campbell River chinook cultured at the Quinsam hatchery. Smolts from the three hatcheries are marked differently so that DFO can compare ocean catch distribution, survival and overall benefits.



*Capilano Hatchery's Eldon Stone loads chinook into a holding tank which will be airlifted to Indian Arm by helicopter.*



*Preparing for liftoff at Capilano Hatchery is a tank of chinook on their way to Wigwam Inn.*

The primary objective of the Porteau work differs from that of the other sites. Squamish chinook salmon numbers are very low and the seapen releases are a step to help rebuild this stock. Fish released from Horseshoe Bay to Wigwam Inn are, on the other hand, from surplus returns to Big Qualicum and Quinsam rivers on Vancouver Island. They were transplanted to provide chinook salmon in an area which historically did not support this species. All the projects will add to commercial and sport catches in the Strait of Georgia and waters to the north. Terminal sport fishing for chinook in the protected waters of Burrard Inlet and Indian Arm should be excellent in a few years and, hopefully, all of Howe Sound will one day be re-opened for sport fishing. Work at Tenderfoot and Porteau will help us to achieve this goal sooner.

The Burrard Inlet-Howe Sound seapen program involves a lot of people from different places with different affiliations but all of whom care about the fish. They have done an exceptional job of translating the concept from paper to fish in one short season and are to be commended.

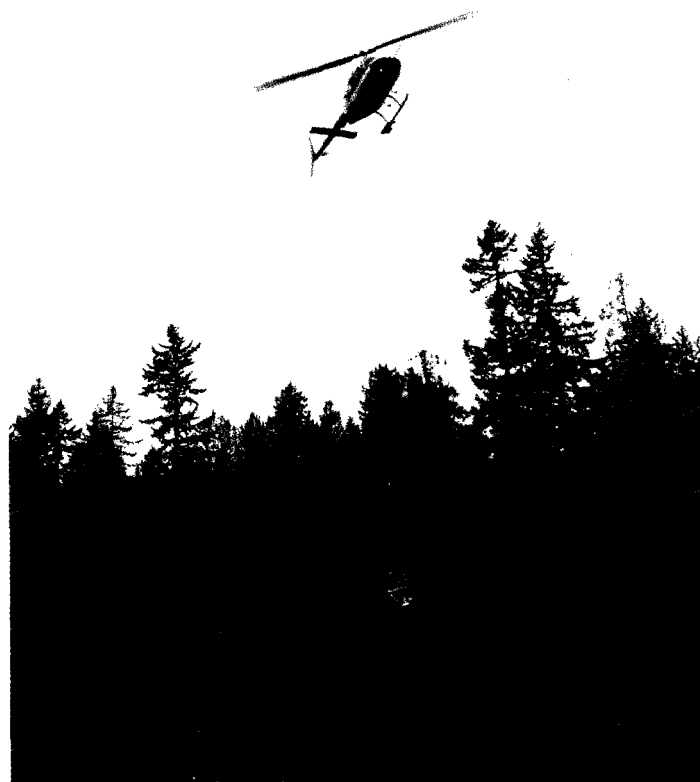
Ted Perry  
SEP Bio-Program Coordinator

Deep Cove fish, located at Seycove Marina, are all from Capilano hatchery. Here, marked fish will be released on three different dates to help us determine the optimum release timing to maximize returns.

Transport of so many chinook juveniles created a logistical demand that exceeded the capabilities of any single hatchery. Crews and equipment from the Capilano, Tenderfoot, Inch and Chilliwack facilities worked together and learned from each other. Despite a few setbacks, the work was completed as planned and next year this operation should be even smoother.

In addition to these five sites, a seapen site was established in Porteau Cove, about halfway between Horseshoe Bay and Squamish. Squamish chinook from Tenderfoot hatchery are being reared for release to determine if the technique will increase returns of this stock. As in Indian Arm, it is hoped to capture adult fish returning in 1990 to 1992 for egg-takes. In 1988, there will be releases of 100,000 fish on two different dates. Next year, the plan is to double this to 400,000 fish.

The Porteau site is in a provincial park and was developed in cooperation with the Ministry of Environment and Parks. The Seymour Salmonid Society operates both the Porteau and Deep Cove sites under contract to SEP and under the direction of Capilano hatchery staff.



*Up, up and away go the salmon on their journey to a seapen where they will live for a period of two to four weeks.*



# FISHERIES PICNIC

Saturday July 9th Maple Grove Park  
S. W. Marine Drive (at Yew)  
10:30 a.m. to 4:00 p.m.

The Staff Association will bring **soft drinks** for the kids, and **ice, barbeques, hot dogs, hamburgers** and **watermelon** for all.

Bring the rest of your picnic lunch, your family and your chairs. There are **picnic tables at the site.**

There is a deep wading pool (with lifeguard) for the kids.

## EVENTS . . .

### MORNING: 10:30

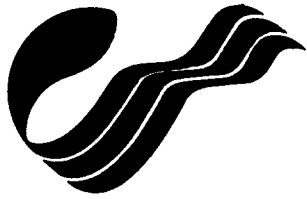
Final game of Slow Pitch Softball Tournament. Play-offs will be held June 25th. (Form your own team and register with BILL MASSE (6-8713).

### LUNCH: 12:00 noon to 1:30

### AFTERNOON:

Races (and ribbons) for kids and adults. Adults - form your own team (on a branch, division or whatever basis). There will be several team events, including the tug-0-war.

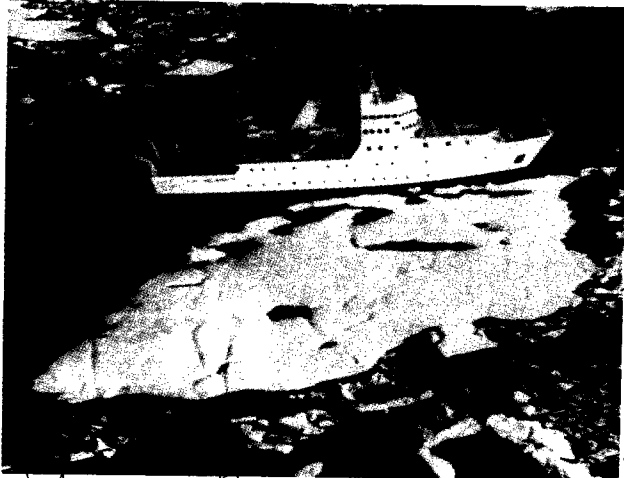




# SOUNDER

Volume XVI Number Five

August 1988



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## On top of the world

Looking like a toy model, the CSS John P. Tully, a Fisheries and Oceans hydrographic vessel, makes her way across the Beaufort Sea. She is expected home in Sidney, B.C. on September 30. Story on page 4.

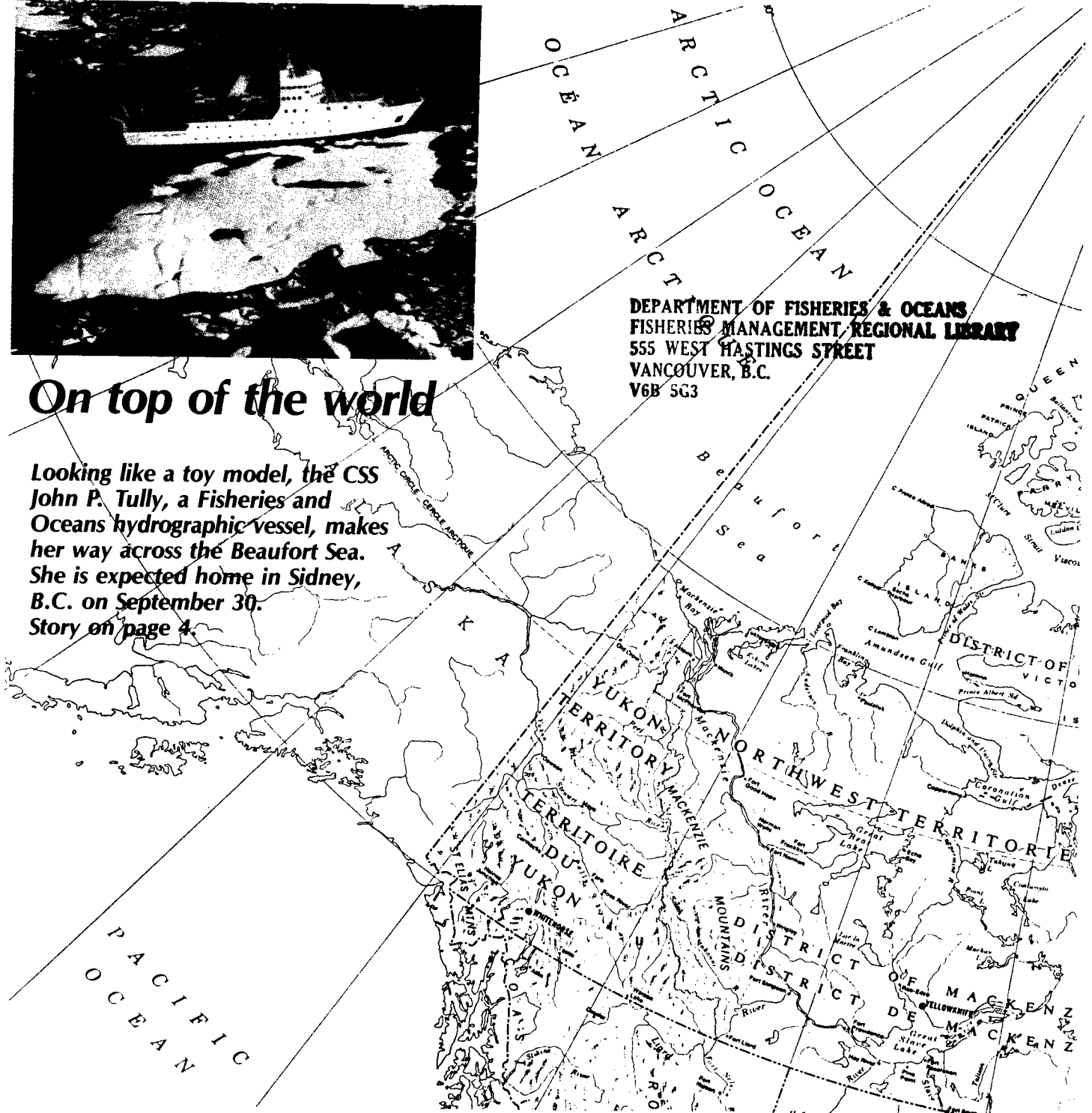


Photo by Mike Woods



Fisheries and Oceans

Pêches et Océans

Canada

# Pacific Tidings



## Appointments

John McNally, formerly with SEP Engineering, has been appointed director, Small Craft Harbours Branch.

Captain Dale Gibb has been appointed chief, Marine Division. Dale comes to DFO from DND where his most recent appointment was director, Organization and Establishment Requirements, Ottawa. Dale starts his new duties in Sidney on September 1.

Dennis Deans, formerly of the Resource Enhancement Branch, Special Projects Division, has been appointed chief, Habitat Management Division.

William (Bill) Duncan is acting director, Native Affairs, replacing Lonnie Hindle who left for a position with the Qualicum Indian Band. Bill's previous position was program coordinator for the Native Affairs Branch.

Barry Chilibeck, recent engineering graduate from UBC, has joined REB Engineering Division as a project engineer for one year.

Ray Keith, a term employee, has joined REB Engineering as an engineering technician.

Marilyn Joyce, Enhancement Operations Division, has been seconded to Special Projects from July 4, 1988 to November 1, 1988 to fill in for Kim West who is on maternity leave.

Linda Berg will be acting in Marilyn Joyce's position as Fraser River Unit technical administrative coordinator.

Lorraine Vlak has won the competition for the REB, South Coast Unit, technical administrative coordinator.

Craig Sciankowy has won the Inch Creek Hatchery GT2 competition.

Les Clint has won the Eagle River Hatchery GT2 competition.

Bob Seppellz has won the Puntledge River Hatchery GT2 competition.

Kenita Horobin has won the Chehalis River Hatchery GT2 competition.

Ron Ruffel from Pallant has been appointed maintenance superintendent at Pinkut Creek.

Roy Sellick, senior classification officer, Personnel Branch, has accepted a position with Transport Canada in Vancouver. Good luck Roy!

Gloria Point, employment equity and staffing officer, has commenced a six month secondment in Ottawa.

Wayne Shinnars, special advisor, Pacific Region, has been appointed a/ADM, Atlantic Fisheries in Ottawa.

Gus Jaltema has been appointed a/chief, Resource Allocation, Fisheries Branch. Replacing Gus is Gordon Zealand who has been appointed a/Indian Fisheries coordinator, Conservation and Protection.

## Births

Born to Tish and Brian Pearce, Resource Enhancement Branch, May 3, 1988, a girl, 3.96 kg, Blythe Christina.

Born to Kim and Cam West of Resource Enhancement Branch on July 9, 1988, a 4.13 kg daughter, Kelsey Lorraine.

Media relations officer with the Communications Department, Alex Rose (currently on paternal leave), and his wife Joanne, have a new daughter, Caroline, born June 20 and weighing in at 3.46 kg.

## Marriages

Lisa Olson, Finance, was married on August 6, 1988 to Bruce Kerr.

## Deaths

On July 4, 1988, Mike Jones of Environment Protection, Department of Environment and formerly of our Department, passed away from complications following major heart surgery. He was 54. Mike joined the Resource Development Branch of the Department of Fisheries in 1966 as a technician. He left the Department in 1975 after a decade of work as a pollution control and habitat protection technician. He will be remembered by his many friends in this Department for his cooperative disposition, his good humour, his fear of flying and his culinary skills. The poignant eulogy at his very well attended memorial service was given by Rick Kussat, another former Departmental employee.

We were also saddened to hear of the death on July 7, 1988 of Maria Schulz, a retired DFO employee who worked for many years in the Accounts Payable Section in Vancouver.

# Letter to the editor

Dear Editor,

This is an open letter to the users of the smokers' lunchrooms at good ol' 555 West Hastings.

Fellow Smokers,

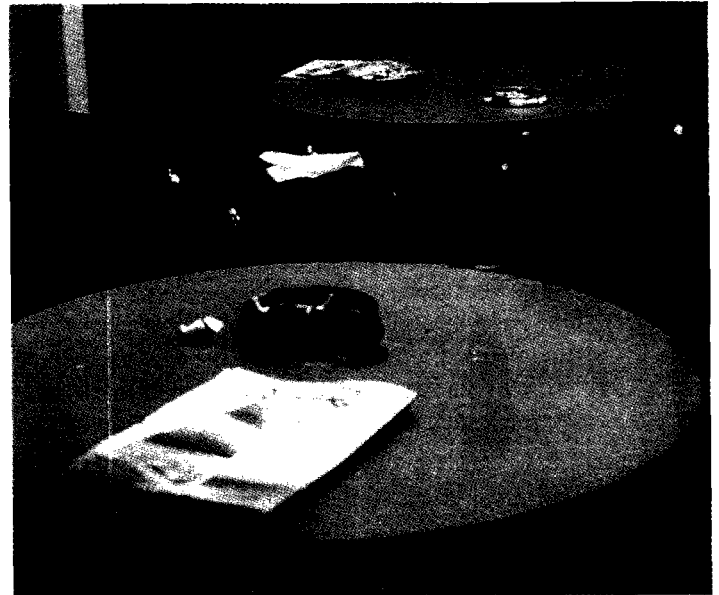
Are you satisfied with the amenities and general condition of our smoking lounges? Do you feel our reputation of being a blight on the better health and welfare of mankind is entirely justified? Do you enjoy having your "pause that refreshes" or lunch in surroundings littered with cigarette ashes, empty cigarette packs, soiled styrofoam food and drink containers, etc.? I don't!

Please, let's make an effort to keep our "Den of Sin" reasonably tidy, clean and sanitary. Just because we choose to fill our lungs with smoke periodically doesn't mean we should be subjected to soiling our clothing and putting up with a standard of housekeeping we would hardly be inclined to tolerate in our own homes. Let's all pitch-in and strive to keep our lounges a pleasant environment in which to take a break.

If each of us would take the time to empty our ashtrays, wipe off tables and discard our wastes, the improvement would be enjoyed by

all. It takes very little to do these basic clean-ups and the benefits would greatly outweigh the extra effort. We might even enhance our rather tarnished image with our non-indulging peers. Let's start now!

Thanks,  
Chris deH-Wirth  
REB, Special Projects Division



*Smokers' lounges on the third and fourth floor of DFO's Pacific Region head office draw unfavourable attention from users and non-users alike.*

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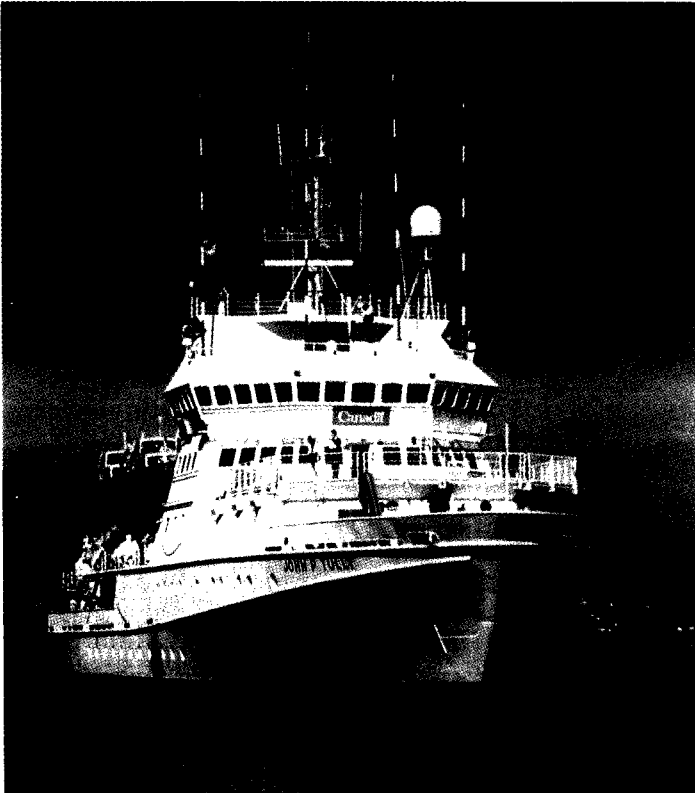
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**Sounder** is the staff newsletter of Fisheries and Oceans, Pacific Region. **Sounder** is printed eight times per year.

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Vancouver, B.C. V6B 5G3  
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No articles from **Sounder** may be reprinted without permission.

# And the ship sailed away



*The Tully, which left IOS for the Arctic on July 11, is expected back in her warmer home port in Sidney on September 30.*

"Don't forget," said IOS Hydrographer Barry Lusk, shortly before his Arctic voyage departure, "she's a *ship*, not a boat."

"She" is the CSS John P. Tully, a 69-metre steel-hulled research vessel which slipped from her berth at IOS, Sidney on July 11 and set sail to gather information in the less popular summer vacation spots found in the Beaufort Sea, Tuktoyaktuk, NWT, and the ice-scours of the Bering Sea.

Sound a bit chilly to you? Lusk insists that the sun shines 24 hours a day; not that this means it's *visible* 24 hours a day.

"It can be 20C to 30C one day and the next it can snow," he says. In other words, the weather is very unpredictable."

Nonetheless, the 12-week trip shouldn't be too uncomfortable for Lusk, the assigned hydrographer-in-charge, or for the other 14 survey personnel and 20 crew members.

"The ship is extremely modern," Lusk says. "She's 230 feet long and has all the comforts of home."

***"It can be 20C to 30C one day and the next it can snow."***

***— Barry Lusk***

Launched in October 1984 from the now-defunct Bel Air Shipyard located under the Second Narrows Bridge, the John P. Tully is a stately example of modern technology. She was named after the late Dr. John P. Tully, former oceanographer at Nanaimo's Research Station. Dr. Tully died May 19, 1987, yet his namesake continues the important and valuable work which brought him several distinguished honours throughout his long career, including the Order of the British Empire in 1945 and the Coronation Medal in 1953. Dr. Tully was part of a team involved in some of the first field research in oceanography in West Coast waters in the 1930s. His work has continued aboard the Tully since its maiden voyage in 1985 to the Arctic.

"We've been going to the Arctic since 1957 or 1958," says Lusk. "The Richardson and Parizeau were two of our earlier ships to sail there."

Captain John Anderson will be in command of the \$26 million lady which is equipped with integrated navigation/auto pilot systems, sonar, echo sounders and electronic charting capability.

The Tully left IOS on the evening of July 11 heading across the Gulf of Alaska and through Unimak Passage in the Aleutian Islands (an archipelago extending southwest from the Alaskan Peninsula). From there she sails into the Bering Sea, through the Bering Strait to a rendezvous with the Martha L. Black, a Canadian Coast Guard ice-breaker. This should take the vessel 10 or 11 days, during which time it will gather GEBCO soundings (general bathymetric charts of the oceans) and magnetometre information. These determine, or measure, the earth's magnetic field.

The Tully will join the Martha L. Black at Point Barrow, the northernmost point of the Alaskan coast. She will assist the Tully through

the ice along the north slope of Alaska and into the Beaufort Sea.

Of course, King Neptune will visit the ship when she crosses the Arctic circle and with due rites and ceremony will initiate all neophytes onboard.

The Tully expects to be off the coast of Tuktoyaktuk by late July. Once there, survey staff will gather data for new charting until the end of August. Sounding lines will be run by the ship and her four aluminum high speed survey launches -- the Tornado, Tempest, Storm and Surge. These launches will gather information for 16 hours a day and the Tully will gather information for the additional eight hours, keeping the 15 survey personnel constantly busy.

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***"What we are doing is guaranteeing safe navigation for deep draught vessels."***

---

The hydrographers will measure the depths of the Beaufort Sea to find dangers that may exist and prove troublesome for tankers taking oil from the Amauligak oil fields approximately 113 kilometres (70 miles) north of Tuktoyaktuk. They will also be looking for pingo-like features, which are ice-filled lumps on the ocean floor.

"What we are doing," Lusk says, "is guaranteeing safe navigation for deep draught vessels."

On September 1 the hydrographic surveys will be suspended and the Tully will play host to a group of scientists from the Atlantic GeoScience Centre in Dartmouth, Nova Scotia. They will fly to Tuktoyaktuk and board the Tully for approximately 15 days and all but four of the IOS hydrographic crew will return to Victoria.

The Dartmouth crew, working in conjunction with Gulf Oil and the Department of Energy, Mines and Resources, will be investigating ice-scours, which are large pieces of ice rafted one on top of another. The lower piece is forced into the ocean floor causing creases and indentations. The crew's purpose is to find how deep these furrows are and how deep pipe would have to be buried to avoid

damage. Lusk says that this type of geophysical occurrence is quite common and he stresses the importance of keeping regular checks on the surface of the ocean floor.

The Tully begins her voyage home in mid-September to ensure passage west to Point Barrow before the onset of ice cover. Four hydrographers will remain onboard to gather magnetic and GEBCO information on the passage south.

She should pull into home port on September 30 ready for a well-deserved rest in the warmer waters of her Vancouver Island berth at Sidney.

## **Your chance to make a difference**

This year's United Way campaign for the Lower Mainland will be kicking off in the near future giving each and every DFO employee an opportunity to contribute to a service which has probably reached at least one person you know.

James Boland, acting chief, REB, Special Projects Division, is the DFO, Pacific Region, 1988 campaign coordinator and he is looking forward to hearing your feedback on how to make this year's campaign the most successful ever!

"I'm hoping to raise \$25,000 from DFO employees and would like to have fun doing it," he says. "The United Way directly or indirectly has helped most employees one way or another over the years -- anyone who has ever used the Canadian Red Cross, Children's Hospital, Boy Scouts, Girl Guides, the YMCA, St. John's Ambulance; all these areas may have reached someone."

B.C.'s official campaign begins September 1 with a special ceremony being held September 14 at the Queen Elizabeth Theatre. The ticket price of \$10 includes lunch, served from 11 a.m. to 12 noon, and seating to a special David Y.H. Lui production from noon to 1 p.m. with performances by Ballet B.C., the Vancouver Chamber Choir, and many others. Air Canada has donated two round trip tickets to any of their U.K. or European destinations which will be used as a door prize. Tickets are available through United Way's main campaign office at 731-7781.

For those employees who would like to volunteer their time, make a suggestion, or ask any questions relating to DFO's 1988 campaign, please contact James Boland at 666-0233. As he so poignantly remarks: "Giving to the United Way is not just giving to others, it's also giving to ourselves."

With the weatherman providing ample sunshine, the Fisheries' annual picnic had all the ingredients for success: lots of food, prizes, races and fun.

Approximately 200 people attended this year's annual picnic with the newest event, the **dunk tank**, providing an innovative outlet for disgruntled employees. Thanks go to Pat Chamut, Terry Tebb (Gumby!), Dennis Deans, Andy Charette, and Ted Gaudet, who so kindly braved the sun-drenched tank water (12°C?).

The picnic began with the "3/4's" and the "Comptroller's/Inspection" playing off for the annual bragging rights of being the best Fisheries baseball team. It was a no contest affair as the 3/4's came back from an initial round robin defeat by the

Comptroller's/Inspection to beat them 17-9 in the finals.

Other highlights included:

- a special "This Bud's for us" award which went to Bud Graham for all his support through the years to the Staff Association;
- Wanda Saunby's winning "Brain and Brawn" tug-o-war team;
- the egg and water balloon toss.

As always, special thanks go to those staff members who generously devoted their services to make for another fun picnic.

See you there next year!

Colin MacKinnon  
REB, Operations

## A good time was had by all



*Members of the victorious 3/4's baseball team are, back row, (l-r): Rick Semple, Bruce Turriss, Peter Delaney, John Patterson, Gus Jaltema, Yvan Lavigtaine and Jim Grant. Kneeling, (l-r): Sean Semple, Brenda Waddell, Frances Dickson, Lois Ganczar, Melody Farrell and Wayne Saito.*

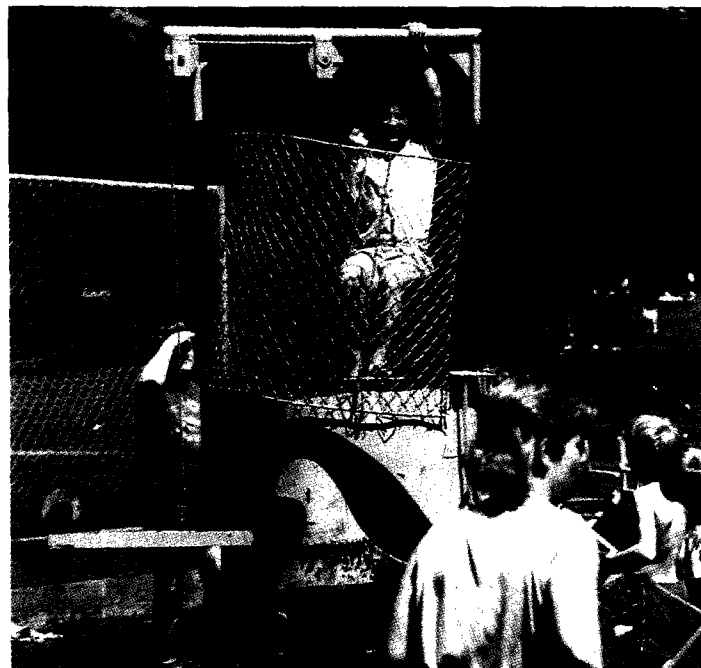


*Hungry picnickers need refuelling so that they can continue to have fun. These few are no exception and were seen running the rest of the day!*



Photo by Len Zigante

*Better keep training Ben Johnson -- these guys are determined to catch up!*



*Andy Charette, MSB, Materiel Management, prepares for the plunge as coworker, Wanda Saunby, winds up.*

# Ocean Science & IC June 24

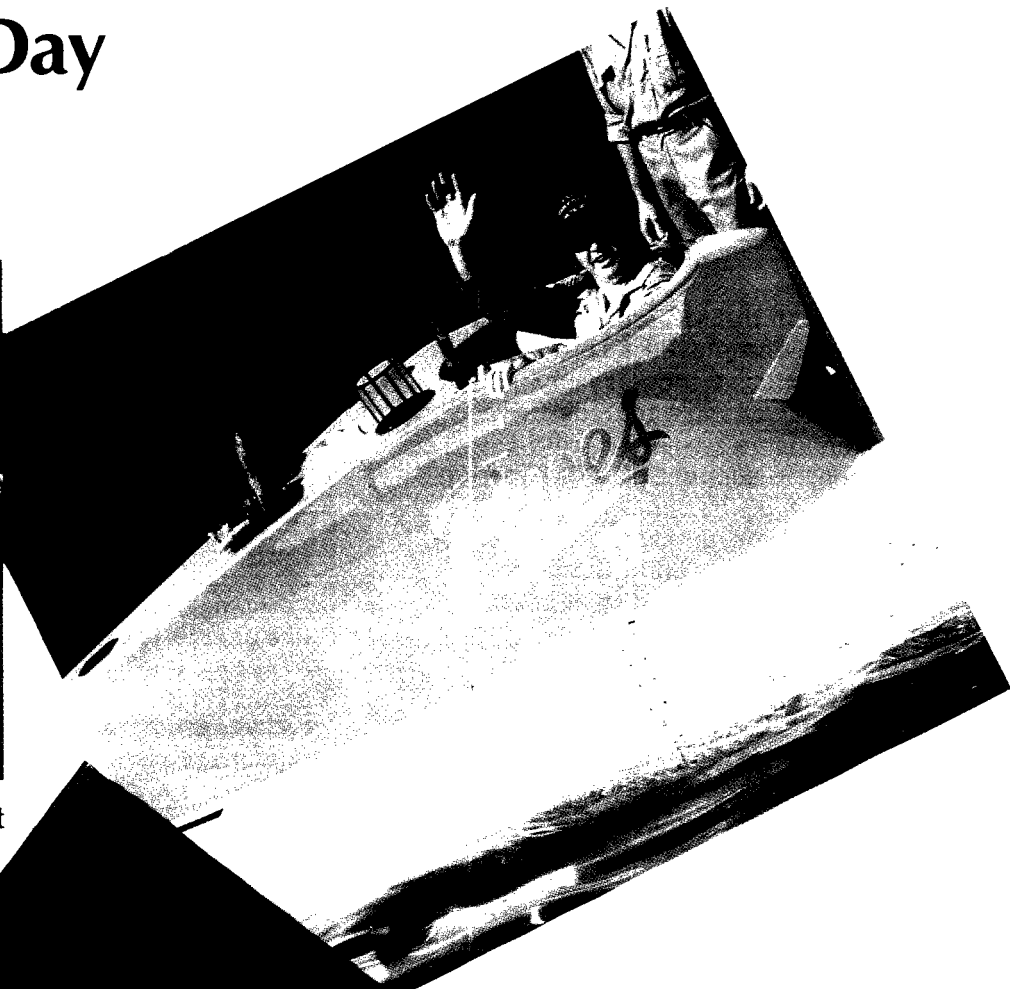


The first thing on the day's plate v  
IOS, Fisheries Minister Tom Sidc  
and teachers aboard the CSS  
submersible, the minister ex  
Inlet. Remember James  
Under the Sea? When  
minister was the key  
industry represen  
guests toured IC  
the future; per  
scientist,  
a pol





# Technology Day IOS 4, 1988



was breakfast. After a good meal at  
on accompanied invited students  
John P. Tully. In the Pisces IV  
explored the bottom of Saanich  
Mason in 20,000 Leagues  
he returned to IOS, the  
note speaker to various  
atives. Later, the  
S. All eyes are on  
haps a budding  
or even —  
tician!



# Pacific Region Update

The Standing Committee on Fisheries and Oceans has recently completed a report examining the aquaculture industry in Canada. Several recommendations are included which request a comprehensive response from the federal government in support of this growing national enterprise.

B.C.'s salmon farms, snuggled along some of the West Coast's 42,000-odd kilometres of coastal waterway, are expected to produce 2,000 tonnes of salmon this year. In comparison, last year in B.C. commercial fishermen harvested about 16,000 tonnes of chinook and coho salmon.

The Committee is in strong support of developing a Canadian aquaculture industry because of the many positive benefits it can provide. Small coastal communities which were almost closed down from the devastating effects of sharp declines in other natural operations could receive a new breath of life from an expanding salmon farm industry.

Native economic development could also be greatly enhanced as shown through a recent study done on the West Coast. It reports that the "Native people are ideal candidates for aquaculture activities because of their remote locations on the coastal regions of B.C. which provides them with ready access to a wide range of technically excellent aquaculture sites."

Job creation is another important aspect considered in the report; not only from the direct operations of fish farms, but from indirect industries such as fish food suppliers, processing and fish farming equipment manufacturing. The Canadian Aquaculture Producers Council has released figures stating that there are between 120 and 125 active farm sites in B.C. which account for 632 on-farm workers and 326 indirect jobs in service industries. The Council expects that the number of direct jobs will increase to 2,700 over the next two years with the number of indirect jobs increasing to just over 1,000.

As well, economic development could be greatly enhanced through aquaculture's ability to answer a growing customer preference for fresh quality seafood year-round.

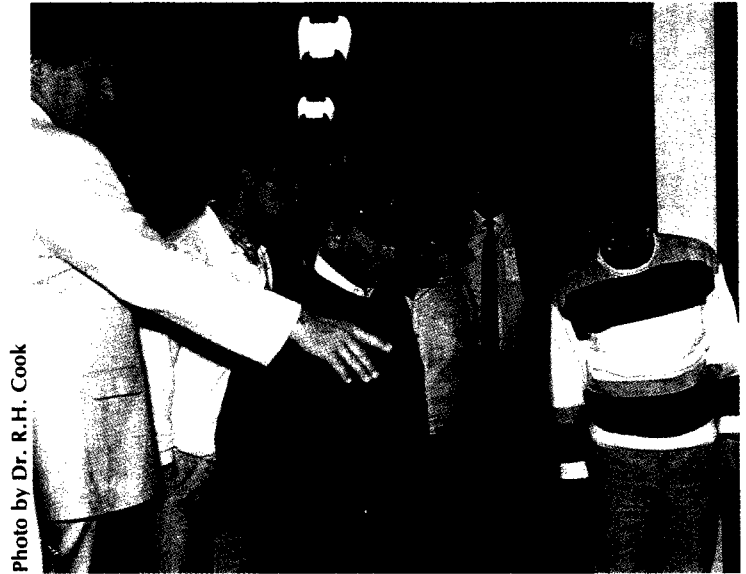


Photo by Dr. R.H. Cook

*Touring St. Andrew's Biological Station are, from left: Dr. David Aiken, Ron Ginetz, George Henderson, Mel Gass, Ted Schellenberg and Gerald Comeau.*

Increased research and development activities and technological developments related to aquaculture will aid the development of the industry with a future need for government research to focus on environment effects, disease control and product inspection. Scientists from PBS in Nanaimo and Vancouver's Centre for Genetics and Biotechnology in Aquaculture have had an ongoing commitment to aquaculture research for more than two decades.

The Standing Committee's report defines the requirements necessary to obtain these benefits. It highlights opportunities, problems and constraints of this new Canadian industry while outlining recommendations necessary to place aquaculture in the context of Canada's total fish production system.

Copies may be obtained by contacting:  
Jacques Lahaie  
Clerk, Standing Committee on Fisheries and Oceans  
House of Commons  
618 - 180 Wellington Street  
Ottawa, Ontario K1A 0A6  
(613) 995-9215

or

Ron Ginetz  
Chief, Aquaculture Division  
Department of Fisheries and Oceans  
555 West Hastings Street  
Vancouver, B.C. V6B 5G3  
(604) 666-3152

# “Noteable” new director for SEP



*David Griggs is picking up the rhythm of his new position as SEP director, DFO Pacific Region.*

Receiving word of his recent appointment as director of Pacific Region's Resource Enhancement Branch must have been music to David Griggs' ears. Jazz music, that is!

Born in the northern coal mining town of Sunderland, England, the new program head has been pushing the slide of a trombone for the past 35 years. Approximately 20 of those years have been spent playing a mixture of Dixieland and mainstream jazz with various groups including Ottawa's National Press and Allied Workers Jazz Band Inc. Comprised of journalists and "allied workers," this group has played at benefits countrywide raising more than \$600,000 for various charities. One engagement brought them to Vancouver in the 1970s to help raise money for the Vancouver Symphony Orchestra.

"Our band was a 'pit band' for the savagely satirical annual press gallery dinner show in Ottawa," Griggs explains. "We would take parts of the show on the road, playing for fundraising events for local orchestras, charities and theatre groups, the troops in Germany, and even once appearing at New York's Waldorf Astoria."

He graduated in 1962 from Cambridge University with a degree in Law and classical Latin and Greek. Rather than enter the teaching profession, he moved to London and began a career with an insurance company. A switch to computers appeared to be the turning point in his career, particularly when an opportunity arose for him to come to Canada in 1967 and work as a systems analyst for the federal government.

He worked in Ottawa for five years in a number of positions with the government's internal computer consulting group before being selected for CAP, the Civil Service's career assignment program. In 1972 he began his first CAP assignment with the Fisheries Service, then part of the Department of Environment. While there he had the pleasure of working with former SEP Director Harold Swan. Although under CAP he was supposed to move to assignments in various departments, he never left Fisheries.

In 1978, Griggs and Pacific Region's Director General Pat Chamut, who was then working in the Habitat Management Branch, teamed up to help obtain the appropriate program responsibilities, required funds and person years for the newly formed Department of Fisheries and Oceans. He later became the new Department's first director of Program Evaluation reporting directly to the Deputy Minister.

---

***"I've always worked in central areas doing organizational and systems design work, although I've always wanted a regional assignment."***

**— David Griggs**

---

"I've always worked in central areas doing organizational and systems design work," he says, "although I've always wanted a regional assignment."

While in Ottawa Griggs was responsible for the design and development of Fisheries' new Gulf Region, bringing into a single administrative unit the groups in Quebec, New Brunswick, Nova Scotia, Newfoundland and P.E.I. responsible for the fisheries of the Gulf of St. Lawrence and the watershed draining into it.

In 1984, he acted in the now defunct position of director general of Operations for Pacific and Freshwater Fisheries in Ottawa. That same year he also spent four months as acting Assistant Deputy Minister of Pacific and Freshwater Fisheries. This position once again brought him into close contact with Pat Chamut, who had moved on to become director general in Ontario, and Wayne Shinnars, who was at that time the Pacific Region's director general. His next assignment was director general of Program Planning working with national habitat management, native affairs and recreational fishing issues. He then left the federal government for a three and a half year period lending his expertise to the Canadian Wildlife Federation in their national review of freshwater fisheries.

As part of this review, he has spent the past two years working with UBC's resource expert Dr. Peter Pearse on his recently published report, Rising to the Challenge: new policy for Canada's freshwater fisheries. The report addresses such issues as federal/provincial jurisdiction conflicts surrounding native Indian fishing rights, habitat and management problems, licensing and user self-management in the recreational fisheries, plus other major concerns with which Griggs is familiar. It even offers advice on how SEP should be oriented.

"I worked as coordinator and editor and provided advice on different aspects of freshwater fisheries management," he says, adding reflectively, "It was a curious route to get to this job."

---

***"I'm very impressed with people's capabilities and dedication."***

---

In his capacity as resource enhancement director responsible for SEP, the new Coquitlam resident's first priority will be to familiarize himself with the program and visit SEP sites. He plans to travel throughout the province in September and October visiting the various enhancement facilities.

Like his predecessor, he is aware of the devotion of SEP workers and can't help but comment positively on the program.

"I'm very impressed with people's capabilities and dedication," he remarks, adding that he would like to see more cooperative projects with other Fisheries' departments such as Science and Habitat as well as increased flexibility to address new challenges. "It's too early to say how quickly things will change."

There are five other members of the Griggs family, but only two will be joining him here. His wife Christine will arrive some time in September once the family home is sold in Ottawa and one of his daughters should be arriving shortly to prepare for university life at SFU this fall. His other daughter and two sons will remain in Ontario where they also are attending university.

Meanwhile, the trombonist and "keen photographer" is eager to find a jazz band here in Vancouver that he can exchange notes with and he's also considering some type of involvement with the rough and tumble sport of rugby, another life-long interest. He quotes the familiar adage: "So many things to do, and not enough time to do them."

For all of those staunch and loyal Vancouverites, his most recent appointment carries a sweeter melody because, as he says, "I've been in love with this city since the first time I saw it," adding, "I've always wanted to live here."

With those complimentary words, he should have no trouble adapting to his new West Coast home.

**United  
we stand.**



**United Way**

**Divided we fail.**

*Gone with the wind*

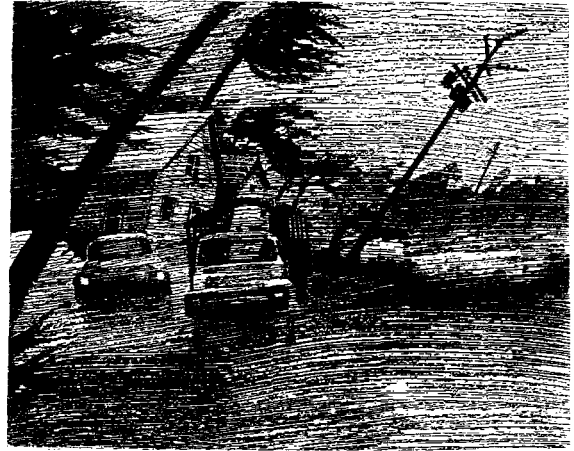
## Panacea for researcher

Finding the time to devote to oceanic experiments can be a trying task — especially if you are the head of the IOS Ocean Physics Division and the acting director of Physical Chemical Sciences.

"One of the things I'm supposed to do at IOS is scientific research," Doctor John F. Garrett says, "which is difficult to do when you have a lot of managerial duties."

Panacea arrived for the exasperated researcher August 13 when he left on a six month sabbatical for Brest, France, where he'll be working at IFREMER, the French Institute for Research for Exploitation of the Sea.

The travelling scientist will be collaborating on a joint experiment, funded by the European Space Agency, with scientists from Norway and France. Together they will try to understand buoy measurements to calibrate satellite sensors. They will look at anemometer wind measurements and the use of satellites using radar to probe the wind. These readings will be compared to the conventional methods of measurement now being taken from ships.



While in France, Garrett plans to take a short walking vacation with his son to Saint-Malo.

"It's a pleasant place, unlike Brest," he laughs. "At least it's been reconstructed since World War II."

Saint-Malo is a unique place with some of the highest tides in the world, Garrett adds. It has a tidal generating station at La Rance Estuary which provides electricity from a tidal power project.

"I propose to walk across the estuary's dam," he ventures.

In Garrett's absence, Bob Wilson, chief, Data Assessment Division, IOS, will be taking over as acting director of Physical Chemical Sciences, while Bob Lake, research support manager, Ocean Physics Division, will be acting head of Ocean Physics.

IOS expects the satiated scientist back at his desk in Sidney on February 28.

---

***"Going to Brest is the same as going to Tofino. It has the same miserable weather."***

**— John Garrett**

---

France is a familiar country to Garrett who lived and worked there once before. Now, ten years later, he and his wife, Verena Tunnicliffe, a marine biologist at the University of Victoria, will be staying at a summer house in Trez-Hir, just west of Brest.

"Going to Brest is the same as going to Tofino," he says lugubriously. "It has the same miserable weather."

He adds that he has no trouble convincing people he's going there to work, "Because," he says, "if I wasn't, I'd definitely be going somewhere with better weather."

## Award winning suggestion

Earl MacIsaac, a research biologist with the West Vancouver Laboratory, has been honoured for a suggestion which has saved Fisheries more than \$100,000 this year alone.

The suggestion, to use more expensive, highly concentrated fertilizers to treat sockeye salmon nursery lakes, cuts application costs in half.

MacIsaac, who has been with DFO since 1978, said the use of liquid fertilizer was not an original one, but had earlier been rejected because of cost.

He told *Sounder* he was looking for a slower releasing type of phosphorus to reduce waste, and found it in the liquid fertilizers. Dry pellets, which were used previously, had to be dissolved in water before application, and the airplanes could not carry as much as the liquid concentrate.

MacIsaac made the suggestion last fall, and the first applications took place May 1988, saving the Department to date \$101,900 in fuel and other aircraft costs.

DFO's John Davis, director of Science, on behalf of Pacific Region's director general, Pat Chamut, presented MacIsaac with a cheque for \$2,461, a certificate and a letter of congratulations at a ceremony July 27.



*Director of Science, John Davis, presents Earl MacIsaac with a certificate for his money saving suggestion.*

The awards are available through the public service Incentive Award program. Personnel's Roger Poulin said that the program allots awards to public service employees for "meritorious achievement, outstanding performance of duties and for inventions or practical suggestions that result in improvements to operations."



Photo by Paulette Westlake

*Yvonne Yole displays the certificate which acknowledges her as being the first Pacific Region employee to complete the Management Training Program in Supervision.*

## Yvonne Yole's farewell

Yvonne Yole retired from the Fisheries Branch, Biology Services, on July 22 after 21 years of dedicated service with the federal government.

From 1967 to 1971 she worked at PBS as a fish scale ageing technician. She rejoined the Department in June 1973 where she continued her salmonid ageing work until this year.

At her retirement party Yvonne was presented with a 21-year service award as well as a certificate representing her completion of courses for supervisory management level training; the first presented to a Pacific Region employee.

In a letter sent to Yvonne, Dennis Brock, DFO's director of Operations Branch, Pacific and Freshwater Fisheries, Ottawa, said: "Your contribution over the years to the Department has greatly assisted us in better managing the salmon resource. You are truly one of the unsung heroes of DFO...."

## W.S. Huggett retires from the Canadian Hydrographic Service

William Stanford Huggett retired from the Canadian Hydrographic Service on May 30, 1988, ending a career that spanned 35 years.

'Stan' joined the Canadian Hydrographic Service as a junior hydrographer on May 30, 1953. Prior to that he had served as an officer cadet on merchant ships from 1942 to 1946, and then with various steamship companies as third mate, second mate and chief officer. He received his Masters Foreign Going Certificate in August 1952.

The recent retiree has had many noteworthy accomplishments during his career. In 1958 he was placed in charge of CHS involvement with the blowing up of Ripple Rock in Seymour Narrows. In this capacity he advised on the best time for the blast (on Easter Monday during a strong ebb tide), planned current and wave surveys, and carried out the post-explosion hydrographic surveys.

In 1960 he became involved in discussions with the naval architects regarding a replacement for the Parry. This new vessel is the CSS Parizeau, which was commissioned in 1967. Stan Huggett was its first hydrographer-in-charge and for several years used the vessel extensively for tide and current surveys in the Strait of Georgia. The data collected during this period provided much of the information needed for a numerical model by Dr. Pat Crean. This model ultimately led to the very successful Current Atlas of Juan de Fuca Strait & the Strait of Georgia.

Over the years Stan had a very enjoyable and productive association with the Parizeau, carrying out hydrographic and oceanographic surveys in the western Arctic and on the B.C. coast, in addition to cruises to Japan and the equatorial Pacific.

From drift pole and mast and boom measurements of currents in narrow passes, to Ekman and CMDR in situ current meters (recording with ball bearings and punch paper tape respectively), to the workhorse Aanderaa current meters, and finally today's surface drifters and vector averaging current meters, Stan has installed, and recovered, more instruments than anyone else in the CHS and probably more than anyone else in Canada. He has published 19 volumes of data reports on the B.C. coast alone. More than a few



Photo by Brian Watt

*Mr. A.D. O'Connor, director of Hydrography, Pacific Region, presents Stan Huggett with a CHS plaque on behalf of all his friends.*

oceanographers have benefited from Stan's knowledge and experience over the years.

Stan's most recent projects have been to determine the current patterns in Hecate Strait, Dixon Entrance, and off the west coast of Vancouver Island. During this time he was also actively involved in the planning and designing of the Wm. J. Stewart replacement, the CSS John P. Tully, which was commissioned in 1985. It is unfortunate that Stan never had the opportunity to conduct a survey with the John P. Tully before he retired.

The former hydrographer was honoured at a dinner and dance held at the Glen Meadows Golf Club on June 10. To help him adjust to retirement his friends presented him with a set of golf clubs and a golf bag. There was time for only one or two rounds of golf using the new clubs before Stan and Phyllis left for a vacation in England and the Mediterranean.

Stan will be greatly missed by all of us in the Canadian Hydrographic Service, and by his many friends and colleagues in the oceanographic community.

Fred Stephenson  
Regional tidal officer  
IOS

# T-shirt design contest a winner!

Our thanks go out to the many contestants who submitted T-shirt designs which ranged from the ribald to the sublime.

Selecting the winner was a tough job for the judges, which included contest coordinator Hilary Schwenk, human resources planning and training officer in Vancouver. The winning design is a blend of entries from Doug Turvey, Pallant Creek Hatchery (Resource Enhancement Branch), Sandspit, Q.C.I. and Alex Raymond, Hydrography Division, Institute of Ocean Sciences, Sidney. Doug contributed the design and the logo came from Alex. Congratulations Doug and Alex! Please call Hilary with your sweatshirt size and she will forward your prize to you.

Photos of the winners' design, plus four honourable mention entries are shown here for your inspection. The winning design will have a logo of multi-coloured fish in blue water. It will be placed straight across the upper-middle section of the T-shirts and sweatshirts.

The T-shirts are 100 per cent preshrunk

cotton and are available, for only \$10, in sizes S, M, L and XL. Sweatshirts are made out of heavy weight fleece and have long sleeves and a crewneck; yours for only \$15 each in S, M, L and XL. They come in *white only!*

Order as many T-shirts and sweatshirts as you wish; there's no limit!

Please hand over the cash with your order to the following "volunteers":

P.B.S.: Brandy Buchner: 756-7123

or

Debi Ford: 756-7122

I.O.S.: Linda Groves: 356-6336

Marine Division, I.O.S.:

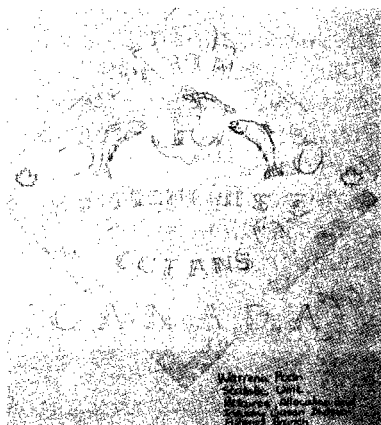
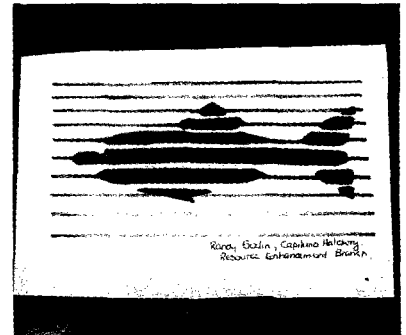
Lynn Cullen: 356-6547

B.C. Mainland, The Charlottes, Yukon & N.W.T.:

Lois Ganczar: 666-6871

Thanks again everyone for your enthusiastic support of this endeavour. Now let's get out there and order up a storm!

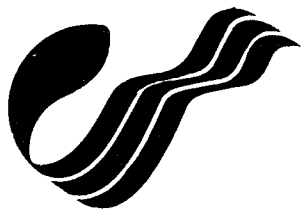
Hilary Schwenk  
Human resources planning and  
training officer  
Personnel Branch, Vancouver



*Hilary Schwenk holds the winning emblem for DFO's T-shirt design contest. The runners-up are, clockwise from top left; Michele Romaine, Mike Romaine's 11-year-old daughter; Randy Godin, Capilano Hatchery; Robin Hoffos, PP&E; and, Warrena Poon, Statistic Unit.*



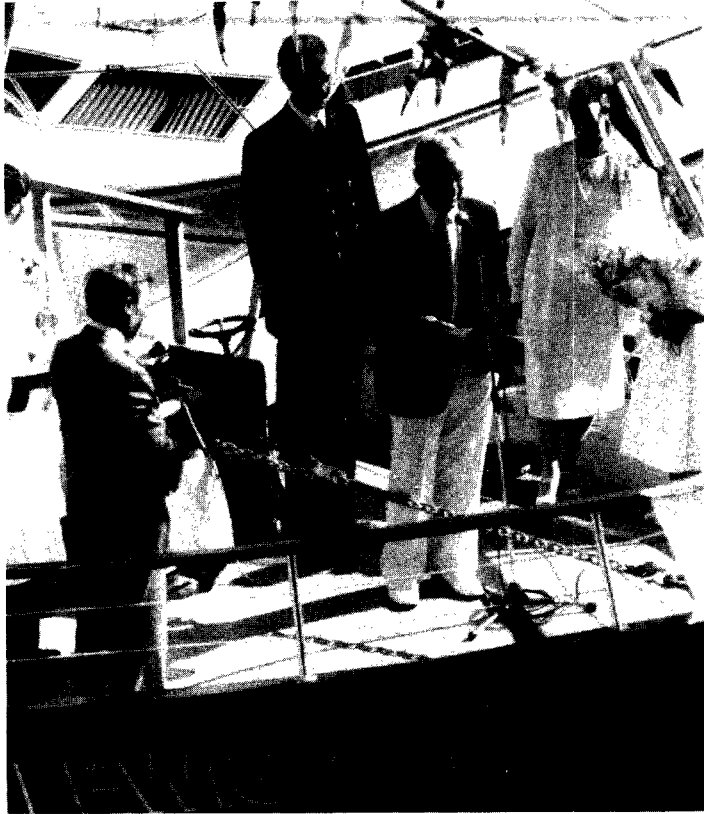




# SOUNDER

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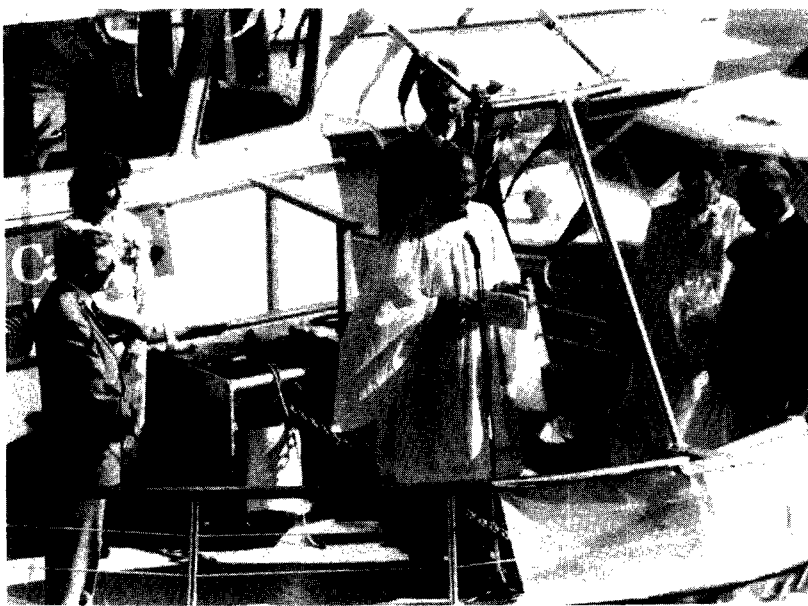


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V  
V

**With a speech, a prayer and a splash, the FPV Lewis Reef is inducted into DFO's fisheries patrol fleet.**

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Fisheries  
and Oceans

Pêches  
et Océans

Canada

# Mike Fretwell remembered



*Mike Fretwell's smile is caught by the camera at the Fisheries Branch banquet May 18 at Whistler Mountain.*

Mike Fretwell's accidental death while conducting a helicopter salmon spawning survey September 27 on the Nechako and Stuart Rivers has stunned and saddened the many who knew him.

When thinking of Mike many images come to mind. For some, Mike is remembered as a family man proud of his young son Christopher. Mike was also eagerly finalizing plans for a long overdue and well-deserved holiday to Europe with his wife Linda and their son. At 555 he is remembered for his passion for playing on the DFO hockey team, his love of camaraderie as evidenced by his support for staff functions, luncheon get-togethers, group coffee breaks, and his lunch hour jogs. As a professional, his hard work and long hours of dedication to the fisheries resource were outstanding, as well as his willingness to always assist and help others. The presentation of the Deputy Minister's Silver Commendation to Mike for his efforts with the Nechako River Project Team was truly deserved. While we all share such individual recollections of Mike, he is remembered by one and all for his big smile, good humour and vitality. This is how we will continue to remember Mike.

**"... he is remembered by one and all for his big smile, good humour and vitality!"**

Mike, 36, received his BSc in biology in 1974 from UBC and his MSc in 1985 from SFU, for his work on the Seton sockeye migration problem. His experience in biology was particularly well-rounded, combining extensive field experience with aspects of fish management as well as habitat protection. He worked with the International Pacific Salmon Fisheries Commission from 1979 to 1985, before coming to DFO in December, 1985. At the Commission, he was involved with CN twin-tracking, Seton River migration, radiotelemetry of sockeye and pink salmon in the Fraser Canyon, evaluation of the Annacis Bridge project, and sockeye migration in the Nechako watershed.

Coming to DFO, he worked briefly for the Land Use Unit, Habitat Management Division, before being seconded for a "two-month assignment" in spring, 1986, to work on the Nechako Project. Mike's involvement with the Nechako Project extended more than two years, from preparation for the court case to implementation of the Settlement Agreement. His "people skills" and diplomacy in preparing departmental staff, research scientists and lawyers for the court case were integral in the department's successful resolution of the issue.

We are looking for photos of Mike on the job (or at play) to put together an album of Mike's professional career as a family memento. We urge you to search your files and contact S. Blachut, 666-8171 or M. Farrell, 661-0129.

A scholarship fund at Simon Fraser University in memory of Mike and his colleague, Jeremy Abbott of Envirocon Pacific Ltd., who died in the same accident, is being established. For further details, contact D. Deans, 666-3282.

# Letter to the editor

Dear Editor:

I wish to draw your attention to Bill Young's "Letter to the Editor" of BioLine entitled "Allocation vs. Management - Whose Job Is It?" The points in the letter are noteworthy and, I suggest, worth repeating in Sounder.

William J. Schouwenburg  
Vice-President, APB  
Senior biologist, Program Planning and  
Economics

## Allocation vs. Management - Whose Job Is It?

Dear Sir:

This spring I had the opportunity to attend the annual meetings of the B.C. Wildlife Federation (Nanaimo) and the Association of Professional Biologists of B.C. (Vancouver). Formal and informal discussions at these meetings addressed the on-going debates between the various "user groups" regarding the future well-being of the chinook resource of lower Georgia Strait.

Whether the resource is fish, wildlife, grass or trees, it seems that resource allocation, rather than resource management, is usually the priority of the varied "user groups." If this is true, who should have the long-term health

and welfare of the resource itself as the unchallenged number one priority? Government agencies? While dedicated public servants may well have this noble goal as their number one priority, I doubt whether we can say the same for all top levels of management or the elected representatives themselves. In addition, the public sector's role seems to be further diminished as even positive and constructive initiatives are being received by an increasingly cynical public.

Thus, who should assume the advocacy for the resource itself? In my opinion, it must be the province's professional associations. In other words, these associations representing biologists, agrologists and foresters must become far more proactive in the public arena in support of the well-being of the resource itself. This should be a role of public understanding and education and not simply a shift of another into the already swelled ranks of the "bash government" lobby groups.

Finally, in my opinion, the salmon resource of B.C. sorely needs a public advocate -- one that stands apart from the oft volatile debates that surround the issue. Obvious to me, at least, the vacuum should be filled by the Association of Professional Biologists of B.C.

Yours truly,  
W. Young

### Editor's note:

*Bill Young is retired from the Ministry of Forests and Lands and most recently, from the B.C. Forestry Association.*

*BioLine is the official publication of the Association of Professional Biologists of B.C. This article was reprinted with their permission from the July 1988 issue.*

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Fisheries and Oceans  
Pêches et Océans

# PSF gift shop opens at Capilano Hatchery

"We do not inherit from our ancestors so much as we borrow from our children."

These words appear on a plaque hanging on the inside wall of the Pacific Salmon Foundation gift shop located at North Vancouver's Capilano Hatchery. Federal Minister of Fisheries and Oceans Tom Siddon officially opened the Foundation's first fund raising venture September 7, sharing the sunny weather with a gathering of special guests and hatchery visitors.

Approximately 75 people stood at the end of the hatchery's walkway and listened to the minister describe how the concept for the federally-incorporated, non-profit charitable organization was conceived.

"Two years ago," he said, "it occurred to me at the Adams River sockeye run that we should form a foundation. This is the first visible indication of ... our commitment to conserve, enhance and protect the resource."

A news release distributed by the Foundation reads: "While independent of government, the Foundation cooperates with the provincial Ministry of Environment and Parks and the federal Department of Fisheries and Oceans in fostering salmonid enhancement. Foundation programs are supported by corporate contributions of funds, services, and cooperative activities, as well as by government agencies, communities, service clubs, environmental groups, and the public."

Enhancement programs that may benefit from fund raising efforts include the construction of hatcheries, spawning and rearing channels, fishways and biological surveys. The Foundation also intends to sponsor research projects and workshops and will offer its support to graduate students whose work relates to the Foundation's objectives.

"The real commitment is displayed in the gift shop and is shown in the directors' commitment to the facility to raise supplementary funds to preserve and enhance the resource," the minister said. "In the few weeks it has been open, it has been enormously successful."

The new addition to the Capilano Hatchery was designed by Brian Barraclough and was built at a cost of \$45,000. It is expected to generate at least \$60,000 annually in revenue to support the Foundation's



*George Hungerford, chairman of the PSF, addresses guests at the opening of the gift shop at Capilano Hatchery.*

projects. Gift shop manager Gary Skett says that it will officially close on October 30 for the winter season, opening again for a two week period at Christmas. But he adds, "We may open on weekends and we may open in the winter. It's too soon to say how it will work out."

The shop, which blends in nicely with its natural surroundings, offers hatchery visitors a wide range of fishy memorabilia, as well as some authentic West Coast native art; all of which serve to remind them that they are giving back to the resource. There are mugs with pictures of various salmonids, salmon jerky, T-shirts, key chains, pins, spoons, hats, postcards, and some rather impressive native Indian embossings and carvings. You may want to keep it in mind when thinking of some innovative Christmas presents this year. The Pacific Salmon Foundation gift shop may be a great way to beat those holiday shopping mall blues while supporting a natural resource at the same time.



## Head office entertains at open house

Floors were polished, carpets cleaned, desks cleared off, windows washed and flowers bought for our official open house August 5. About 150 people attended — staff, members of fishing groups, native leaders, advisory boards, commissions, scientists and other "clients."

Guests listened to Director General Pat Chamut and Fisheries and Oceans Minister Tom Siddon welcome them while the drinks and appetizers were served. Staff had the opportunity to mingle with outside groups and everyone vied for a few words with the minister. Then it was time for tours. Displays were set up throughout the building, with major efforts made by SEP community projects and SEP Engineering, the fish scale lab, computer room, the radio ops room and Habitat.

Even though regional headquarters moved about nine months ago, this was our first official recognition; and did you know that we have saved money by amalgamating all the offices? Yes, approximately five million dollars.



Regional headquarters' August 5 open house has Fisheries and Oceans Minister Tom Siddon flanked by employees, Director General Pat Chamut and the Vancouver Aquarium's Stefani Hewlett — with Ann Gillespie peeking through.

## Off to the races

Last winter I heard rumours of an annual police alpine ski racing event and after a few inquiries learned that it was taking place at Whistler Mountain in late January. Local RCMP gave me the name of its organizer, Vancouver RCMP Officer Jerry Malish. I asked Jerry if I could participate as a Peace Officer and he said: "Sure, come on down and join us." It turned out to be a super event made successful, as with most sporting activities, by mere participation.

When I joined the Whistler festivities I found myself, a dedicated skier, among an extremely keen and happy group of ski racers from across Canada and the USA. There were approximately 70 enthusiasts participating in the five-day event which comprised a one-day ski clinic and four days of well-organized races. The skiers' abilities differed greatly and race times spread out from 40 seconds to more than five minutes; however, race times were not as important as individual effort and bravery required to tackle some of those hard and fast race courses.

Racers were divided into age and ability groups. Hot skiers from the US ranged from a Minnesota City police officer to a San Diego county sheriff. It was great fun to meet those people and swap stories and jokes!

Randi Curtin, a Vancouver RCMP officer, was the man to beat for fastest time of the day. Coming from the pro circuit several years back, he skied fast and hard and partied even faster, harder and much longer during the après ski time.

I managed to hold my own, placing second in two races and third in the other two; as well as taking all first places in my age category.

I am looking forward to next year's event and Malish hopes to have even more participants. I encourage those fishery officers and wardens, able to make a few turns, to consider taking part. It not only improves skiing ability, but also provides us with an opportunity to relax and socialize with our law enforcement counterparts from Canada and the US.

Sharp edges!

Al Klopfenstein  
Smithers, B.C.

Editor's note:

*Al Klopfenstein, 45, is a warden in the Smithers area. He competed in the 40-to 50-year-old age group.*



*Redd Tide team members are, top left: Bill Masse, John Patterson, Steve Johanson, Jim Grant, Frances Dickson, Gordie Earle, Bill Morin, Peter Leitz, and Mark Adams. Bottom left: Melody Farrell, Steve MacFarlane, Brenda Waddell, Rosanne Hamilton, Lois Ganczar, and Janice Boyd. Missing: Edie Preugschat and Al MacDonald.*

## "Redd Tide" sweeps victory

The Department of Fisheries and Oceans "Redd Tide" took the 1988 federal government softball league championship August 16 with a 24-21 victory over the "RCMP HQ3."

Redd Tide coach Gordie Earle commented after the match: "This was the toughest game in the season, but Redd Tide played the best game of the year and deserved to win."

Redd Tide's record was 14 wins, three losses this year. RCMP had a record of 15 wins, two losses. The championship game, held at McKenzie School at 39th and Fraser in Vancouver, was closely contested until Redd Tide scored four runs in the bottom of the sixth inning. Jim Grant's three home runs in the final game gave the victors an added edge.

A trophy was presented to the champs at a dance held September 10 at the Sons of Norway Hall in Burnaby. The large turnout included all federal teams; winners and losers.

Congratulations to the Redd Tide team for winning the championship for the second time in three years, and to DFO, Pacific Region, for holding down first place for three years in a row.

# Summer jobs offer lifetime experience

"We would like to hire you but you have no experience."

How many times have you faced that dilemma? No one is willing to give you a chance unless you have the experience, and of course no one is willing to give you a job to get that experience because -- you have no experience.

Fortunately, some students will be less fearful of that statement. With the aid of the Career Oriented Summer Employment Program (COSEP), 390 B.C. students were able to find employment this year with the federal government. Unlike other traditional forms of summer employment for students, COSEP provides a chance for a job in career related fields.

The Department of Fisheries and Oceans hired 87 students this summer through COSEP. Their varied positions included an assistant fish culturist, junior economist, information assistant and personnel officer.

Although the money is undeniably good for a student, what counts is the invaluable experience gained by each individual. Experience is more than just vocational; it can also be educational.

After three summers working with DFO, Michelle Vanderbrink, an assistant fish culturist from Agassiz, says, "A whole new area has been made aware to me because of my job at the hatchery." She states the experience at the hatchery has made her consider marine biology as a definite career option. She worked in all facets of the hatchery, from feeding and counting fish to handling public inquiries.

Margaret Evans, a junior economist, says her job allows her to apply the theories and formulas she committed four years of her life to study. She found that practical application of newly-learned theories lends a greater appreciation to the teaching of the concepts.

The benefits of the program are two dimensional. While the rewards to the student are obvious, there are also advantages for the government. The program, funded in part by Canada Employment and Immigration, assists departments with salaries for COSEP students and allows departments to hire the same students year after year, thereby getting finally, experienced students.



*Student employee, Ted Olynyk, is putting his career on track in communications.*

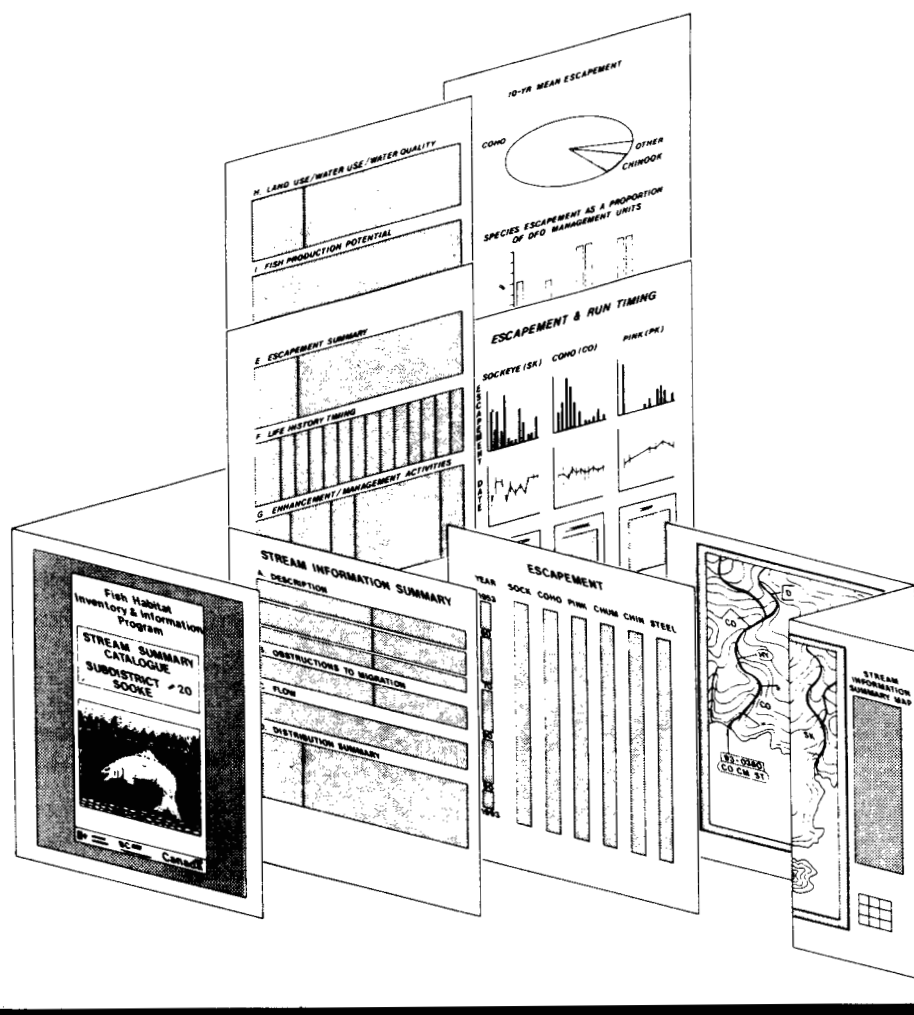
The COSEP program is recommended by all those who were involved at Fisheries this summer. However, some workers complain that it has too low a profile. Most students in COSEP claim to have accidentally stumbled upon it while searching for jobs and were unaware of its existence. Another complaint is the small number of available positions for COSEP in the civil service. There were more than 6000 applicants for the 390 jobs made available across B.C. and the Yukon.

Canada Manpower maintains a roster, by major, of students who have applied for summer jobs. A participating department looks through the applications and resumes and contacts those who appear to qualify. After a board, consisting usually of an interview and an exam, a candidate is chosen.

The process can be gruelling for a first-time applicant to the civil service, but well worth the effort. The deadline to apply for COSEP jobs with CEIC is the end of February.

Ted Olynyk  
Student employee, Communications

# Seven stream summary catalogues published



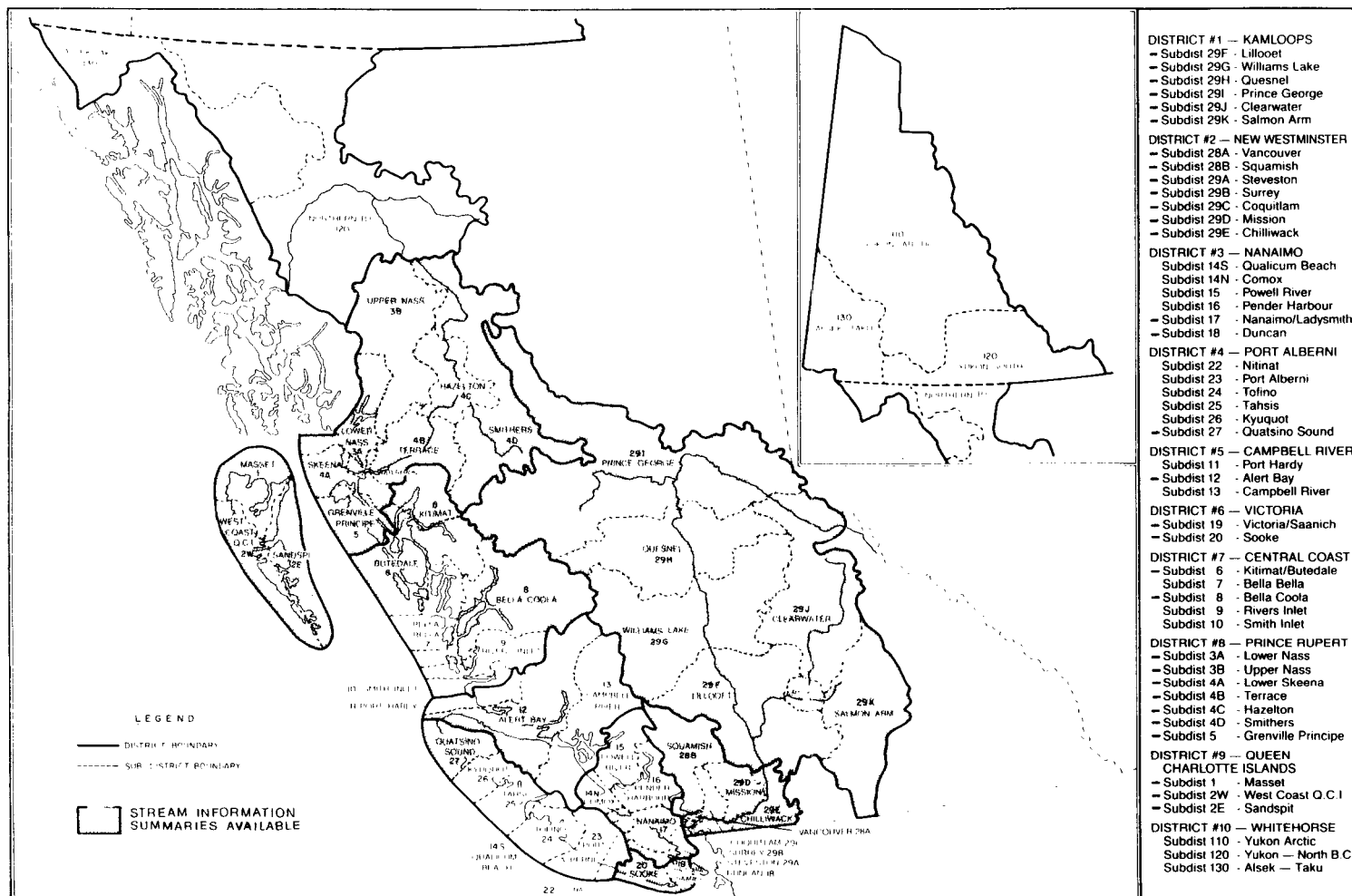
The first task of the Federal/Provincial Fish Habitat Inventory and Information Program is to compile existing information on fish and fish habitat. For streams, this task is performed by preparing a Stream Information Summary (SIS) form. The types of information collected for each stream include location, gradient, obstructions to fish migration, flow, fish distribution, average and peak escapement, enhancement/management activities, land use/water use/water quality activities and fish production potential/constraints.

All information is linked to a reference source. This information is stored on the Stream Information Summary System (SISS); a database residing on the regional VAX computer. At present, information for 29 of the Pacific Region's 48 subdistricts, representing approximately 1,800 streams, is

available in SISS (please see map of subdistricts). Work continues on the remaining subdistricts with the goal of completing all subdistricts by the end of the 1989/90 fiscal year. For more information on SISS, please contact Kathy Pontus, Habitat Management Division, 666-6683.

In addition to SIS, maps of: fish distribution, major spawning areas, and obstructions to migration and enhancement/management activities, are being prepared. This information is displayed on 1:50,000 scale National Topographic Series (NTS) maps. Approximately 300 SIS maps have been completed. Reduced copies of these maps will be laminated and bound to produce a field atlas for each subdistrict. Atlases for about 25 subdistricts will be completed by the end of the 89/90 fiscal year.





## DFO PACIFIC REGION SUBDISTRICTS AND DISTRICTS

The program is producing Stream Summary Catalogues in order to make SIS information more widely available. These catalogues, produced on a subdistrict basis, contain three main components: 1) stream information summaries for all streams in the subdistrict; 2) detailed escapement information from the salmon escapement data system (SEDS) managed by the Science Branch; 3) reduced copies of the SIS maps (see figure of catalogue layout). The detailed escapement information consists of the following: 1) a tabular summary of annual escapement by species from 1953 to present; 2) graphs of annual escapement and run timing by species for the last 20 years; and, 3) a pie chart showing the proportion of the 10-year average escapement represented by each species and a histogram displaying the stream's escapement as a proportion of the total subdistrict, district and division escapement. Stream Summary Catalogues will replace the now discontinued Catalogue of Salmon Streams & Spawning Escapements.

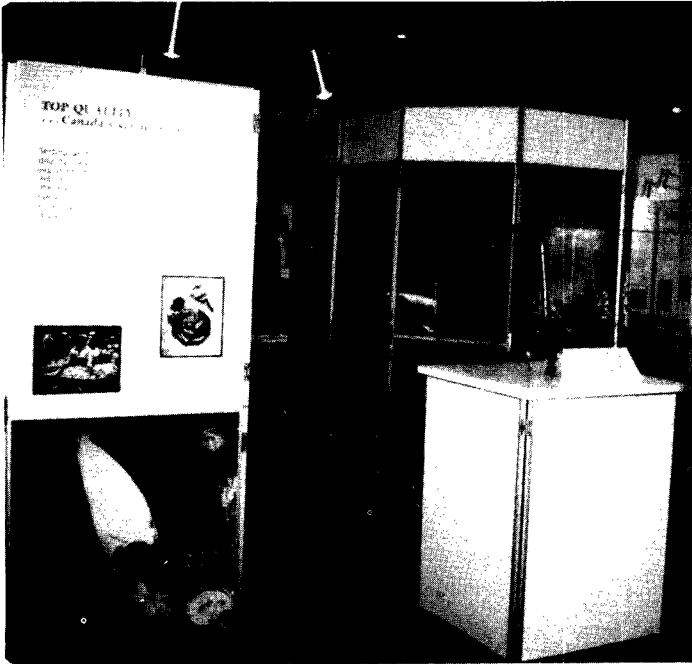
Catalogues are presently available for the following subdistricts:

Subdistrict #12A, Alert Bay  
 Subdistrict #17, Nanaimo  
 Subdistrict #18, Duncan  
 Subdistrict #19, Victoria  
 Subdistrict #20, Sooke  
 Subdistrict #29B, Surrey  
 Subdistrict #29C, Coquitlam

In addition, catalogues are in the final stages of production for several subdistricts in the North Coast and Fraser River, Northern B.C. and Yukon divisions. Although copies have been distributed to the main users and central libraries, a limited number of additional copies are still available from John Mathers, Habitat Management Division, 666-7015.

John Mathers  
 Habitat inventory coordinator  
 Habitat Management Division

# Aquaculture agreement reached



A new federal-provincial aquaculture agreement was unveiled at Vancouver's Aquaculture International Congress and Exposition held in September.

The agreement, signed by Federal Fisheries and Oceans Minister Tom Siddon and provincial Fisheries and Agriculture Minister John Savage, gives the province sole authority over licensing and permit approval for aquaculture operations. It also establishes "one-stop" licensing and leasing of commercial aquaculture ventures by the province.

In his keynote address at the exposition, Siddon said the federal government intends to ensure that "anything happening in the cage does not affect wild stocks around that cage."

While the agreement eliminates the previous requirement of a federal licence, the federal government delegated no new powers to the province, and retains the right, through the Federal Fisheries Act, to prevent anything harmful to fish from entering the water.

The agreement also binds B.C. to consult with the federal government to develop criteria and standards that recognize the possible impacts of aquaculture, and to minimize its adverse effects on fish health, stocks and habitat.

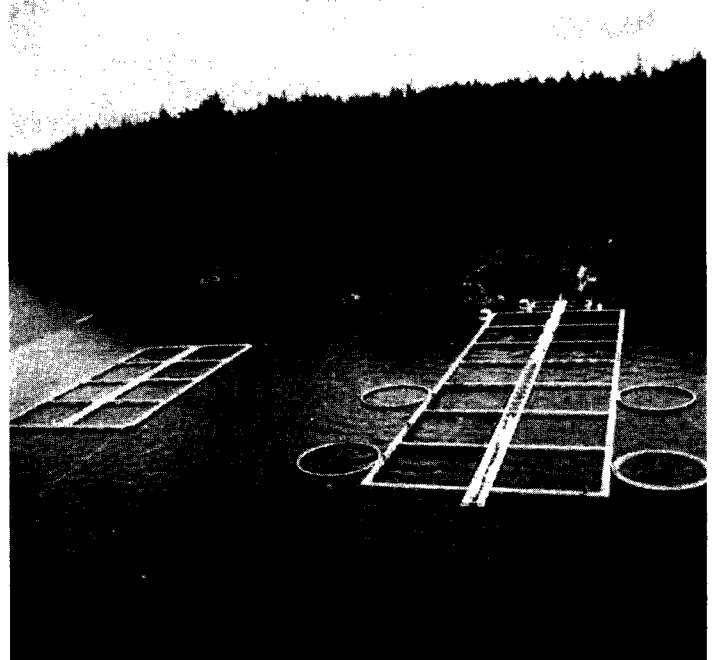
The four-day exposition, September 6 to 9, was a "tremendous success," says project

manager Devon Knight. It drew 1,100 conference delegates and more than 5,000 visitors. There were 300 companies from 37 countries displaying products, with 2,000 employees of those firms manning booths and exhibits, Knight said.

More than 100 speakers, ranging from the head of aquaculture development for the Food and Agriculture Organization of the United Nations, to renowned scientists, heads of major aquaculture firms and business writers specializing in aquaculture, discussed major topics of interest during the symposium.

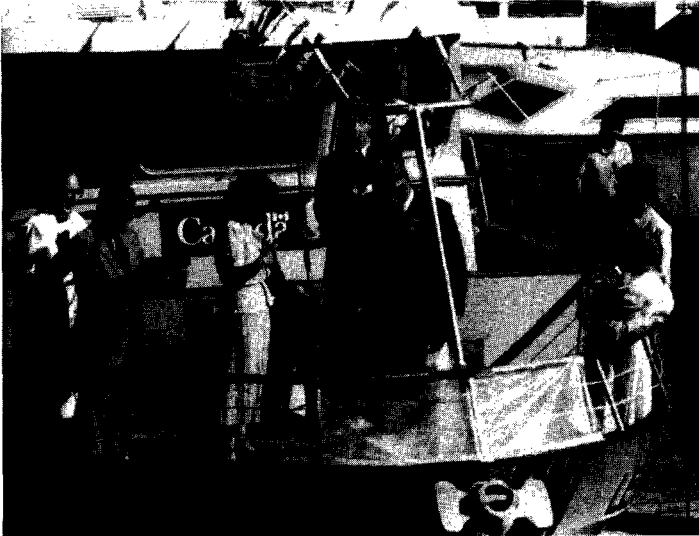
Among the plenary speakers was Dr. Edward Donaldson, head of Fish Culture Research at DFO's West Vancouver Laboratory. He gave a forecast on the development of transgenic fish carrying genes with improved production characteristics, the establishment of gene banks, and production of cloned fish. He said we may also expect to see new proteins that will affect growth and metamorphosis, new vaccines, and nutrition research to improve disease control.

A second international aquaculture exposition is scheduled for Vancouver's Trade and Convention Centre in September, 1990, Knight said.



*Pictured top left is DFO's aquaculture display. Above is an active B.C. fish farm.*

# "Yar" she is



*All hands on deck applaud Mrs. Siddon's "smashing" success at the christening of the FPV Lewis Reef last August 31.*

A few inquisitive ducks and their families were among the small crowd of guests gathered August 31 for the commissioning of the Department's newest fisheries patrol fleet member, the FPV Lewis Reef.

On deck under sunny skies behind Richmond's Delta River Inn were Norman Cosulich, vice-chairman of Rivtow Straits Ltd., parent company of West Coast Manly ship builders; his wife Mary; their granddaughter Sarah; Mrs. Siddon, wife of federal Fisheries Minister Tom Siddon; Reverend Joe Parker; and the ship's first master, Captain John Christie, who will assume command of the Lewis Reef at her home port in Prince Rupert.

Designed by Peter Hatfield Ltd., who also designed her sister ship the Bajo Reef, the Lewis Reef boasts a fibreglass hull with an aluminum superstructure. She is 17.5 metres long and has a beam of 5.2 metres. Power for vessels of her class is supplied by a Deutz Diesel of 440 h.p. with a variable pitch propeller. Her cruising speed is approximately 11 knots and she is equipped with a bowthruster. She also has an extensive range of electronic equipment on board to assist the crew in the management of the various fisheries.

The vessel will maintain patrol duties in the north and central coast areas with the capability of carrying three crew members and two additional fishery officers. Bob Smith, director of Management Services Branch, DFO, Pacific Region, publicly thanked the management and staff of West Coast Manly for their efforts and dedication in building the Lewis Reef, and he particularly praised the efforts of Dan Ellis, the project manager, and the skilled craftsmen who produced the newest member of the Department's fleet.

"On behalf of the Minister of Fisheries and Oceans," he told the onlookers, "I am pleased to accept the Lewis Reef into government services."

Everyone welcome!

Mark Your  
Calendar



**DFO**

Christmas  
Dinner Dance  
Dec 9/88



Sponsored by DFO headquarters'  
Staff Association

# Chinook eggs available for salmon farmers

Of the many obstacles currently facing industry in Canada, two in British Columbia deal with egg supply -- eggs to develop a domesticated broodstock, and eggs to allow industry to market a product, thus generating a cash flow while a broodstock is being developed. This article is intended to clarify the two initiatives by which the Department makes eggs available to salmon farmers.

Historically, the British Columbia Salmon Farmers' Association (BCSFA) has relied on the Department of Fisheries & Oceans (DFO) to supply them with eggs. In that regard, a formal arrangement exists between the Department and the BCSFA whereby the Department is committed to providing 1.25 million chinook eggs annually to the industry plus available surpluses until such time as the industry is egg self-sufficient. However, even with this arrangement, there has always been a large shortfall in chinook eggs. Although some of this shortfall has been made up with "domestic" supplies from commercial farms, salmon farmers are unable to make long-term business plans or commitments to specific markets given the unreliable egg supply.

In view of that situation, recognized by industry several years ago, a broodstock initiative was started in 1985. However, as this broodstock is largely of Robertson Creek and Big Qualicum stock origin, there is concern that it may not be from strains most suited to aquaculture. In consideration of this, in 1987, the British Columbia Ministry of Agriculture & Fisheries, (BCMAF), DFO, BCSFA, and individual salmon farmers and hatchery operators instituted the Broodstock Development Program -- a longterm initiative designed to develop a suitable breeding population within the salmon farming industry.

## Program description

The main and original goals of this program are to bring into the salmon farming industry of British Columbia some of the genetic variation which exists in wild chinook stocks in this province; to evaluate the worth of this variation for farm purposes; and, to move further in the direction of an industry based on domesticated farm stocks independent of annual wild egg allocations.



*Offspring from this female could form the basis of future broodstock pedigrees in the B.C. aquaculture industry.*

The natural stocks of Pacific salmon in B.C. have hardly been explored in terms of their farming potential, yet this is an area of potential advantage for salmon farmers in B.C. The characteristics of some wild stocks may allow fish breeding programs a head start equal to many generations of selection.

More than a small sample of adults must be taken to thoroughly evaluate a stock and a formal and demanding system must be imposed on the breeding or crossing patterns, monitoring of offspring, and analysis of data. It is impractical to critically evaluate more than a few stocks at a time; the cost is high and need for facilities great. At present, for example, government facilities are able to do large genetic studies on only a few stocks in

any one year. Large numbers of families must be kept separate because of the high variation between families within a stock and elaborate marking systems must be applied to keep track of the families in pooled groups of fish during the growout period. The experimental pooled groups must be replicated on as many sites as feasible to assess environmental effects on the fish.

The BCSFA, BCMAF and DFO collaborated to determine the best course of action for the studies. The program, as basically laid out below, represents the course of action that will make the best use of donated fish stocks, funding from both industry and government, and industry capability. Furthermore, the program by design has a very high probability of achieving its stated goals on an annual basis; at least until 1989 when the enterprise may become self-sufficient.

The program is divided into two related but distinct stock/strain evaluation studies, a large scale family/strain (stock) evaluation, and a smaller scale one which examines strain diversity on up to 10 stocks annually.

The large scale family strain evaluation involves the taking of 32 females from each of four stocks, crossing males with the females and keeping all families thus formed separate until the three gram fry stage when all are marked by two different methods; coded-wire and passive integrated transponder (PIT) tags. The marked families are then pooled and placed in a number of saltwater sites for growout to maturity.

The smaller scale strain diversity evaluation will involve taking approximately 10 female and 10 male fish from 10 stocks at various locations throughout the province. These fish are mated as simple pairs, but with the eggs of each female split and fertilized separately with different males to ensure variability and viability. The families resulting from these matings are not kept separate but individual stocks are. Fish are sent in groups to a number of saltwater sites from growout and evaluation after marking at the three gram stage.

Nine stocks are currently being compared at approximately 30 farms sites throughout British Columbia in the strain diversity comparison portion of the program. These fish, taken in 1987 and originating from the Quesnel, Bowron, North Thompson, Upper Fraser (Tete Jaune) and Quinsam, Atnarko, Slim Creek, Shuswap and Big Qualicum, will give information on stock characteristics such as growth rate, jacking rate, disease resistance, and age at sexual maturity.

Four strains are being tested at the family level in the family comparison. Three farms are involved in growing approximately 500 fish from forty-eight families in each strain. The strains selected for testing in the 1987 family comparison are the Shuswap, Atnarko, Slim Creek, and Big Qualicum River stocks. Sixty members of each family (divided among the sites) are being tagged with PIT tags. These fish can then be followed on an individual basis throughout their lives, giving the program valuable information on the inheritability of growth rates, jacking rates, disease resistance, and age at sexual maturity. Additionally, up to five hundred more fish per family at each participating farm are being nose-tagged to identify their family history to corroborate the PIT tag data.

### **Program benefits to the resource and DFO**

The population genetics of the Pacific salmon, especially chinook, is not well understood; any additions to knowledge in this field are usually expensive and hard to achieve. A genetic study of this nature is also valuable for its potential contribution towards development of strategies, the definition of endangered stocks, and other aspects of wild stock management. The Broodstock Program described here will contribute significantly to our understanding of family and stock variation and the numbers of families needed



*Broodstock is being collected on Finn Creek, a tributary to the North Thompson River.*

to preserve genetic variability within stocks. The information resulting from saltwater trials will also shed light on the variation in fish caused by the environment as opposed to genotypic influences.

In many ways the Broodstock Program echoes work done recently by DFO – Science on Coho – and will greatly complement studies planned by DFO in the future.

## **Roles in the Broodstock Development Program**

The participants in the program have clearly designated roles, depending on their areas of expertise and jurisdiction. These roles can be broken down as follows.

1. BCMAF – supplies the required infrastructure to initiate and carry out the program.
  - coordinates provincial involvement in the program; i.e., acts as liaison between the participants, and assists in data acquisition.
  - provides funds for essential equipment and services for fish nose and PIT tagging, stock capture, data base development, and data acquisition.
2. DFO – ensures access to nonendangered wild stocks of chinook that would otherwise be unavailable.
  - provides scientific expertise/direction in program design, implementation and evaluation; transfers key/vital information to the industry.
3. BCSFA – assists in organization of program, associated seminars and workshops.
4. Salmon Farmers – have a commitment to ensure that these fish are raised for broodstock purposes; supply feed, netpens, and technical assistance for sampling purposes.



*Pictured above is a frequent visitor to the Nakina broodstock collection activities.*

## **Future considerations**

Beyond this year's program, that will see a maximum of 14 new stocks accessed from around the province – (Nakina, Little Tahltan, Finn, Swift, Holmes, Clearwater, Blackwater, South Thompson, Bear, Kalum, Morice, Kitimat, Nimpkish and Nitinat), further access to wild stocks will depend upon: evaluation of program results after 1989; assurance that the program has been carried out in accordance with scientific design; and, whether or not provincial funding is available to carry the program further. Based upon the projected large magnitude of the program by 1989, and on sufficient strain information available to judge individual strain performance, expectations are that efforts will focus on accessing only a few key performers from around the province.

Ron Ginetz  
Chief, Aquaculture Division

# Bulletin Board

## ITSD seminar schedule

As a result of a number of user suggestions and requests, a series of seminars on EDP topics have been organized by ITSD. These seminars will be held every Wednesday at 3 p.m. starting October 5, 1988 in the ITSD Training Center, third floor, 555 W. Hastings. They will be 45-50 minutes long with question periods at the end. At the discretion of the speaker, questions may be asked during the seminar.

The following is a list of topics and dates. Everyone is welcome to attend. For further information, contact Frank Lee at 666-2830.

- Oct. 26 INTRODUCTION TO MINITAB  
ITSD  
SPEAKER: Phil Neaves
- Nov. 2 TOPIC TO BE ANNOUNCED  
SPEAKER: Vic Palermo  
Biological Services
- Nov. 9 ELECTRONIC SALMON SALES LIP  
TRANSFER  
SPEAKER: Brian Moore  
Planning & Economics
- Nov. 16 ASPECTS OF THE FMS SYSTEM  
SPEAKER: Dave Mullen  
Comptroller's Branch
- Nov. 23 CATCH STATISTICS SYSTEMS  
SPEAKER: L. Bijsterveld  
Catch Stats
- Nov. 30 INTRODUCTION TO  
WORDPERFECT  
SPEAKER: Anne Ho  
W.P. Centre
- Dec. 7 INTERMEDIATE MINITAB  
SPEAKER: Phil Neaves  
ITSD
- Dec. 14 ADVANCED MINITAB  
SPEAKER: Phil Neaves  
ITSD

## Entertainment 89 and Saving Spree books available

The DFO headquarters Staff Association is once again selling the Entertainment and Saving Spree Books. Profits from the sale of these books are used to support such events as the summer picnic, the Christmas dinner dance and the headquarters Christmas office party.

These books offer a variety of discount and two-for-one offers at various restaurants, hotels, stores and local events. Each book is designed to suit a distinctly different marketplace. For every book sold the Staff Association makes a significant commission.

Entertainment 89 Books are available at a cost of \$40.00 from:

Jennifer Morley (6-2975) or  
Bud Graham (6-8192).

Saving Spree Books are available at a cost of \$10.00 from:

Marilyn Kraft (6-2030);  
Ann Gillespie (6-6566) or  
James Boland (6-0223).

## DFO T-shirts and sweatshirts on sale

The sale of DFO T-shirts and sweatshirts is still going strong. Approximately 300 were sold by the end of September and orders are still being taken -- so get yours in while supplies last!



# Pacific Tidings



Born to Myles and Trisha McLeod of District 8, Prince Rupert, August 26, 1988; a daughter, Kelly, weighing 3.82 kg.

Pete Kernback, spawning channel technician at Fulton River, and his wife, Linda, had a baby girl on September 5. Jennifer Anne weighed in at 3.11 kg.

Gail Dodds, secretary, Legal Unit, has left DFO to assume the position as executive secretary to the president, Aquarius Seafarms.

Suzanne Beckmann, former fishery officer in Bella Bella and wife of Victoria fishery officer Stephan Beckmann, has left DFO to become a Canadian Customs officer.

Kip Slater has been seconded from Nanaimo District to South Coast Division office to coordinate area planning activities; Jack Broome is acting district supervisor and Trevor Fields is acting assistant superior during this time period.

Terry Tebb, regional comptroller general, has accepted a three-year secondment to the Science Branch where he will be chief, Aquaculture Division, working out of FBS.

Mike Landiak, engineer, Special Projects Division, Resource Enhancement Branch, married Karen O'Shaughnessy on July 30, 1988.

## Fishery officer trainees:

Brenda Peppin assigned to Mission subdistrict.

Sandra Loughney assigned to Port Alberni.

Scott Trent assigned to Prince Rupert - Enforcement Unit.

Terance Bedard assigned to Prince Rupert.

Thomas Wilson assigned to Offshore Division.

## Fishery officer relocations:

Dave Alger moved from Regulations and Enforcement, HQ, to Tofino, B.C.

Brian Atagi moved from Regulations and Enforcement, HQ, to the Enforcement Unit in Prince Rupert.

Glenn Lario, from Mission subdistrict, won a GT2 competition in Coquitlam subdistrict.

Stu Cartwright, Operations Unit, Offshore, won a GT2 competition in Steveston.

Derek Anderson, Prince Rupert, won a GT2 competition in Chilliwack subdistrict.

Ritchie Rath from Tofino transferred to Prince Rupert.

Doug Cowen, Prince Rupert Enforcement, transferred to Chilliwack subdistrict.

Lyle Enderud from Masset has transferred to Bella Coola.

Dennis Burnip from Nass Camp has transferred to Masset.

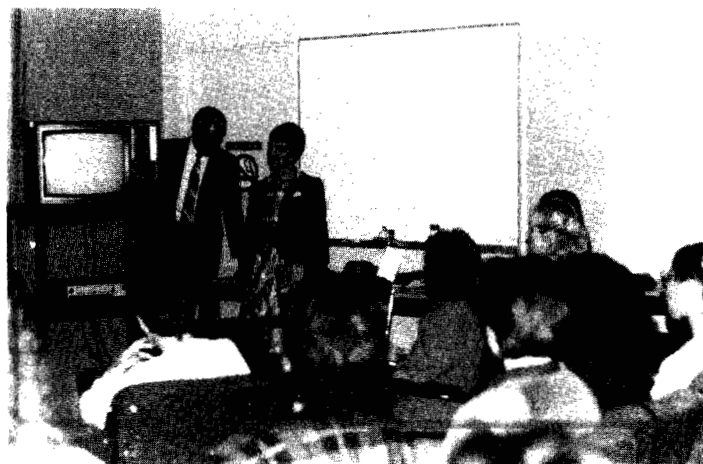
Siegi Kriegl from Chilliwack, B.C. moved to Whitehorse, Y.T.

Frank Crabbe, fishery officer in Operations Unit, Offshore, transferred to Tahsis, B.C.

Sue Hahn, fishery officer, Tahsis, has transferred to Operations Unit, Offshore, HQ.

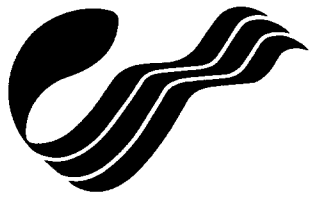
As of Friday, October 7, DFO's 1988 United Way campaign had brought in more than \$18,000. This sum represents 73 per cent of Pacific Region's goal with an increase in the average gift raised to \$96 compared to \$85 last year.

A final tally will be made once the outlying regions' donations have been received.



*Representatives from the United Way make a convincing appeal to DFO employees September 27.*





# SOUNDER

Volume XVI Number Seven

November 1988



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Maple seeds and leaping fish combine to display the fruits of mother nature and the Oyster River Enhancement Society at a rearing channel near Comox, B.C.



Fisheries  
and Oceans

Pêches  
et Océans

Canada

# Pacific Tidings



Gerry Blackman, fish culturist at Quinsam Hatchery, has left the Department.

Bruce Shepherd, SEP evaluation coordinator, has taken a one-year leave of absence beginning November 2, to work for the Province of B.C. as senior fisheries biologist in Penticton.

Greg Sweet-Rahier, North Coast fishery officer, and his wife, April, had a 2.95 kg baby boy, Adam, on July 21 -- a brother for Ben.

Born to Gary and Margaret Birch, manager, Salmon Services Unit, Vancouver, a son weighing 3.46 kg on November 6.

Tracy Malmer, administration officer in the South Coast Division, married David Harvey on August 6.

REB's Marilyn Joyce had a 3.5 kg son, Stephen Peter Dent, Nov. 6 at 2:41 p.m.

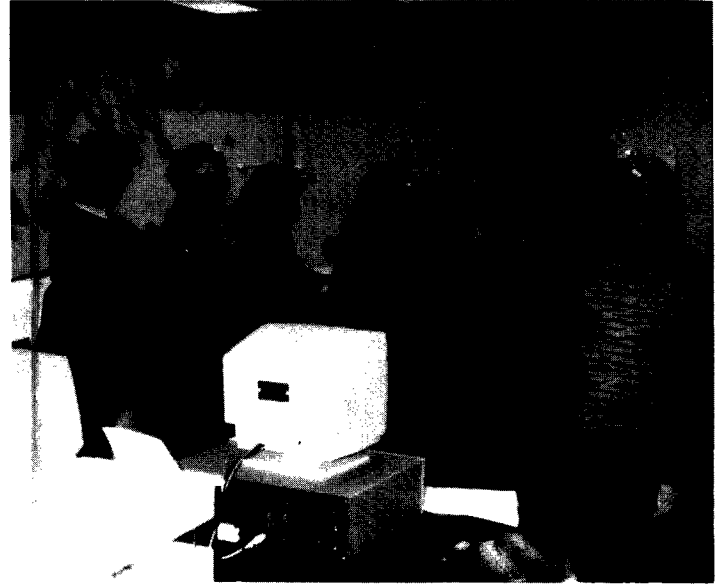


Photo by Ann Gillespie

## Worker Bees

*Buzzing about the Word Processing Unit Halloween Day are, from left: Helen Penlington; Ingrid Iversen; Raquel Cortez; Julie Wong; Lourdes Oliver; Michelle Nadeau; Anne Ho; and, Marg Cruickshank. Costumes were made by Lourdes Oliver.*

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Fisheries  
and Oceans

Pêches  
et Océans

# Letter to the Editor

On September 16, I "sneaked out" without saying goodbye to many of you. But, you know I have a great deal of difficulty saying goodbye; it's so final and I am not ready for that yet. I have made a lot of friends and acquaintances in both the Pacific Regional Headquarters and the Pacific Biological Station, and I value that.

The point of my letter is to let everyone know that things are percolating in Tsawwassen. But really, I would like to thank those of you who contributed to the wonderful gift of music, through the Vancouver Symphony Orchestra. Nothing is more beautiful and appreciated. Again, thank you for your generosity and thoughtfulness. I was also touched by the numerous calls and gifts which you gave. Don't think I don't miss the humour which we shared so often, 'cause I do. Hey! If you are ever passing through the Banana Belt (Tsawwassen), stop and say hello. I'd love to hear from you, irrespective.

You know, for thirty-five years I have worked as a professional in the personnel management field. If I've learned nothing else in my business/professional life, it is that the single, largest investment in any organization is its human resource. Regrettably, we sometimes take our employees for granted. We often fail to acknowledge and say thank you for the contribution which people make in the workplace, and that's a shame.

I close by wishing everyone the very best in the coming months and years. Some of you are approaching your adventure in retirement faster than others. When that time comes, please enjoy. It's been a pleasure to have worked with you. God bless.

Sincerely,  
Jim Northup  
204 - 5557 14B Avenue  
Tsawwassen, B.C.  
V4M 2G7



## Equipment for sale

Your junk may be someone else's treasure!

Give others an opportunity to use your unwanted office equipment and furniture before declaring them as surplus.

Recipients are responsible for all transportation arrangements and costs. The inventory clerk, Materiel Management, should be notified of all transfers.

Available from Fisheries Branch:

- one left-hand drop run-off
- one right-hand drop run-off
- one Micom 1001 (FOX)

Please contact: Bobbi Horton  
F.B. Administration  
Vancouver  
666-0817

### Potted trees make sense

Here's a thought that may help put a bit more HOHO in your OH NO season. Instead of buying a disposable Christmas tree this year, why not think about purchasing a potted tree.

Ron Bidniak, assistant manager of David Hunter's Garden Centre in Port Coquitlam, says that potted trees will be on sale by the

end of November and the supply will be quite varied. Available will be the small variety such as the Alberta, Norway and Omorika Spruce, reasonably priced in the \$25 to \$35 range. Or, for a few more dollars, you can buy a Douglas Fir or Scotch Pine. The most expensive tree on the lot will be the Blue Spruce, priced anywhere from \$40 to \$80, depending on the size.

## The Oyster River

# A gem in the making

Nestled within the Oyster River's domain of giant fir trees inhabiting the central portion of Vancouver Island, a precious harvest lies ripe for the taking.

Mind boggling returns of thousands of pink salmon reflect the ambitious efforts invested by the Oyster River Enhancement Society into its public enhancement project. Spawning salmon are churning up the river with the same vitality as the falling rapids raging from the river's main source in Strathcona Park, the aptly named Gem Lake. Official returns show that more than 25,000 pinks have returned so far this year, while volunteers put their figures closer to 30,000. Two years ago, native residents could only report a mere 200 pinks in the same river.

The history of the Oyster shows why this success story is more than just another tale. In the early 1950s, pinks were returning at a rate of approximately 105,000 a year. Coho were numbered at 14,000; chinook had a high return of 200 and chum were averaging a return of two to three thousand annually. In the early 1960s return figures showed a drastic change. Pinks suffered total decimation. Approximately 1,000 coho survived; six or seven chinook came home and only a few hundred chum made the return journey. Comparing these devastating figures to this year's returns show what a remarkable success the ORES has had in rebuilding the river's salmon resource.

"I don't know of any other PIP project with returns of this magnitude," says Bryan Allen, community advisor for that area. "Some people say that pinks don't mean much, but I see them as a type of soft enhancement for steelhead and cutthroat."

This statement becomes clearly evident by peering into the river and seeing fish carcasses, attached to branches of fallen trees, slowly being broken apart and swept away by rushing water. The river banks are also strewn with battered bodies of the spawned salmon.

"What they are doing," Allen says, "is enriching the river's nutrients, making it a better environment for the endangered species of sea-run trout."

This year's returns are from the 1.4 million pinks released in 1987 from the 1986 broodyear. The eyed eggs were supplied from Jim Van Tine at Campbell River's Quinsam Hatchery. Also released were 500,000 chinook smolts supplied from the Big Qualicum project, although future stocks will be acquired from Quinsam. Returns are projected at approximately 9,000 adults and jacks. Already 300 jacks are present in the river.



*The main hatchery building overlooking the rearing channel was built at a cost of \$6,000 and constructed of wood from the surrounding habitat.*

In a quote delivered to the Salmonid Enhancement Task Group on September 17 at the Richmond Inn, SEP director, David Griggs, said: "I'd like to see our major facilities serving as sort of "mother" facilities for a ring of satellite public involvement programs in their areas."

In response, Allen says: "This is great because that's *exactly* what Jim Van Tine is doing at Quinsam and Grant Ladouceur at Big Qualicum. If Quinsam and Big Qualicum didn't have the fish, Oyster wouldn't have the production."

James Boland, acting chief, REB, Special Projects Division, also pointed out that the Eagle River Hatchery has supplied PIP projects in the Kamloops area with eggs and Don Lawseth at Robertson Creek and Eldon Stone at Capilano are other examples of major facilities whose managers have an interest in public involvement facilities.

There are approximately 100 members of the ORES. Most are residents who live along or near the Oyster River. They formed the non-profit organization in June of 1983, making their first major project the formation of the Oyster River Regional Nature Park at the mouth on the north side of the river. The salmon hatchery, located approximately 6.4 kilometres upstream from the estuary, is the Society's most ambitious project to date. It began in the summer of 1985 when the Department of Agriculture at UBC handed over eight hectares (20 acres) of their land to the Society on a handshake. The hatchery and rearing channels became a goal which today, only three years later, is a thriving reality. The long term ambitions of the Society are to return the river to its natural and historical capacity. They were able to start their project with funds provided from the Modified Industrial Labour Adjustment Program, a federal government work program, and with technical guidance, expertise and funding from DFO. Along with further funding from the provincial government, private industry and public donations, the site has grown to two manmade and two natural channels. There is room for another four or five, but funds have been cut and today the hatchery manages to exist on a \$5,000 annual PIP grant from the Department's Small Projects Division and with funds raised by Society members.

The Society, in conjunction with DFO, is investigating the feasibility of joining a Community Economic Development Program which would provide more money and allow them further progress. The project has grown to such a size that it needs someone full-time to satisfy the Society's main concern: looking after fish.

"I support them," says Allen with conviction. "They should go CEDP because the Oyster River has potential that has not even been touched. Habitat has come up with a watershed plan that could help with coho plans, but that won't happen until they get extra money. They've done a great job raising funds, but continual fundraising takes away from raising fish."

The Society's propensity for raising money is shown in the recently completed vertical slot fishway on Woodhus Creek. This was built with funds supplied by the Fish America Foundation located in Washington, D.C. This \$10,000 gift was constructed by the ORES with engineering assistance provided by DFO's REB employees, Ray Finnigan, who did

the layout, and Cy Walsh, the man in charge of blasting.

---

*"It's everybody's program.  
Everyone should get  
some credit."*

- Bryan Allen

---

"A whole series of local outfits and industries give proceeds to the Society," Allen says. "Places such as the Campbell River Chamber of Commerce, Raven Lumber, Crown Forest and the Comox/Strathcona Regional District all contribute. It's everybody's program," he adds. "Everyone should get some credit."

The wild rearing habitat of the Oyster River Hatchery is an ideal location for a research project currently being undertaken by University of Toronto student, Ian Fleming. Using DNA fingerprinting and video taping, Fleming, a PhD student from the Department of Zoology, will examine the differences between hatchery stocks and wild fish in a spawning channel. Thirty-six pairs of coho will be studied by the on-site resident over the next two months. Local schools also use the facility regularly as a teaching facility.

The Oyster River has had many obstacles to overcome in the past twenty years. Human oversight as well as some hardworking Canadian beavers have all tried the Society's spirit. But despite poor odds, they have literally raised from the dead a pearl of near perfection. Dedication and perseverance has clearly paid off. The fish have returned and the river has bounced back to life. But success stories like this need continual nurturing. The thin line between life and death needs to be strengthened, keeping in mind that what happened once before could easily happen again. With further funding, care and growth, it is possible that endangered species, such as the steelhead and cutthroat, as well as coho, chinook and chum, will once again become as vital a life force in the Oyster as the pinks are today. And the Society could pour its insurmountable energy into maintaining the conservation of the river's resource that has already been so generously revitalized by their continuous efforts.



*Branch coordinators and canvassers for DFO's 1988 United Way Campaign are, left to right: John Kinvig; Diana McMullin; Gary Honeysett; Laurie Eakins; Pam McNally; Art Wiebe; Jennifer Morley; Lorraine Vlak; Judy Graham; Vi Gressel (in back); Lynda Gabriel; Nick Neufeld; Janice Glover; Mike Flynn; Gordon Labinsky. Missing from photo: Ron Ginetz; Peter Delaney; Diane Gillees; Susan Mah; Chris DeWirth; Donna Price; Cindie Eadie; and, James Boland.*

## DFO United Way campaign surpasses goal

WOW!

The United Way motto is "You Make a Difference," and what a difference DFO employees have made to help United Way Agencies and other registered charities through this year's campaign! With the figure still climbing, a whopping \$28,700 has been donated, representing 118 per cent of the original goal of \$24,310 and over \$6,000 more than DFO's previous highest total reached in the 1986 campaign.

This year, RDG Pat Chamut asked James Boland of the Resource Enhancement Branch to organize the 1988 DFO campaign and he responded with his typical enthusiasm and sense of purpose.

With the intent of making the activities fun, James and an imaginative and dedicated team of volunteer coordinators and canvassers, representing all aspects of DFO, planned and executed an exciting and unique campaign. Activities began Monday morning, September 26, with the planning team greeting DFO staff as they entered the building; providing free coffee, and muffins, and distributing fact sheets announcing campaign events. During the week we were treated to a number of special and fun activities which helped to involve more of us in the campaign and served to bring the United Way message and appeal closer than ever before. Posters were coloured by the children of DFO families and balloons decorated the workplace. Button Day provided a special treat for those who brought pictures of their families and favourite sayings, and the Early Bird Draw was an added bonus for donors.

More importantly, because all the material used in the campaign (including advertising, prizes, balloons and coffee) were donated by employees, clients, or the Department, all monies collected went directly to the United Way or designated charities. The DFO campaign team would like

to acknowledge the special prize contributions made by: RDG Pat Chamut; B.C. Motels/Resorts Association; George Nielsen, Per Saxvik and Gary Logan of Resource Enhancement Branch; B.C. Salmon Farmers Association; Bruce Wright of Canadian Fishing Company; Rob Morley of the Fisheries Council; the Danger Bay TV Series; Tom May of Royal Pacific Seafarms; A&W Restaurants; Bob Smith of Management Services Branch; Al Wood of Program Planning Branch; Terry Tebb of Finance Branch; Art Wiebe and Al Gorman of Small Craft Harbours; Hilary Schwenk of Personnel; and, the Pacific Salmon Foundation. A list of winners of the draw can be obtained from James Boland, Resource Enhancement Branch.

Also, for the first time ever, DFO ran a province-wide campaign in addition to the traditional Lower Mainland campaign, with generous response from the field. A special thanks is owed to the many volunteers who participated.

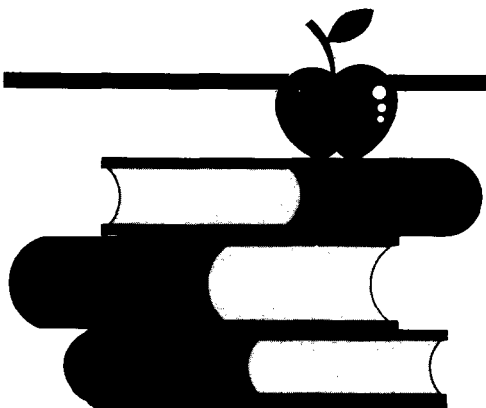
The contribution made by Fisheries and Oceans as one of the largest government departments in the Pacific Region, is a keystone each year to the overall success of the Federal Public Service United Way Campaign. The Department's long history of giving substantial returns to the community both within and outside the job is a continuing tribute to all its employees.

Sounder survey

# We want your opinion

Nº 000956

Sounder last conducted a readership survey in January, 1985. It is time to repeat the exercise. Changes may have an impact on what you want to see in your newsletter. As well, we would like to ask your opinion on issues which affect you, your job and the Department.



## Sounder survey draw:

As an added incentive for you to return the completed survey, Sounder is having a draw. The lucky winner will have a choice of receiving one of the books listed below. Please retain the number located at the top right corner of this page. The winning number will be printed in a future issue of Sounder.

The Canadian Fish Cookbook -- Author: A. Jan Howarth

This classic Canadian book offers 170 recipes on how to prepare the fishes of our waters. It is a beautifully bound hardcover with a wealth of practical information for novice and experienced cooks alike. It includes 48 pages of full colour with a range of recipes for all occasions and much more.

The Chartmakers: A history of nautical surveying in Canada -- Authors: Stanley Fillmore and R.W. "Sandy" Sandilands. With original photographs by Michael Foster.

This 264 page book, with 88 colour pages of original photographs and more than 50 black and white illustrations, is a celebration of the 100th anniversary of the charting of Canada's three oceans and thousands of miles of inland waterways.

It is a must for the yachtsman; for the powerboat enthusiast; for those interested in Canadian Marine History; and, for those interested in Arctic development.

Fishing With John -- Author: Edith Iglauer

Edith Iglauer was a New York writer who, in 1974, met and married John Daly, a free spirit who manned a troller out of Garden Bay, on the Sunshine Coast.

This heartwarming story should be read by everybody who loves B.C., especially the coast. Iglauer has given us a story which provides easy reading and delightful snapshots into the hardship, uncertainty, intimacy and joy of living aboard a small fishboat on B.C.'s coast, with its magic and powerful sea where fragile boats and proud, free men bustle to and from the place where the fish are.

# Sounder survey

We have tried to make this questionnaire flexible; we want to hear from all of you. Please answer as many questions as you can and return the survey before Dec. 30, 1988.

Upon completion of this survey tear out and send to Shelley Kean, Editor, Sounder, Department of Fisheries and Oceans, #321, 555 West Hastings Street, Vancouver, B.C. V6B 5G3

Results will be published in an upcoming issue of Sounder.

## General

1. How much of Sounder do you read? (Check one)

- |                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/> All        | <input type="checkbox"/> About three-quarters |
| <input type="checkbox"/> About half | <input type="checkbox"/> Less than half       |
| <input type="checkbox"/> None       | <input type="checkbox"/> A particular column  |

2. What is your general opinion of Sounder? (1 is lowest, 5 is highest)  
Please circle one number.

1                      2                      3                      4                      5

3. Offhand, do you know who to contact regarding Sounder story ideas or submissions?

Yes                                       No

4. If yes, have you ever submitted a story or an idea to Sounder?

Yes                                       No

If no, is there a reason? \_\_\_\_\_

\_\_\_\_\_

5. What specific changes, if any, would you make to enhance the quality of Sounder's production? (e.g. glossy paper, colour pictures, etc.) \_\_\_\_\_

\_\_\_\_\_

## Editorial Policy

6. Is there any topic which you feel Sounder gives too much "press" to?

Yes                                       No

If yes, what topic? \_\_\_\_\_

\_\_\_\_\_

7. Is there any topic which you feel Sounder ignores?

Yes                                       No

If yes, what is the topic? \_\_\_\_\_

\_\_\_\_\_



8. Do you feel there are any parts of DFO that are overlooked by Sounder?  
\_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, which areas? \_\_\_\_\_  
\_\_\_\_\_

9. How do you feel about Sounder's editorial policy (circle appropriate number?)

	<u>Strongly disagree</u>	<u>Disagree</u>	<u>No Opinion</u>	<u>Agree</u>	<u>Strongly agree</u>
Too management oriented	1	2	3	4	5
Too serious	1	2	3	4	5
Too frivolous	1	2	3	4	5
Information useful	1	2	3	4	5
Would like more on issues/policies	1	2	3	4	5
Would like more on employees and their jobs	1	2	3	4	5
Would like more on employees personal interests	1	2	3	4	5
Should discuss only internal matters	1	2	3	4	5
Should discuss more public concerns	1	2	3	4	5

You, your job and DFO

10. What DFO issues are important to you? \_\_\_\_\_  
\_\_\_\_\_

11. How important is each of the following issues to you? (1 is lowest, 5 is highest)

- a) Priorities in your branch  
1      2      3      4      5
- b) Salmonid enhancement plans, activities and results  
1      2      3      4      5
- c) Habitat Management policies and plans  
1      2      3      4      5
- d) Program planning  
1      2      3      4      5
- e) Sport fishing issues or programs  
1      2      3      4      5

- f) Commercial fishing issues or programs  
 1      2      3      4      5
- g) Promotion opportunities  
 1      2      3      4      5
- h) Employment Equity (Affirmative action) program  
 1      2      3      4      5
- i) Job security  
 1      2      3      4      5
- j) Native fishery issues  
 1      2      3      4      5
- k) DFO's relationship with provincial government agencies  
 1      2      3      4      5
- l) Fisheries research  
 1      2      3      4      5
- m) Oceanographic research  
 1      2      3      4      5
- n) Hydrographic plans, activities and results  
 1      2      3      4      5
- o) Aquaculture developments  
 1      2      3      4      5
- p) Pay and benefits  
 1      2      3      4      5

12. Is there any other issue/issues you would like more information about?

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13. Which is your usual source for such information now?

- a) From senior management
- b) From immediate superior
- c) From memos
- d) Through Sounder
- e) Through the "grapevine"
- f) From Pisces
- g) Meetings

Do you have any additional ideas or comments regarding Sounder?

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Thank you.

## The Sounder mind and body

# On-the-job fitness training at IOS

Right up there with cheese and onion biscuits, coffee breaks and chatting about the weekend, is my favourite activity at IOS -- a noonhour workout.

Fitness at lunchtime! That break in the day when you wear yourself out so you can have energy for the afternoon. That food substitute. That time when you forget your work and concentrate on simple tasks, like breathing.

It's noonhour at Pat Bay. The sun is high; no clouds in sight. A slight breeze arrives from the ocean and you're off to the changing rooms to tog up.

There is no idle chatter at the lockers; it's decision time. If it's running you're into, a route needs to be chosen. Perhaps you'll take the beach route with a circuit of the farms thrown in? Sounds good! You're off with your friends and colleagues for a three-mile run replete with horses, cows, hills and the odd jet taking off overhead. If cycling is your thing, your bike, which usually lives by your desk, is trotted out for a peninsula circumnavigation.

---

*"Aerobics is like 'Simon Says' except the leader isn't trying to trick you."*  
 - Julie Henderson

---

For the muscle-builders, it's a short walk to the far side of the hangar to the weight-training room. The former storage area has been renovated with new lights, paint and carpeting. The barbells, benches, mats and mirrors belong to individuals, but are shared with all who join in and enjoy this sport.

Most employees at IOS will admit they have a view worth fighting for, especially those who stroll out to the docks. Pat Bay provides a quiet, scenic harbour for the research ships and they are a popular objective for noonhour walks. Occasionally, these walks are made even more entertaining by the sight of fellow staff members riding their wind surfers, paddling their kayaks and sometimes, (rarely) swimming in the bay.



*Are we having fun yet? These high steppers at IOS appear to be having a good time. They are, from left: Doug Sieberg; Lynne Armstrong; Kim Cameron; Irene Bent; Keith Johnson; Wendy Richardson; and, Julie Henderson.*

---

But -- if it's Tuesday or a Thursday -- weight lifters, runners, swimmers, kayakers, and cyclists, all gather together for the total body workout. (I may be a bit biased about this.) Whether it's outside on the lawn on nice days or inside the "studio" on poor ones, all it takes are shorts and t-shirts, leotards and tights, wrist weights, ankle weights, upbeat music, and you're moving to the rhythm. Aerobics is like "Simon Says" except the leader isn't trying to trick you.

Forty-five minutes and many hundreds of arm and leg lifts later, when you have stretched every muscle from your toes to your neck, and you feel a bit like Gumby, the class is over. "Remember to smile!" is the parting advice as you head back to shower, change, and attack your job (and cheese biscuits) with energy and enthusiasm.

Julie Henderson  
 IOS Fitness leader

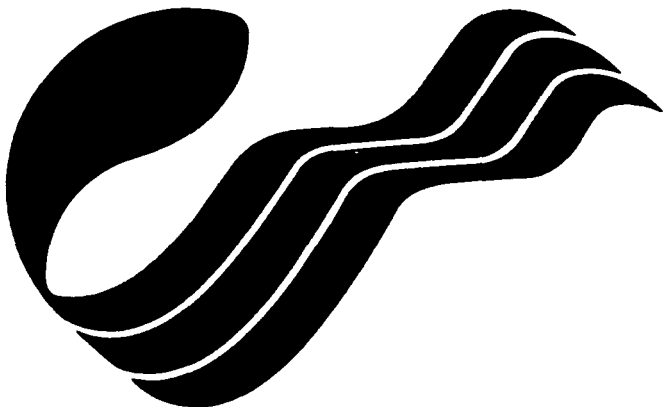
## New logo makes waves

# Fisheries and Oceans' corporate image

By now, most DFO employees have probably noticed the new graphic appearing at the top left corner of all Department communications. This has been added to DFO's family of design applications for easier identification of the Department's corporate image.

Together with the two other familiar design elements -- the Canada wordmark and the departmental signature which fall under the Federal Identity Program -- they comprise DFO's corporate image and are to be applied on all publications, audio-visuals, advertising and exhibits.

The Federal Identity Program (FIP) was introduced a number of years ago to enable the public to recognize clearly federal activities and to improve service to the public by facilitating access to federal programs and services. FIP also projects equality of the status of the two official languages, effects cost savings and promotes quality of graphic design. Unless specifically exempted, FIP applies to all departments and branches, and it applies to everything from stationery and audio-visuals to motor vehicles and vessels.



*This graphic is a symbolic representation of a negative and positive fish with three waves representing the three oceans bordering Canada. The design was created in such a way as not to identify any species or to have any similarities to other existing graphics. The graphic is versatile enough to suit all DFO communications vehicles.*

The fish and wave element was designed specifically to act as a "photo" of DFO. No words -- just a design. As a visual representation of DFO, it will promote easy recall and will clearly identify DFO as the source of the message. It will also help to avoid possible confusion with other government departments.

## How to use them

A manual is available which gives the correct application of the three corporate identification marks. Following is an excerpt from the manual regarding the basic rules for their use:

- the fish and wave graphic should appear at the top left corner of the page. The departmental signature should be placed at the bottom left and the Canada wordmark at the bottom right respectively.
- the graphic symbol should be displayed in generous, open space, not in close proximity to any other graphic elements
- the identity marks are not to be altered in any fashion (e.g. extension, inverted, upside down, tilted, etc.)
- since the symbol is a marine environment graphic, the colour chosen for it and for the other two elements should be correct. If the overall colours chosen are not correct and do not complement the visual, then the symbols should be applied in black and/or white.

In order to maintain a consistent corporate image, the three visuals are supplied in camera-ready format. This artwork is to be used for all printed materials. Proportions and space allotments have been carefully calculated to suit these sizes.

## How to handle posters and/or odd size publications

Using the supplied camera-ready artwork you can determine the proportions of an odd-size document by using your horizontal

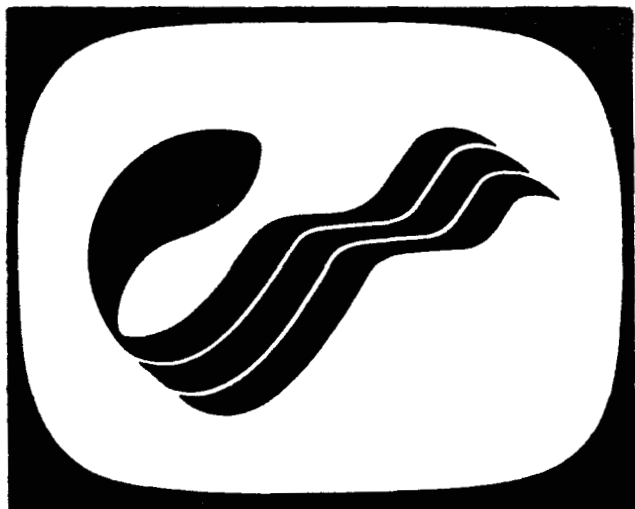
measure and decrease or enlarge as necessary always using the base art closest to the desired end size.

For example, you are going to print a 14 x 22 poster. Using your 8 1/2 x 11 camera-ready artwork, enlarge the 8 1/2 width up to the desired 14 inch width for the poster. This enlargement is to apply to both top and bottom of your visual.

## Audio-visual application

### Slide shows

The first frame to appear on the screen must be the graphic symbol. It should stand alone on the screen without any other visual or text. Final credits must precede the signature and Canada wordmark. In all productions the Canada wordmark must be the last visual to appear. Both the signature and the Canada wordmark are to follow the Federal Identity Program guidelines.



### Film and video

The first visual to appear on the screen is to be the graphic symbol. It must occupy at least two-thirds of the screen size and remain on the screen for at least four to five seconds. All other guidelines apply as usual.

## Exhibit application

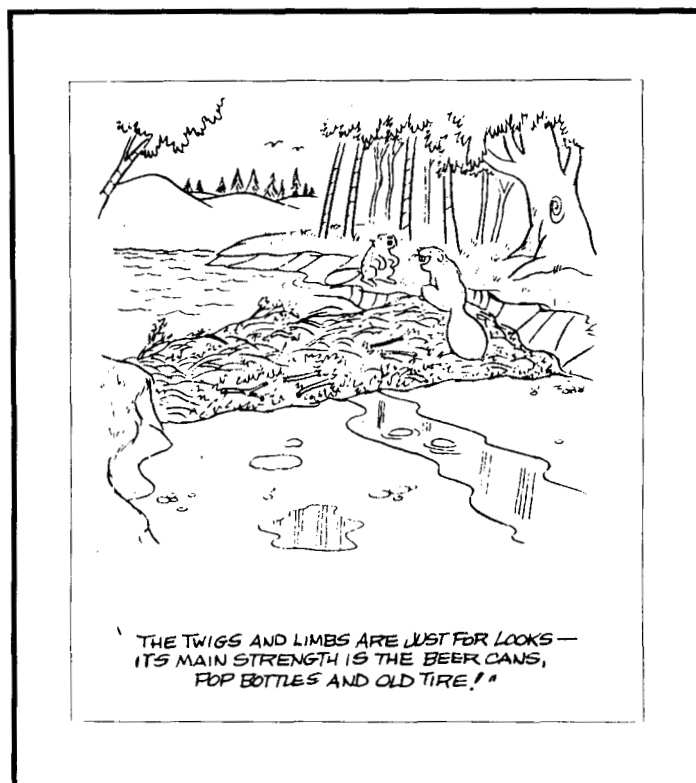
The graphic symbol should only be applied to the header panels of exhibits. When there will be words on the header the symbol should be located to the left of the header. The

symbol should only be printed in shades of blue, preferably PMS 327, or in white. To protect the purity of the symbol in exhibits the image should not be used as a design element which would lead to possible distortion of the visual.

## Deviation

In general, no deviation from the camera-ready artwork supplied or infringement of the guidelines is acceptable. However, it is understandable that in some situations (e.g. special publication series or mastheads) minor deviations of size, placement or design area may be necessary. In any situation where the corporate image is to be altered from supplied camera-ready artwork or guidelines, a mock-up of the suggested deviation must be approved in advance.

If you have any questions regarding the specific use of DFO's identifying elements, please contact the Pacific Region's Communications Branch at 666-0384.



# Implementation update on fish habitat policy

The Policy for the management of fish habitat, described by Fisheries Minister Tom Siddon upon its release as "a blueprint for a common-sense, cooperative approach between the private sector and various levels of government," continues to be implemented through consultation and cooperation. Several initial steps have been taken towards achieving the overall policy objective of a net gain of the productive capacity of fish habitats, and all branches are contributing to Policy implementation.

The three policy goals to conserve, restore and develop the productive capacity of fish habitats are to be met through eight implementation strategies.

## Protection and compliance

The No Net Loss guiding principle, fundamental to the habitat conservation goal, was designed to balance unavoidable habitat losses with habitat replacement. However, departmental staff sought guidance in applying the NNL principle to ensure consistency and accountability. Draft procedures for achieving NNL were prepared in early 1988 and a national workshop was held in April to review the internal document. The procedural guide is being rewritten, incorporating workshop results.

Other Fisheries Branch highlights under this strategy include:

- a comprehensive training program to implement the Coastal Fisheries Forestry Guidelines (a second edition of the Guidelines was published this year)
- a regional working agreement between the federal Departments of Environment and Fisheries and Oceans for administration of Section 33 of the Fisheries Act
- a memorandum of understanding (signed by the Minister, September 1988) between DFO and the North Fraser Harbour Commission concerning an environmental management plan
- a DFO Pacific Environmental Emergency Response Plan for pollutant spills and fish kills and an accompanying Plan-Field Guide

- a pilot assessment of the provincial computerized referral system for application in the Region is underway
- a regional Habitat evaluation working group has been analyzing DFO's response procedures to development proposals and is addressing the issue of how to measure productive capacity and determine No Net Loss
- compliance and enforcement policies for the habitat provisions of the Fisheries Act are being developed.

## Integrated resource planning

The essential step in integrating fisheries resource objectives with current and future demands of other resource users is combining fish habitat production requirements with the fisheries resource they support. Fisheries, Resource Enhancement, Program Planning and Biological Science branches have undertaken several cooperative activities in this area, including:

- the development of a prototype habitat operational framework, for integration with the regional adaptive management system
- the initiation of a watershed production plan, integrating habitat productive capabilities with fish harvest management targets for the Cowichan River
- the implementation of the regional salmon stock management plan in central and north coastal rivers
- the initiation of integrated salmon management plans for the Fraser River and Barkley Sound to coordinate Fisheries, REB and Science activities.

## Habitat improvement

Under this strategy, DFO initiates projects and provides advice to other interested groups to restore and develop fish habitats to achieve a net gain of habitat productive capacity. Although Fisheries, REB and Science Branches have been involved in habitat improvement for many years, the policy stresses integration within all elements of the department and cooperation with other agencies and non-government groups. Results include:

- the development of a regional fish production program coordinating REB semi-natural enhancement and habitat restoration and development initiatives
- a signed agreement between DFO and the provincial Ministry of Environment and Parks concerning cooperative fish habitat improvement

## Public information and education

With Policy implementation, DFO will actively promote public awareness in the conservation, restoration and development of fish habitats, and the role Habitat plays in the production of the fisheries resource. The Habitat Management Division has prepared a Habitat public awareness/communication plan stressing both "in-house" communications and external public awareness. The plan, currently under review by regional habitat, will be examined by the Communications branch and integrated with a national fish habitat communication plan.

## Other Pacific activities

- DFO involvement in the cooperative production of a Pacific Coast estuaries film
- a cooperative agreement with Wildlife Habitat Canada has been signed paving the way for joint fish habitat improvement projects. Similar (less formal) arrangements have been made with Ducks Unlimited and the Pacific Estuary Conservation Program to participate in multi-agency programs to acquire, protect and rehabilitate critical fish habitat
- a Habitat Improvement Guidebook is being prepared for DFO and non-government staff involved in habitat improvement.
- the initiation of a project to produce a five-panel habitat display documenting the salmon life cycle, value of the resource, harmful habitat alteration, and NNL/Net Gain.

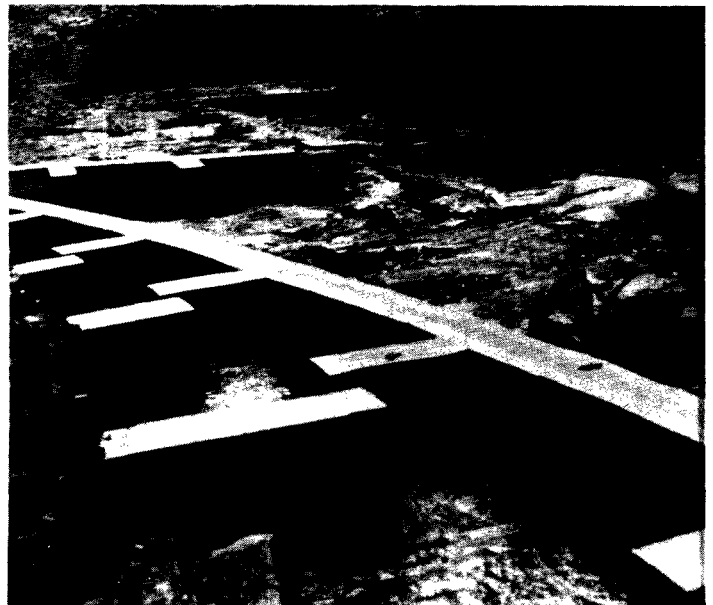
This status report does not represent a complete list of habitat policy implementation over the last year, but does provide an overview of the range of regional activities. Not included are strategies such as cooperative action or Habitat monitoring, for

they are included in the activities mentioned earlier. The Scientific Research strategy continues to be addressed by the Science sector with considerable emphasis on understanding and measuring the productive capacity of fish habitats.

As the Region initiates workplanning for the next fiscal year, the Regional Habitat Policy Implementation Plan will provide guidance to the branches involved in the Habitat Management Program. Some operational priorities for 1989/90 include:

- development of consistent technical procedures for achieving NNL
- completing compliance and enforcement policies for applying Sections 31 and 33
- integrating fisheries resource needs with the habitat base
- producing selected publications to increase fish habitat awareness.

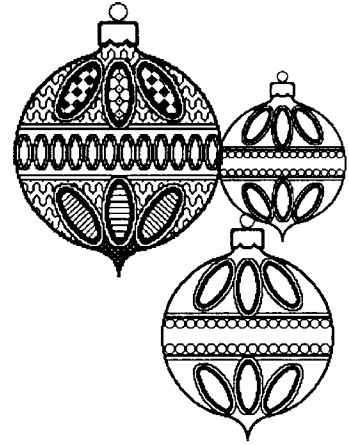
John Patterson  
Habitat Management Division



*Completed in early October, this vertical slot fishway on Vancouver Island's Woodhus Creek was built cooperatively by the Oyster River Enhancement Society and REB's Ray Finnigan and Cy Walsh.*

# PBS Christmas Dinner & Dance

Saturday, December 3rd  
 6:30 pm  
 Royal Canadian Legion  
 Branch 256



*For ticket information:*

Contact the Mail Room 756-7133  
 Draws / DJ with Music

# IOS Christmas Dance

Friday, December 16th  
 9:00 pm



IOS Cafeteria

Tickets: \$5 each  
 profits going to needy families in Sidney, B.C.

*Contact:*

Ron Bell 356-6356  
 Art Lyon 356-6353







# SOUNDER

DEPARTMENT OF FISHERIES AND OCEANS  
PÊCHES ET OCÉANS

December 1988

January 1989



Fisheries  
and Oceans

Pêches  
et Océans

Canada

# Pacific Tidings



Parin Kanani, secretary for Stewart Law, director of Inspection and Special Services Branch, left DFO December 9 to work for the Canadian Coast Guard.

Married on November 5, 1988, Paula Kusters, clerk, Regulations & Enforcement, to Warren McCrimmon, lawyer, Regional Legal Services Unit, Vancouver.

We are sorry to advise of the passing of John Summers retired fishery officer, on October 4. He was 77. John retired in 1972. His last posting was Whitehorse, Y.T. John's wife, Doris, will continue to live in Penticton.

Captain Ed Wilcox, skipper of Surge Rock, passed away unexpectedly on November 11, 1988 in Chilliwack. He was 52 years of age.

Gordon Nelson, assistant superintendent, Marine Operations, Pat Bay, has been relocated to Fisheries Branch in Vancouver.

## In the spirit at IOS

For the second consecutive year, staff at the Institute of Ocean Sciences (including EMR personnel) have successfully provided a Merry Christmas for three or four local families, who would otherwise have been facing a rather bleak holiday season.

Funds were collected by a dedicated group of enthusiastic volunteers who purchased gifts for the family members and all the food and trimmings for a festive Christmas dinner. Congratulations on a job well done! Your contributions were greatly appreciated.

## Thanks

### DFO Sweatshirts: future collector's items!

I'm finally getting out of the T-shirt and sweatshirt business after selling more than 1,000 of them to regional employees. The profits will be split equally between the staff associations at Regional headquarters, PBS and IOS.

My sincere thanks goes out to the sales coordinators at PBS, IOS, West Van Lab, Inspection and New West, and especially to Lois Ganczar, chief ordertaker, accountant and distribution supervisor, and Suzanne Castilloux and Julie Aun, who tirelessly aided distribution. A special thanks also goes out to all of you who so enthusiastically placed your orders -- a clear indication of your pride in our organization.

Hilary Schwenk  
A/Director, Personnel Branch

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**Sounder** is the staff newsletter of Fisheries and Oceans, Pacific Region. **Sounder** is printed eight times per year.

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Vancouver, B.C. V6B 5G3  
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No articles from **Sounder** may be reprinted without permission.

# Letter to the Editor

Dear Editor:

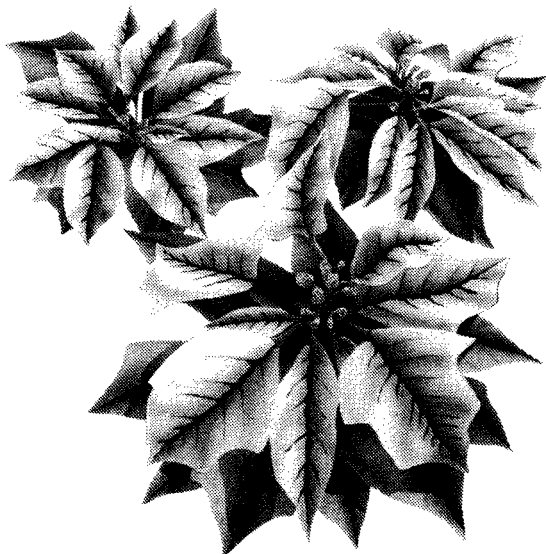
Two months ago, the staff at Pat Bay met in the auditorium with John Davis, director of Science, to talk about stress and low morale in the workplace.

Did it exist?" "What were the causes?" "What could we do about it?" were the questions posed. Two hours and much discussion later, we adjourned to our work areas to think it over and come up with our own solutions.

That was two months ago. Did it make a difference? Has anything changed? Yes, I think it has. It was the first time I can remember that staff members were invited to discuss their concerns privately with a senior manager; his door was open.

Some divisions began having regular "low-morale" meetings to work towards devising solutions to their problems. These meetings were supported and encouraged. I am optimistic that management's concern for the morale of the staff and the new open-lines of communication will diminish the powerlessness felt by some of the staff. The future holds hope that IOS will regain some of the relaxed positive atmosphere it had before the 1986 downsizing.

Julie Henderson  
IOS



Dear Editor:

Winnipeg, Manitoba was the site for the reunion of the Fifth Commonwealth Wartime Aircrew reunion held September 14 to 18, 1988. Approximately 5,300 attended.

Former fishery officers in attendance were: Bern Hawley, Harry Grainger, Bob Morgan, Frank Wheeler, and yours truly, John Tuyttens.

John Tuyttens  
Retired fishery officer



**Cranberry and Orange Stuffing**

250 mL	cranberries, fresh or frozen
30 mL	water
1 medium	orange, peeled and sectioned OR apple, cored and sliced
15 mL	lemon juice
30 mL	sugar
30 mL	water
250 mL	soft breadcrumbs

Place all ingredients -- except breadcrumbs -- in a blender and blend until oranges and cranberries are well chopped and mixed. Empty into a pan and cook until tender. Remove from heat, add breadcrumbs, and stir to mix. Makes 500 mL (2 cups). Use to stuff any white-fleshed fillets or as a topping for fish steaks.

-- excerpt from *The Canadian Fish Cook Book*, by A. Jan Howarth.

# Pacific Region Update

How much water do fish need?

This fundamental question relates to the survival of salmon in their natural freshwater environment. How much water does an individual adult require to migrate upstream and to spawn? How much water does an egg require? How much water does a juvenile need to survive? We have at least partial answers to these kinds of questions, but we do not have an adequate answer to the more usual question: what is the minimum amount of water needed in a particular stream to properly maintain the races of salmon indigenous to that stream? No one knows. Is it a question that should even be asked? Can we ever expect an answer?

Salmon have adapted to many different kinds of streams and rivers and to the wide range of natural flows in each of them. This is quite remarkable in itself. For example, during critical spawning months the flow can vary by 10 times or more, year to year. Yet, somehow, over millennia, the spawning salmon have adapted and survived.

The natural river itself, that is the size and shape of the channel, the nature of the stream gravels, the character of the riparian vegetation, and so on, is determined by the hydrology (which includes climate) and geology. It is not only the amount of water or flow at any given time that governs habitat for fish, it is also the character of the river itself which has evolved over time, and continues to evolve, usually imperceptibly, through the interaction of water, rock and soil.

If we assume that "nature knows best" we would have to accept the premise that the "natural flow" is the ideal flow for fish. However, there is tremendous variation of the natural flow from season to season and year to year. Should we pick a very dry year, or a very wet year as the ideal flow? Both are "natural." Perhaps an average year would be a good choice? But in nature our hypothetical average year does not exist. Some years may be close to average but, in general, flows will be more or less than average, yet we know that both the fish and the river have come to terms with this variation.

Alternatively, we can assume that nature does not know best; then we are free to choose a flow regime which we, in our human wisdom, might consider ideal. The flow regime of the average year might be a good start, but would the median year be better? Is annual variation important? There are many aspects of this concept of the ideal flow regime that can be debated, but let us proceed to an even more difficult question.

What is the minimum flow needed in a river to maintain the runs of salmon? This question is asked when a dam is to be built or when diversions of water are to be made. To request the natural flow is not considered by developers and other water users as realistic. We are continually being asked, and often forced, to accept flow regimes which are smaller and smaller fractions of the natural regime; and then we are asked to justify the need even for what is left, no matter how little that is. We can have the bottom of the barrel, but only if we need it. Fortunately there is often a reasonable solution dictated by the uniqueness of the river system and the nature of the development, and a compromise use of the water resource. More and more, however, cases are arising where demands for other uses of water are so high that suitable compromises for maintenance of instream flows for fish are not being attained.

Recognizing that our job will continue to get ever more difficult as time goes on, we are trying to develop certain analytical procedures that will help us. A major tool or technique we can use to help us make decisions is hydrological analysis. Hydrology is of prime importance because it controls the very shape and character of the river to which the fish have adapted.

Just completed for us, under contract, is a report entitled "Application of Regional Hydrological Analysis to Salmon Bearing Streams in British Columbia." The report describes a procedure for estimating flows of ungaged (no discharge information) streams, utilizing to the best advantage, historical discharge data which is readily available on many gaged rivers in B.C. This has been accomplished by dividing the province into several zones or regions, each of which possess similar hydrological characteristics. The discharge data for the rivers within each region is then pooled and mathematically analysed. Equations have thus been developed for each region, which allows us to estimate flow regimes for the ungaged streams. With this

information we can examine the mean annual flow and the monthly distribution of flows for a particular ungaged stream. We are then in a better position to assess the impact on instream flows and fish habitat by other water users.

Regional hydrological analysis will not solve everything but we hope it will be a useful tool at least to help us make quick, rough estimates of fish flow needs for many ungaged streams. This should be considered, however, as only one method or technique for the "Preliminary Analysis Phase" presently being defined by the Fisheries Instream Flow Committee, under the joint DFO/MOE Habitat Management Committee.

Although we do not have, and are unlikely ever to have, the ultimate technical solution for defining the freshwater needs of salmon, we do have a few analytical techniques to help us. But they cannot relieve us of the responsibility for making the informed, judgmental decisions that should be made to ensure that at least some of our river systems remain productive for future generations.

Roy Hamilton  
Water Use Unit  
Habitat Management Division

# Communication Notes

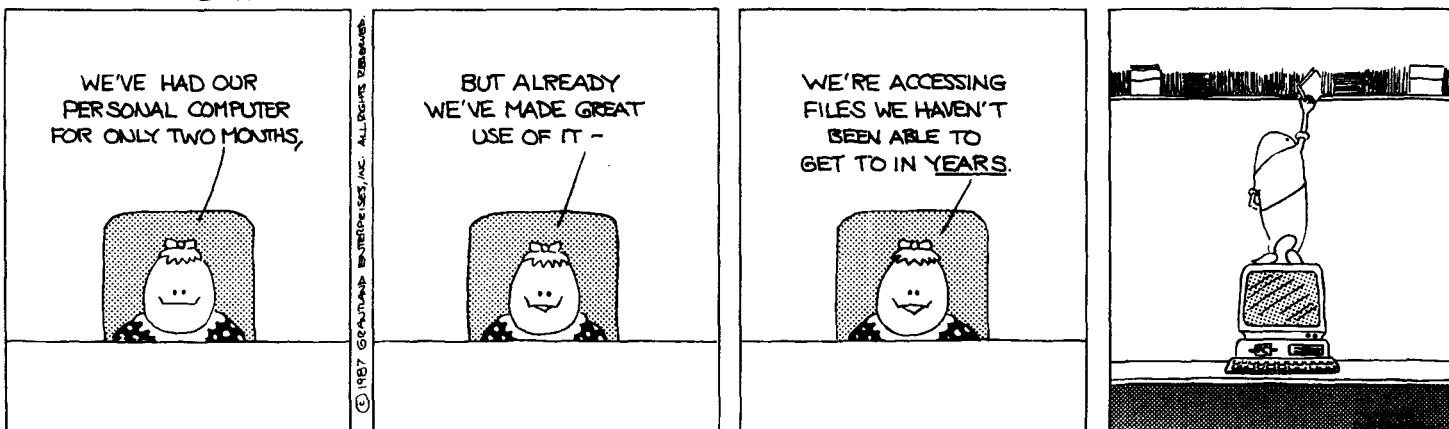
Joe Kambeltz, community advisor for the south side of the Fraser River to Boston Bar and the north side of the Fraser from Kanaka Creek, has completed, with the aid of Delta's Cougar Canyon Enhancement Group, and his technical assistant Diane Woodhouse, a handy guide called Facts and Figures.

The 40-page booklet is designed for quick and easy reference and offers helpful hints, suggestions and advice relating to salmonid enhancement activities. It contains a metric conversion chart; advice on how to take scale samples; incubation and rearing suggestions; and, a check list for planning stream enhancement projects. Also included is a list of frequently called numbers, and much more.

The booklet is dedicated "... for the vision and energy of thousands of volunteers in the Public Enhancement Program ... and to those yet to come."

For further information on Facts and Figures, please contact acting unit head, Gary Taccogna, at 666-6815.

## GRANTLAND®



## Nursery: the magic word for habitat protection

Habitat protection is certainly a major factor in our work. Everyday we witness our fish habitat being slowly wittled away by industry, property owners, farmers and the general public.

In the past, culverts in the Smithers area containing rearing fish were often disturbed by unaware maintenance crews and other residents. Harry Blodgett, a guardian stationed at the Morice River during the 1960s, cleared these culverts and beaver dams to keep some of the back channels accessible to the main river. He also trapped hundreds of salmon fry out of ponds which were left by receding water. Through his work, the Smithers office became aware of the habitat's vulnerability and its need for extra protection. Blodgett was asked to construct some signs, 20 inches by 20 inches, mark them "SALMONID NURSERY AREA," and post them in areas where fry were present.

These signs have turned out to be a great habitat protection tool. To this day, not one of the posted areas has been disturbed. If contractors or road maintenance crews have work to do in the posted areas, they notify the Smithers office first for approval of the undertaking.

I personally was involved in an incident where a nursery sign prevented habitat destruction. During the famous "Swiss Fire", south of Houston, when 20,000 hectares burned down in three days, the BCFS was desperate to find a large fire retardant mixing site to contain the blaze. They planned on blocking a large back channel on the Morice River, dump and mix the retardant directly in the channel, and scoop it up by helicopter in a non-stop fashion. The project was abandoned when they found the area posted with our nursery signs.

We have since replaced the old black and white home-made signs with new ones. Not only is it a protective sign, it is also great advertising to everyone that salmon are actually present and that these small "insignificant" watercourses play an important role. Also, the word "Nursery" seems to have more impact than the words "Juvenile Fish." Everyone knows "Nursery" means little ones who need lots of care and protection.

We feel that this project would work well in any area. The incident mentioned above clearly indicates that people working in the field should have the necessary knowledge



Photo by Kerry Readshaw

*Fishery warden, Al Klopfenstein, surveys area where nursery signs have become a positive habitat awareness campaign in Smithers.*

about fish conservation and fish habitat. It should be mandatory for any forest company or any other outfit dealing with work in the environment to educate their employees in this matter. I am convinced that much damage could be avoided. In the meantime, we keep posting signs as part of our habitat protection. So far we have lost only one sign -- probably to a genuine sign collector! Also, not one of these signs has been shot up or damaged, unlike so many other signs which are blasted to bits on a regular basis. Maybe it's just luck, or maybe the word "Nursery" is magic.

For more information on the "Nursery" sign, call the Smithers Sub-district at 847-2312.

Al Klopfenstein  
Fishery warden, Smithers

# Season's greetings from around the Pacific Region



**Pat Chamut**  
Director General, Regional HQ

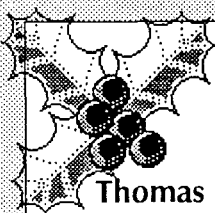
I'd like to take this opportunity to reach each of you through the Sounder and thank you for your hard work and support during 1988.

In a region as spread out as ours, you may be knee deep in snow or still playing tennis outdoors. Whatever the case, I wish all of you and your families a happy holiday season.



**Elaine Ranger**  
Stationary mailroom clerk, PBS

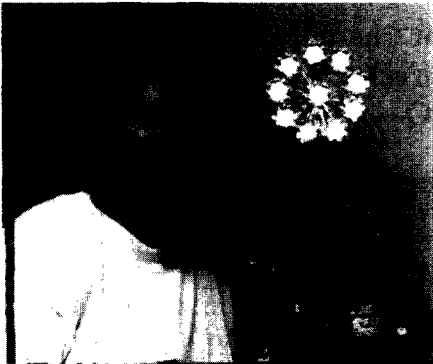
This Christmas I will definitely be at home with my family in Nanaimo. Time will be spent doing the regular Christmas things, which may include dancing on the tables!



**Thomas H. Breslin,**  
Commissionaire, PBS

For me, Christmas in Canada is anticipated as "a great event." I will spend much time with my family, along with visits to the homes of friends to help in the celebration of Christmas festivities. (Thomas is from Scotland.)





**Alana van Dam**  
**Communications clerk, Regional HQ**

As part of the Collingwood Variety Group, I will be singing and dancing in Christmas shows. Performances are held at senior citizens' homes and hospitals for children and the elderly throughout the lower mainland.



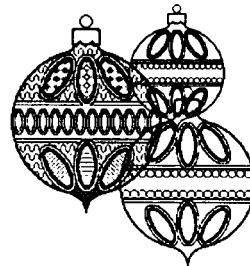
**Hugh Pite**  
**Physical scientist, IOS**

After recovering from a recent surfing injury, my plans include getting married this Christmas and honeymooning in the British Virgin Islands. This will be a special pleasure because my work with the Frozen Sea Research Group requires a stay in the Canadian Arctic every year. I first met my fiancée, Jennifer, at a Grade 7 sock-hop. We met again, 26 years later, at a MG car pool party.



**Ken Smith**  
**Financial analyst,**  
**Regional HQ**

I seriously haven't thought about Christmas yet, I've been so busy at work.







**Randy Dolighan (left)**  
**Fishery officer, Kitimat**

Christmas will be spent in my home town of Kimberley with my wife, Carol, and our one and a half-year-old daughter Haley. Plans include lots of skiing and a family reunion. I am especially looking forward to seeing my youngest brother who will be travelling up from Australia with his wife and new baby. This is a picture of Angelo and me engaged in a feeding frenzy over a table of raw fish at my home in Kitimat. We both enjoy making and eating sushi.

**Angelo Loggia (right)**  
**Fishery officer, Kitimat**

This has been a really exciting year for me; full of challenges, varied experiences and great rewards. I'm sorry to see the year draw to a close, but I am looking forward to a winter holiday in Edmonton to visit my fiancée who is finishing her degree in Occupational Therapy.

From there, Tracey and I plan to travel back to Kitimat to spend Christmas with her family before departing to Vancouver for the New Year.

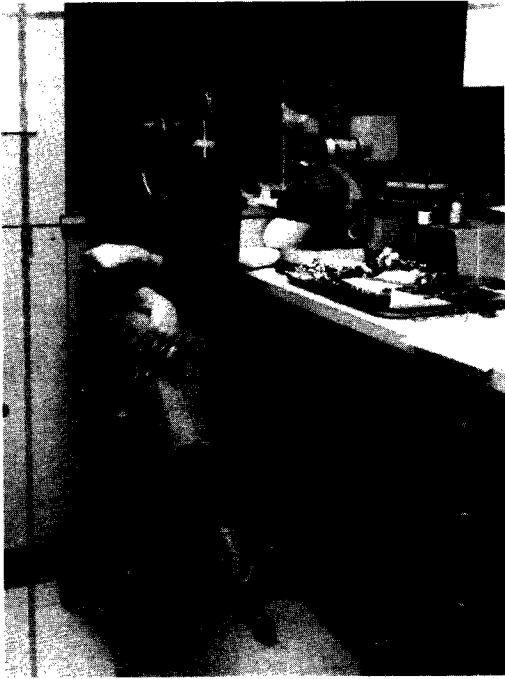


**Marilyn Vear**  
**Chart distribution clerk, IOS**

This Christmas will be spent at the altar where I will marry a childhood friend. Bill and I met by accident at age 10 when he ran over my toe with his go-cart. Twenty years later we were reunited at a high school reunion in Richmond.

We plan to live on a 42-foot sailing boat moored at Crescent Beach while building a houseboat. Meanwhile, we will honeymoon at my favourite spot — a small, cozy cottage on Long Beach.



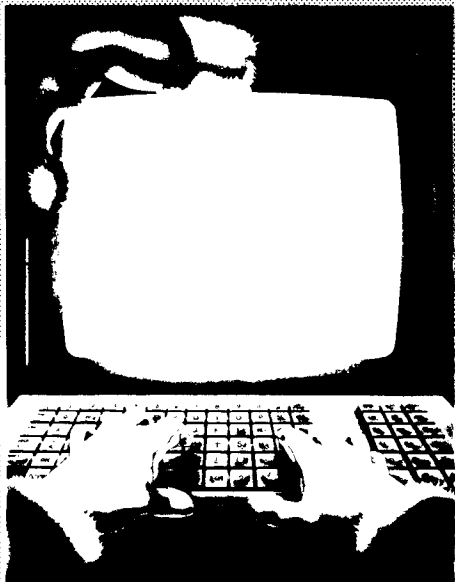


**Gina Proseri-Porta**  
Lab technician, PBS

Although it is still a little early to be absolutely sure how Christmas will be spent, it will definitely be with my family. A quiet day at home, festivities, baked treats and turkey dinner; all will be in order.

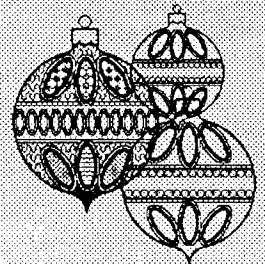


**Health  
and  
Happiness  
in the  
New Year!**



**Teri Hamer, Skip McKinnell, Mark Hamer,  
Marilyn Marshall**  
Computer staff, PBS

The holiday season is the traditional time for major computer changes. We will be working over Christmas to have a new microvax cluster ready for users in the new year.



# Some things never change

Outdoors with Lee Straight in 1956

## War on steelhead poachers

The strong, white finger of light searched carefully along the bank of the Fraser the other night as the powerful 42-foot federal fisheries vessel carried us on a routine night patrol for illegal set-nets above Mission City.

Five pairs of eyes followed the distorted circle of light that flowed and crawled over the rocky banks. Then someone said, "There's one!" Someone else added, "And a live fish in it, too!" and we were galvanized into action.

The motor, already just barely turning over, was thrown out of gear by skipper **Charlie Beswick** or engineer **Charlie Musclow**. We coasted over to a barely visible row of net floats. Inspector **Bernard Hawley** hooked the net with a boat-hook and lifted it up to the waiting hands of inspector **Les Goodman**. I stuffed a flash bulb into the "gun" on my camera.

As poacher's nets go, this was an expensive one but not too well set. It was nylon mesh which, when confiscated, represented a penalty or loss of better than \$25 to the owner. One end of the float line was tethered right at the water's edge and the other was attached to a huge rock anchor. But the tide was low and the line of floats plainly visible. Two hours later it wouldn't have been.

## Only Indians may set nets there

I was elated at seeing the live steelhead of about 12 pounds because it gave me a picture. But the inspectors don't find many fish in the nets on these occasional surprise patrols. They try to get out right after dark, before the nets can snag and kill too many fish.

This steely was, with some difficulty, carefully released and, when it was slid overboard, swam strongly away. I'd like to be the angler who catches it.

We found just two other nets, which were confiscated, but no more steelhead had been gilled this early in the evening -- about 10 p.m.

Most of these nets are set by Indians who are issued free permits for the purpose. They must, however, abide by regulations and must use the fish for their own consumption only -- they may not sell it or even give it away.



**BERN HAWLEY**



**LES GOODMAN**

## Not all patrols this easy

Where we found the first net, not far above Mission on the south bank, the Indians may legally set nets on Wednesday to Sunday nights, I believe it is. This was Tuesday. Further up-stream, where the alert officers confiscated two others, no netting is permitted during December, January or February. (Devils Run)

One of the nets was completely submerged, materializing only after it was snagged by a grapnel we dragged close to the bank.

Not many prosecutions result from this illegal netting, even though many of the poachers are regular violators. Fairly regular confiscation of nets worth from \$10 up, is however, considered a good deterrent.

During the salmon runs these nets take big hauls. And patrols are made at that season at some risk. Officers like Hawley and Goodman drift down-river in small boats in the dead of night.

Right now, however, steelhead are the victims. And these patrols must make some difference to the supply of the big sea-going rainbows which sportsmen spend so much money to catch.

Sportsmen may rest assured that officers like Hawley, Goodman, Beswick and Musclow, a high calibre of personnel, are in there punching for sport fish as well as commercial fish.

And, when the rain's drizzlin' down and the wind howls through the riggin', they brew a good cup of coffee, too.

*Reprinted from The Vancouver Sun,  
Saturday, March 3, 1956*

# Herring sale is an annual labour of love

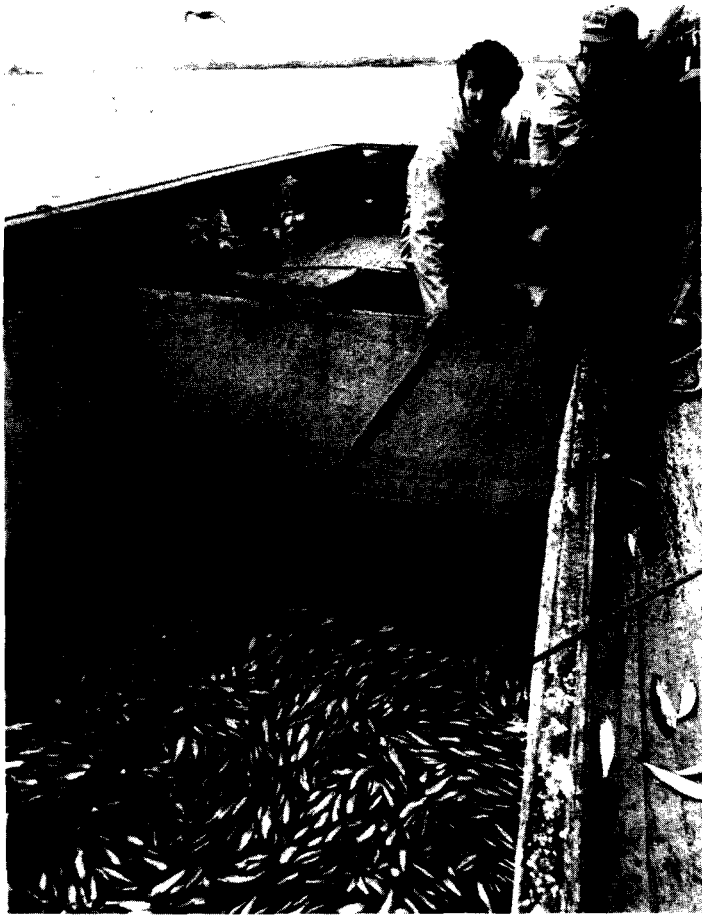


Photo by Geoff Meggs

*Volunteers stir up another batch of herring at the UFAWU-CKNW charity herring sale in New Westminter.*

It's not often that people actually benefit *during* a labour dispute. Work disruptions usually drag on and on with an eventual agreement, or, in some instances, they are settled without too much hardship. But, during a disagreement in the late 1940s between the United Fishermen and Allied Workers Union and Nelson Brothers Fisheries, a tradition began that, to this day, continues to benefit various charities, the homeless, and the elderly.

The rebuilding of wild salmon resources is the most recent beneficiary of the UFAWU-CKNW herring sale which took place November 20 in New Westminster and December 4 at DFO's small craft harbour facilities at False Creek in Vancouver. This year the sale was expanded to include Steveston, Nanaimo, Gibsons and Pender Harbour. Proceeds from the New Westminster

and Vancouver sales will be split between the CKNW Orphan's Fund and the T. Buck Suzuki Foundation. Suzuki director, Arnie Thomlinson, says that the foundation's goal "is to determine a realistic objective for the enhancement and rebuilding of wild salmon resources as well as a realistic strategy to achieve it." Some of the foundation's activities in 1988 have included the Wild Salmon conference held in Vancouver on November 17 and 18 and research on fish farming impacts.

The foundation was established by the UFAWU in 1981 and was named after Tatsuro 'Buck' Suzuki, a former fisherman and pioneer in the fight to save the Fraser River from pollution. Nick Carr, a fisherman who has been involved with the herring sale since its beginning in the late '40s, says the annual sale has grown beyond expectations.



*Tatsuro 'Buck' Suzuki, seen here working on a boat, rose to become the UFAWU's leader.*

"When the fishermen had a dispute with the Nelson Brothers Fishing Company, they sold their herring themselves and gave the proceeds to the Orphan's Fund. It (the sale) soon got too big for individual vessels and the company was asked to become involved. When Nelson Brothers was bought by B.C. Packers, they carried on what has now become a Christmas tradition."

B.C. Packers supplies the boat and fuel and the UFAWU supplies the time and labour. CKNW donates the publicity and provides a share of the labour to sell the herring in New Westminster. For more than 15 years the UFAWU has worked with the CKNW's Orphan's Fund to raise money. Hundreds of volunteers, including DFO employees, have helped to serve up tons of herring to thousands of people. Nancy Folka, harbour manager at False Creek's SCH, says that her participation at the herring sale "is just to help out. It's a lot of fun," she says. "I'd never miss it."

Folka adds that DFO has been involved with the sale since 1980, missing only one year when it was cancelled due to a lack of herring.

"It's a tradition," she says. "The first Sunday in December every year."

Folka says that because of the large crowd which gathers annually, the harbour facility takes some extra precautions.

"It's the only day of the year when we close the gates," she says. "They are shut at midnight to keep the cars out. People start lining up around 3 a.m. and some of them come from as far away as Alberta."

The gates are opened at 6 a.m. and the herring is usually gone by 3 p.m. The cost of the fish is \$4 per bucket, "and that's a deck bucket from the fishing boat," says Carr. Even those who bring a plastic garbage can from home (which is a good idea) are still going to be given the correct measurement. There is approximately 15 to 20 pounds in a bucket although there is no limit to the amount a person can buy. Some people even bring their trucks to the docks and load them up.

Generally, those waiting in line are there to buy herring for pickling or frying, although some people freeze it and use it as fishing bait. The boatloads at New West and Vancouver this year held approximately 60 to 80 tons of herring. Steveston sold approximately 20 to 25 tons.

In the late 1950s, the Vancouver Aquarium approached the UFAWU and asked if some of their herring sale proceeds could be used towards building a children's study centre at



*Nancy Folka, False Creek's SCH manager, was up before the crack of dawn to help with the herring sale on December 4.*

the aquarium's Stanley Park location. At that time, there was only one yearly sale which was held in New Westminster. To raise the necessary funds, a second sale was held in Vancouver, and after more than six years, the money was accumulated.

The UFAWU's next project became the recently completed Rigby Manor, just around the corner from B.C. Packers' Imperial Plant in Steveston. It took more than 20 years to raise the 30 million dollars necessary to complete the project. It is now called home by more than 50 retired fishermen and senior citizens; and for many it's their first. The manor's namesake, Bill Rigby, was called the "architect of the UFAWU's benefit fund," and on October 17, 1988, the ribbon was cut outside the building by his widow, Julia Simpson. She recalled that Rigby was always concerned about the future of retired industry workers. "He would be very proud of this home," she said.

As for the herring sale, it was born out of a labour dispute and nurtured into a labour of love to present a better quality of life for thousands of human beings. The Rigby home is a tribute, not only to the former union leader, but to all those who have donated their time and energy to it and other worthwhile endeavors.

# Tough training for a tough job

A fishery officer's job covers a lot of territory -- literally and figuratively.

In the literal sense, it may mean patrolling vast areas containing numerous rivers and streams. It may also mean being responsible for huge tracts of ocean and long stretches of coastline.

In the figurative sense, it can mean addressing an elementary school class at 9 a.m., appearing to testify in court at 11 a.m., chasing a poacher through the bush in the afternoon and going out to talk to the local Rod and Gun Club in the evening.

To get such a job done well, the department has to start with rather special people, then provide training -- lots of training. At one time, it was strictly on-the-job. In recent years, the job has become more demanding and a full training program has been developed. Fishery officers now receive a six-week course in Ottawa, a seven-week course at the RCMP training facility in Regina and a regional, five-week course at the Lorax training centre in Surrey.

"The Regional course is designed to dovetail with the other training and to give a Regional perspective," says training officer Brian Richman.

The course includes information on salmon management, herring management, habitat protection, salmon enhancement, groundfish, shellfish, marine mammals and fisheries enforcement. It is designed to include hands-on activity as well as lectures and study.

"It's taught as the theory in practise of fish management. The recruits say it's very good, but very tough," says Ed Lochbaum, who is one of the instructors for the enforcement section.

"Tough" includes working from 8:30 a.m. until 7 or 8 p.m. for much of the five-week session. It also includes written exams on each of the 27 modules that make up the course -- a total of 16 hours of exams.

As well, students take part in enactment exercises, with a "crime" set up that they must investigate and prepare for trial. The "criminals" are fellow students, as are the witnesses.

Course instructors follow each group of students through the exercise, noting how well they perform in the field. This information, along with an assessment of the quality of the paperwork they do, is the basis for the critique given each student.

The practical practise is valuable -- students get a chance to come up against problems in a "safe" environment. It helps them prepare for the real world -- which is much less forgiving:

"In this work, you don't get a second chance when you make a mistake," says Ed Lochbaum, "You end up losing in court. You can also be in personal danger."

Lochbaum and fishery officer/trainer Scotty Roxburgh are aware that they are training men and women to go out and do a job where it is possible to run into some very nasty people. One recent court case involved illegal fish with a "street value" of one million dollars.

"It's about as profitable as the drug trade," says Roxburgh, "And it attracts some of the same people. We find people selling illegally caught fish who have criminal records -- sometimes violent criminal records."

Those who look for easy dollars in the illegal fish market also look for easy dollars in the smuggling of protected species. Poaching has become big business. Anyone involved in resource protection work needs first-class training to cope with it.

As well as practical training at all levels -- enforcement procedures, court requirements, evidence handling, fisheries stock assessments and habitat evaluation techniques -- fishery officers receive the same management training courses as others within the department. Management skills, too, are part of doing the job well.

"A lot of it comes down to professionalism," says Ed Lochbaum, "When you are doing the job well, you get more public support. We find the willingness of the public to report illegal or suspicious acts is growing. We are also getting much more confidence and support from within the industry. The fact that we are doing our jobs better fosters that."

Our fisheries resources are fragile. Their value on world markets is high and rising. They are under a lot of pressure. Brian Richman and Ed Lochbaum have investigated and they think that the training our fishery officers are getting is, without question, the best given to resource protection officers anywhere in North America. It needs to be.



*It looks real enough, but the "bad guy" is really a "good guy" too. Fishery officer training includes acting out such arresting situations with each other.*

## Acting is a way to learn

On February 4, a group of fishery officers was on their last full day of the 1988 training session in Surrey. They had been through hours of lectures, discussions, readings and exams on every aspect of resource protection. This was a day to put theory to the test.

The class was divided into four groups of from four to six each. Each was assigned an "incident". Two members of each group enacted the role of fishery officers. Two others played the part of poachers, while the remaining team members served as witnesses.

Under the supervision of their instructors, Brian Richman, Ed Lochbaum, Greg Klimes and Scotty Roxburgh, the "villains" set up their illegal activities. Props — nets and spears — were provided. These items were the evidence that the fishery officers had to seize for court cases to be enacted the following day.

With the stages set at four sites on the snow-covered grounds, the "witnesses" were dispatched to report the "crimes" to the fishery officers. The teams took off to investigate, make arrests and lay charges.

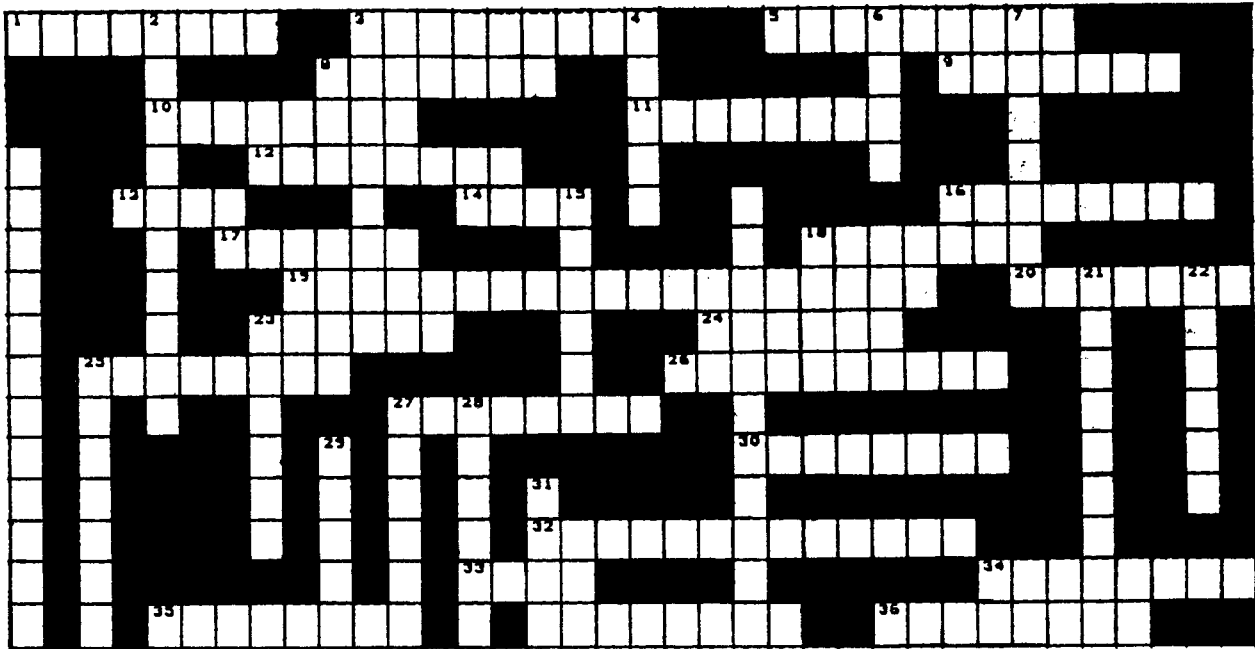
To the outside observer, the situation appeared confusing. Many of the trainees were in uniform, so fishery officers playing fishery officers were in pursuit of fishery officers playing poachers while fishery officers playing witnesses followed along.

The participants, however, had spent five weeks working together. They knew who had been assigned to be the "good guys" and who the bad. Culprits were stopped, searched and apprehended. Within about one hour, all the offenders were accounted for, the evidence was seized and everyone was back in the classroom to fill out the necessary forms.

Paperwork seems dull, but it is essential to a successful court case and when the participants start arresting real bad guys, that will be very important. Does this kind of learning work?

"I really like this kind of training," says Debra Hughes, from the Offshore Division, "It makes me think about the things we learn in class and see how they really apply. I've learned a lot from today."

# Pacific Seashore secrets

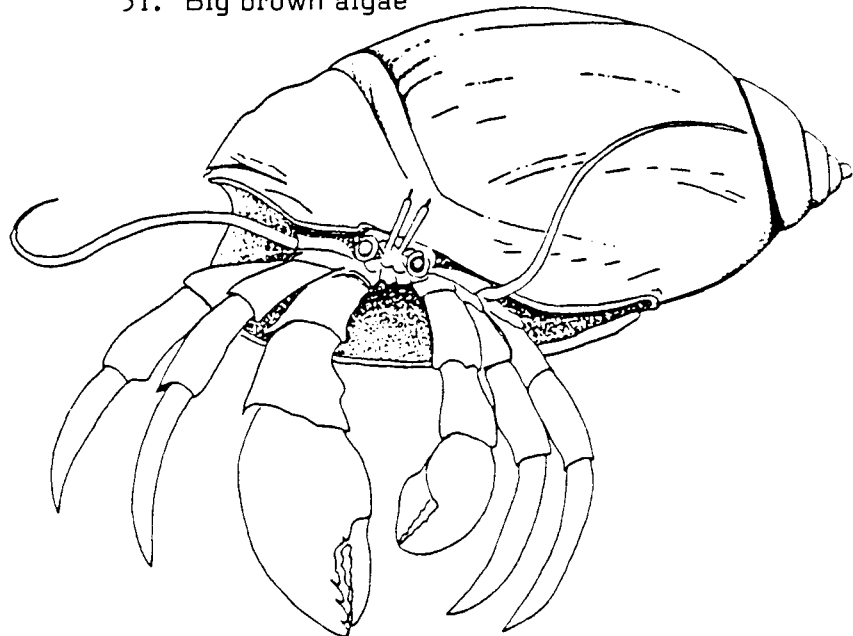


## Across

1. Fishing village in Barkley Sound
3. Stand on head, grab food with feet
5. Has the beginnings of a back bone
8. Push stomach outside body to feed
9. Resemble false teeth when swimming
10. Method used to catch fish
11. Segmented slitherers
12. Has both eyes on the same side
13. Organism being munched on
14. .... chowder
16. Stinging cells, radial symmetry
17. Harvested for their roe
18. Escape and camoflage artist
19. History of the marine station
20. Produces slime when disturbed
23. The keeper of pearls
24. Fished in Barkley Sound in winter
25. Drifters of the sea
26. Always looking for a better home
27. Where you find clams and worms
30. Many pores, simple organization
32. Spiny skin, water hydrolic system
33. Large white bird, scavenger
34. Animals with shell, foot, mantle
35. Area below the tide level
36. Makes its own food

## Down

2. Area between high and low tide
4. Has its stomach in its foot
6. Were hunted for their fur
7. Has a poisonous dorsal spine
15. BMS research vessel
21. Has the longest migration known
22. Major fishery in B.C.
23. Hunted to extinction off Vanc. Is.
25. Living in the water column
27. The favorite food of sea stars
28. Method to collect bottom dwellers
29. Calamarie
31. Big brown algae



Reprinted from *Eau, Canada*,  
St. John's, Newfoundland