

COMMUNICATIONS

September 1988



Express

Canada

Better service for Canadians: Broadcast Policy

Canadians will begin to see more and better Canadian programs on their TV screens as a result of broadcast policy and legislation tabled by Communications Minister Flora MacDonald this summer.

Over the next four years, \$250 million will be spent to increase Canadian programming on the CBC, bring better service to users in remote communities and to the disabled and improve the overall quality of programming from both private and public broadcasters.

The proposed legislation and policy, *Canadian Voices, Canadian Choices*, is the result of the first comprehensive study of the broadcasting system in Canada since the mid-1960s.

"This was a fundamental review, so we really tried to go back, discard all the

sacred cows and start over with the basics," says Mike Helm, Director of the Task Force on Broadcast Policy. The Task Force was set up specifically by the Department to develop the new legislation.

A group of about eight Department employees were taken from their regular duties for one year to develop policy and legislation. During that time, they worked closely with the Minister and industry officials. The group extensively studied the findings of the Caplan/Sauvageau Task Force Report and the House of Commons Committee on Culture and Communications.

Under the proposed legislation, the CBC will receive an additional \$130.2 million over the next four years to meet its

goals of offering 95 per cent Canadian programming in prime-time in English and improving the quality of French-language programming.

The Department will also administer a new \$21.1 million program to extend cable distribution to remote communities. More programming, made through the Native Broadcast Access Program and the CBC Northern Service, will also be available for native Canadians under a new satellite-delivered programming distribution system.

A nation-wide broadcast reading service for the visually impaired will open the printed world to over 400,000 Canadians, using broadcasting technology. Closed-captioning services for the deaf, which now cover only about

10 per cent of available programming, should be expanded to 50 per cent.

The production of high quality Canadian programs by private broadcasters has been dealt with extensively in the new Act and was a major concern during its development. A "performance incentive", which would reward broadcasters who actively develop Canadian dramas, has been provided for in the legislation.

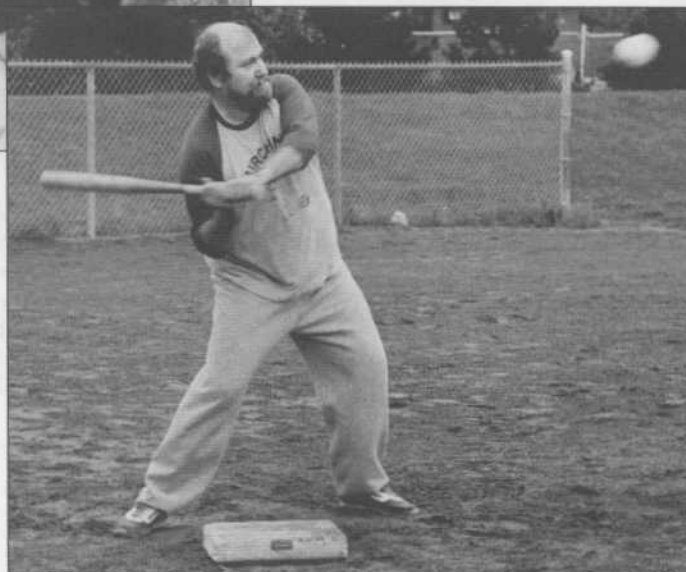
To further develop Canadian content, the Act proposes an Alternative Programming Service which would focus on regional shows, arts and culture

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It's not whether you win or lose...The UrCHINs (above), the Canadian Heritage Information Network's softball team, prepare for a game against the Corporate Finance Division of National Museums of Canada. Coach Jim Fox (standing, right) goes over the game strategy with team members (standing, left) Peter Homulos and (seated, left to right), Gisèle St-Amand, Gail Eagan, Pauline Hachey and Lorna Storey.

Peter Homulos (right), swings for a home run.



CHIN
up!

United Way target largest in history

The federal public service is aiming to break a new record in the United Way funding drive this year. The 1988 nation-wide campaign kicks off this week.

Under the slogan 'So Many Reasons to Give', the public service in Ottawa-Carleton and West Quebec is looking to raise nearly \$5.5 million to meet the charity's operating costs for the next year.

With more than 100,000 employees, the federal government is the largest single employer in the region. Last year, the \$5.2 million raised was about one half of the Ottawa-Carleton target and more than 60 percent of the West Quebec total.

Across the country other federal public service divisions will be making significant contributions to the United Way campaign.

The Pacific Region of the Department of Communications has a goal of just over \$6,000. Barbara Timewell, an employee

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Canada a hit at New Music Seminar

by Amy Heron

Several Canadian bands were launched into the international spotlight this summer, thanks in part to the efforts of the Department of Communications.

A promotional compact disc recording (CD), partially funded by the Department's Sound Recording Development Program (SRDP), features 17 up-and-coming Canadian bands. The CD was distributed to 2,000 delegates, international record

executives and distributors at the Ninth Annual New Music Seminar, held in New York City in July.

The seminar is a gathering of the "New Music" industry; a combination seminar/trade fair/band showcase. The four-day event focused on alternative music styles — not Top 40 — and the growing role of the independent record labels and distributors on the world music scene.

The Department was approached by Stuart Raven-

Hill, president of Toronto's independent *Intrepid Records* and one of the organizers of the Canadian delegation to the seminar, to help with the production costs of the *Indie-Can '88* CD. Each of the 17 bands featured contributed \$400 to the project. The SDRP will pick up about half the cost.

The CD was an excellent way of promoting young Canadian talent, says Michel Normandeau, manager of the SRDP. "Distributing such a recording at an international

event gives instant exposure you can't get anywhere else." Several of the bands featured on the CD performed at clubs around New York during the seminar.

Partly as a result of these efforts, at least three Canadian bands have signed recording contracts with major U.S. labels and further signings are expected in the near future.

The SDRP assisted representatives of 22 Canadian

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So many reasons to give





The Task Force on Broadcast Policy celebrates a job well done. From left to right: Philip Palmer, Sandra Macdonald, Anne-Marie Desroches, Mike Helm, Ted Ledingham, Jean Guérette, Dick Matthews, David Elder, Diane Courchaine, Len St. Aubin. Missing from the picture is Alan Yates and the many other Department employees who contributed to the project.

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productions, National Film Board films and documentaries, and original drama productions "especially those which reflect the rich multicultural mosaic of Canada, and its regional diversity."

This English-language service will probably be the most noticeable outcome of the legislation, says Helm, "because people will turn on their TVs at night and there will be a new channel for them to choose from." French-language viewers will see more programming on the multinational TV5 service.

The new Act stresses that

the broadcasting system must reflect a mirror-sharp image of our bilingual, multicultural society and the interests of all Canadians, including women, native groups and the disabled.

Technological advancement was a big factor in the decision to rewrite Canada's broadcasting legislation. "One of the reasons the 1968 Act is causing problems," says Helm, "is that it got overtaken by new technologies. It doesn't mention domestic communications satellites or pay TV, for example, because they weren't an issue then."

The new Act is "technology neutral" — it doesn't refer to any type of technology, but focuses on programs which should be produced regardless of how they are delivered.

The Task Force received clear direction on this matter from the Minister, says Helm. "She wanted to avoid the need to rewrite the Act each time a new technology came along. So by not dealing with technology, we won't be blind-sided by anything in the future."

Music

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companies to attend the seminar and provided support for the organization of Canadian participation. About 200 Canadians attended the event.

The bands performing during the week were also helped out by the Department of External Affairs, which provided funds to offset travel costs. Our consulate in New York also organized a reception to which several representatives from foreign record companies were invited.

Normandeau says the whole event was "very exciting" and he found there was an interest among delegates in what the Canadian independent recording industry was doing. Canada was the subject of a panel discussion and market survey during the seminar.

United

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in the region's Public Affairs Branch, has already raised \$223 by "walking with the dragon." Timewell, along with 10,000 other Vancouverites, participated in the third annual seven kilometre walk-a-thon around Stanley Park.

The first United Way Flea Market will be held on September 25th in Saint John, N.B. Regional staff from the Department of Communications and other federal government employees are organizing and running the event. All proceeds will go to the United Way.

For Canadians, Normandeau says, it was important to attend and put on a good show to gain recognition on the international scene. "Canadians did quite a good business. We got our names out and that should mean more Canadian records will be sold."

National Capital Region employees kicked off the '88 campaign with the "mile of hope" held Sunday, September 11 in Ottawa. A section of road running along the Ottawa River was blocked off and set up like a mid-way with refreshments, musicians and other entertainment.

Canvassers in all federal departments will be out to collect your United Way dollars this month. In the process they are eligible to win a flight for two to Hawaii, two weeks accommodation and \$2,000 spending money.

Robert Tod

Robert Tod, a Mechanical Technician in DCAT, was killed in a car accident on Highway 7, outside Ottawa on August 3.

Tod worked in the model shop at CRC for six years, providing support for the Department's many research projects.

Colleagues say he was a conscientious worker and a dedicated family man. "He loved his kids and talked about them a lot," says Ted Wigney, Chief of Technical Services.

Tod, 33, is survived by his wife and three young children.

you asked us

Q: I would like to get a transfer within the Department. What can I do?

A: Human Resources advises employees who want a transfer to another position in the Department to submit an updated résumé and a transfer form. These forms can be obtained from your Sector Personnel Advisor (Headquarters) or Regional Personnel Manager.

Managers and Staffing Officers regularly consult these files and résumés when filling a position.

What's Happening

September 19-23

Canadian Business Telecommunications Alliance Annual Conference and Trade Show, Vancouver

September 23-25

Fort Chipewyan Exhibit at Provincial Museum of Alberta (PMA) and Conference, Edmonton

September 27-29

Canadian High Technology Show, Toronto

October 3-7

Symposium on Conservation of Historic and Artistic Works on Paper (Canadian Conservation Institute), Ottawa

October 15-31

International Film Festival, Vancouver

October 18-19

Salon canadien de l'informatique et de la bureautique, Montreal

November 4

Official opening of the new Art Gallery of Nova Scotia, Halifax

Letters to the editor

I am responding to your request for feedback.

Editor's note:

Your unequal coverage of these two employees [the obituaries of Anthony Fodero and Chris Burke in the July issue] leaves the impression that R.I.'s [Radio Inspectors] don't mean much to the Department when compared to a Director General. This is contrary to the message Rob Gordon tried to convey in the Mission Statement.

I guess it is another case of actions and words not agreeing.

A concerned R.I.

Readers will understand that at times of bereavement, the needs of the family must come first. Although we asked for one, a picture of Mr. Fodero was not available. The obituary for Robert Tod in this issue does not have a picture for the same reason. It is the goal of *Communications Express* to provide fair and equal coverage of all matters which are of interest and importance to all employees in all parts of the country. Your feedback helps us do a better job — thanks for writing.

Communications Express welcomes letters to the editor, story suggestions, pictures and articles from all our readers

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The Indie-Can '88 compact disc features 17 up-and-coming Canadian bands.

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Lyrette named for new ADM position

A new Assistant Deputy Minister-level position has been created as a result of the Department's increased role in Francophone and Commonwealth summits.

Jacques Lyrette, the Department's Executive Director for Research accepted the ADM role to implement the decisions which involve Department of Communications' participation that were taken during the summits and to represent the Department's interests and role in the summits.



Lyrette was nominated by the departments of Communications and External Affairs to head the Communications and Culture Network — one of five networks responsible for implementing the decisions taken by the heads of State during the Francophone Summits. The appointment must be confirmed in September by the international Executive Committee responsible for the Francophone Summit.

Lyrette will also be responsible for the Department of Communications' role in Canadian participation in the Commonwealth Summit. He will continue to be Canada's representative on the technical Working Group for the creation of the Commonwealth of

Learning: a Distance Education Network.

Lyrette will co-ordinate all summit activities from his Montreal office, and simultaneously will be responsible, for the Department, for economic development projects in the Montreal region and the province of Quebec; he will be the Department's representative on all senior level committees dealing with these matters. In that capacity he will co-chair the Economic Regional Development Sub-Agreement on Culture and Communications.

As a result of Lyrette's appointment, Directors General in ADMTT will now report directly to Assistant Deputy Minister Richard Stursberg.



Employees offer bone marrow for transplants

by Amy Heron

Department of Communications employees have responded well to a call for potential bone marrow donors.

Program co-ordinator Jo-Ann Williamson of DGHR has received a large number of inquiries since a *Communigram* was issued in July asking for participants. To date, 43 employees have indicated their interest in becoming donors.

Bone marrow is used to treat diseases such as aplastic anemia and leukemia. A transplant can only be successful if certain characteristics of both the donor's and recipient's white blood cells match. This is discovered through a process called HLA typing.

The search for a donor begins with a patient's immediate family, because the chance for a suitable match is greater if the person is a brother or sister of the recipient. If that is not possible, a wider search is undertaken.

The Red Cross donor list is

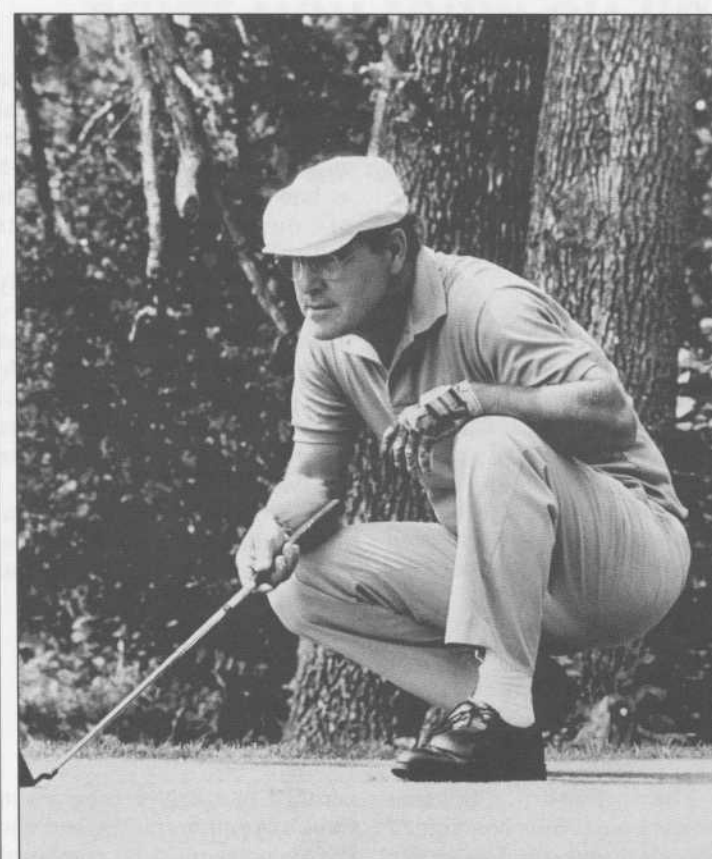
growing rapidly. The current push for federal public service participation is a result of an appeal from an employee in the Department of Regional and Industrial Expansion whose child needs a bone marrow transplant.

In response to demand for more information about donation procedures, the Red Cross will be holding information sessions for HQ and CRC employees in the fall. Williamson says those wishing to have their names placed on the donor list must attend this briefing.

Following the sessions, interested donors may sign a consent form which allows their names to be placed on the Red Cross registry.

There have also been many requests for information from employees in the regions, Williamson notes. She suggests they contact their local Red Cross office to learn more about the program.

You may still add your name to the list for the fall information sessions. Jo-Ann Williamson can be reached at (613) 990-4527.



Marc St. Germain of DCAT at CRC lines up a shot at the Eighth Annual CRC Golf Tournament, held September 1. Men's low gross winner was Frank Moodie; low net winner, Denis Page. Women's low gross winner was Joan Thomas; low net winner was Darlene Lacroix.

10 ways to fight job stress

by David Waisglass

When asked how he handles the stress of his job, a New York advertising executive replied he throws up every morning.

"Every day?" enquired the interviewer.

"Sure, doesn't everyone?"

We are all affected by stress. It is the body's way of dealing with danger or fear. Adrenalin is pumped into the blood, the pulse rate rises, the air supply increases, and the digestive tract shuts down. It's an instinctive and natural life-saving response.

Prolonged stress, without adequate relief, can be physically and psychologically harmful. It can affect our thinking (concentration, judgement, etc.) and our ability to fight disease. In extreme cases, it can produce high-blood pressure and diabetes.

Sixty-five per cent of all workdays lost due to illness and poor health are directly related to stress.

Adrienne Reid, an expert in stress management for the U.S. Navy, says "stress affects physical functioning and energy levels. It leads to burnout, frustration, low tolerance and conflict with co-workers."

If you suddenly feel stressed — tired, easily irritated, frustrated and not functioning with both oars in the water — here are ten helpful hints to reclaim your normal self.

• Take a few deep breaths. It's that simple. Actors and singers use this trick to fight

their nerves before taking the stage. It can help your performance too.

• Drink water. When stressed, the body's blood will thicken with extra clotting and red blood cells. A few glasses of water will fight the "sludge effect". It will also help your skin and aid digestion.

• Laugh. Especially at yourself. (Laughing at others can be more fun, but risky.) Two or more jokes a day should do it.

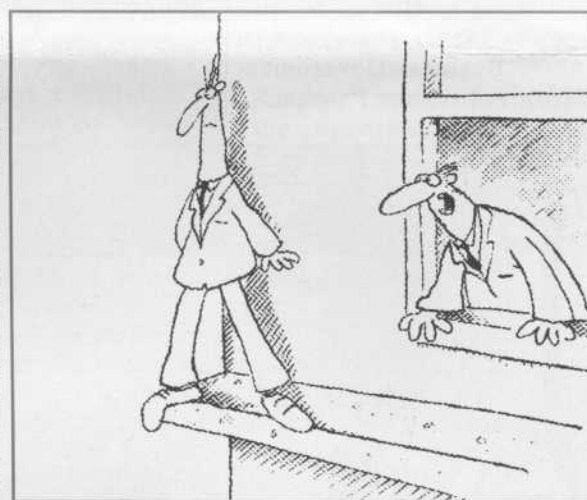
Laughter not only breaks the tension, but increases the body's endorphins — a natural pain-killer manufactured by the body.

• Avoid heavy lunches and eat slowly. Mid-day is a peak stress time and the stomach tends to shut down. A big lump of undigested food in your stomach will make you lethargic.

• Exercise. Even a fifteen minute walk will help. Avoid competitive sports if the need to win frustrates you.

• Take mind breaks. For five minutes forget your worries. Close your eyes and picture yourself in a favorite vacation spot.

• Reward yourself. If it's going to be a long tough day, promise yourself a relaxing bath or nap. Or, give yourself a treat for completing a task. Make sure you follow through on your rewards — or else it may not



Before you go, could you tell me where you put the Kenshaw file?

work a second time.

• Prepare yourself for work. If your mind is prepared for the day ahead, there will be fewer stresses. A brief rehearsal or mental preview may prove worthwhile.

• Proper diet. Maintain a nutritious and balanced diet. Avoid excesses of sugar, salt, fatty foods and caffeine.

• Sleep well. Although stress can rob you of sleep, try to improve your sleep habits without medication. Try warm milk, bad novels and good sex. When all else fails, consult your doctor.



Deputy Minister Alain Gourd explains his view of the Department's future at the annual Strategic Planning Session, held August 15 and 16 in Ottawa. Communications Minister Flora MacDonald was also in attendance.

New programs aim for fall start

The Human Resources Branch is planning to offer half-day workshop courses on subjects such as giving and getting performance appraisals, time management and financial management.

The courses will be held initially at Headquarters, but Moira Law, Director of Human Resources Planning and Development, says she hopes to

expand them into the regions. A *Communigram* with more details and registration information will be distributed when the plans are finalized.

For those interested in conditioning the body as well as the mind, Headquarters fitness classes continue this fall. Annual registration takes place in January, but you can join any time provided that there is space

in the class you choose. Call Richard Desmarais at 990-1901 for more information.

The *Weight Watchers* program begins another session at Headquarters on September 29. Cost for the eight-week course is \$71. Register for the program by calling Claire Désormeaux at 990-4750.

Tell us what you think

Department of Communications employees can now make suggestions directly to Assistant Deputy Minister, Corporate Management, Michael Binder, on what they would like to see changed or improved in the Department.

A suggestion box has been placed in the lobby of Department Headquarters for employees to write to Binder with their ideas. A similar box at CRC is located on the cafeteria wall on the left side of the mobile canteen. Letters from regions should be addressed directly to Michael Binder, Attention: Suggestion Box.

"What we would like to see are specific, concrete ideas that we can use to make things better around here," says Binder, "such as how to respond to the results of our Human Resources survey."

Binder plans to personally look at all suggestions. Every letter with a name and address will receive a reply from him. He says he is hoping for a lot of useful feedback, and doesn't care whether people write anonymously.

"We want to generate constructive ideas from employees at every level and region."

PSC management courses recognized by universities

The Public Service Commission (PSC) has signed agreements with the University of Ottawa and the Université du Québec à Montréal (UQAM) recognizing certain PSC management courses as equivalent to university credit courses.

The employee must be

enrolled in a degree program in Public Administration and the PSC courses must be combined with pertinent professional experience.

Further details concerning the courses and equivalencies can be obtained by calling France Savage (DGHR) at (613) 990-4559.

Open Forum

by Michael Binder



Sure, I have opinions. Lots of them. And I make no apologies for my outspoken nature.

More importantly, I've learned to respect an honest exchange of views from the people around me. In a management position, I demand it.

Whiners who grumble and complain under their breath are more offensive to me than the worst of outspoken critics. Hell, they're even dangerous and destructive. They undermine problem solving. Complaining is easy, fixing problems is harder.

The ability to openly present and argue our

viewpoints is an essential part of personal, professional and organizational growth.

Those who articulate creative notions are always recognized as active thinking people with fresh ideas.

I don't accept the notion that people who remain silent have nothing to say. Or even worse that they fear for their careers. Rubbish.

Everyone who works here has a vested interest in the organization. We need to give them a chance to speak out.

This new feature column not only serves as a soapbox for my views, but as a forum to express any other employee's viewpoint. I personally hope to

generate a healthy and open exchange — maybe even a good argument.

Address your letter directly to me. Mark it personal and confidential. You don't even need to sign it, unless you want a personal reply. But write it.

I want to hear from everyone in this organization. Your thoughts and ideas about the Department, management, policies, programs, procedures or any problem you've come upon here. I am giving you my commitment that I will deal with every letter fast.

Like a good bottle of wine, our ideas are meant to be shared and consumed. In the end, we will all benefit.

Private meets public sector in Executive Exchange

by Amy Heron

Frank Malick, Director General Informatics Management, decided overnight to leave Bell Canada, uproot his family and move to Ottawa for two years to join the Department on the Business/Government Executive Exchange Program.

"I jumped at the opportunity to do something different in a new environment with the security of still being employed by Bell. It was like joining a new company without really joining a new company," says Malick.

The Public Service Commission program places private sector executives in

Government positions (and vice versa) for one or two year terms. It was set up two years ago to promote a better awareness and understanding between business and government and to develop people with high potential in either sector.

Candidates' names are submitted under the sponsorship of the Deputy Minister or Chief Executive Officer. Those chosen for the exchange usually enter the government at the Director General level or as a senior manager at a private sector firm.

Eight months into his two-year term, Malick is learning what makes the federal public service tick.

"I think I understand it a lot better now than I did sitting at Bell, looking at the public service from the outside in. I have developed a healthy respect for the public servant in the eight months I've been here."

Malick has worked for Bell Canada for 13 years; 11 in Montreal and two in Toronto. In his last assignment he was responsible for customer service and marketing applications of computer systems.

He says the chance to work in a different environment has introduced him to many aspects of information systems he would not have picked up at Bell.

"We are mostly an IBM mainframe shop at Bell and have just started into the corporate applications of personal computers. Here, I've gotten into PCs and discovered some of their capabilities."

Not only has Malick been introduced to different technologies since coming to the Department last winter, he's been exposed to a different "culture and philosophy."

"Working in the private sector you tend to make decisions based on a contribution to the bottom line of the organization, return on investment and the impact on shareholders."

"In the government, those considerations are still there, but the public you are serving is a lot different. There are political considerations."

As a result, "compromises are often made," he notes. "There is still room for the

business case approach, for cost-benefit analysis, especially in systems work. But in other areas, it's a little trickier. You have to try to please everybody. And sometimes in doing that you end up pleasing nobody."

Malick feels that doors have been opened to him because he has come into the Department on this program. "I'm someone new and different. People are willing to listen, at least the first time, to what I have to say."

Being unacquainted with government procedures is also a plus, says Malick. "I think one advantage I have is that when I come up against the rules and regulations I don't automatically say 'We can't do that.' I say 'Don't tell me how we can't do this. Tell me how we can.'"

So far, no one has said he couldn't do anything. "My biggest surprise is that I have more freedom of movement than I anticipated despite the rules and regulations."



Frank Malick, Director General, Informatics Management. "I jumped at the opportunity to do something different."

High Job Satisfaction: Employee Survey

Nearly 70 per cent of Department of Communications employees are satisfied with their jobs, according to the results of the 1988 Human Resources Survey.

The survey, conducted in February and March, was designed to register employees' attitudes about working for the Department. It covered many areas including job satisfaction, stress, images of management and opportunities for promotion. Sixty-six percent of employees responded to the survey.

Although more than 60 per cent of employees say they have a feeling of accomplishment,

nearly half say they experience high levels of stress from their jobs.

Many employees expressed frustration with promotion opportunities in the Department. And 74 per cent thought rewards are unrelated to job performance.

The results of the survey were analyzed over the summer and shared with employees at "Town Hall" meetings throughout the Department.

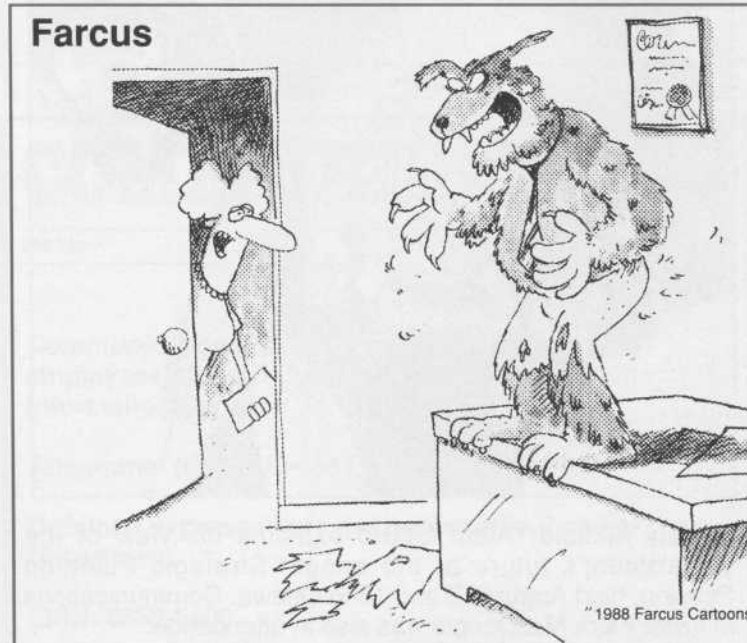
Program Evaluation Manager Shelley Borys says the meetings gave employees the chance to comment on the validity of the survey and offer suggestions on how to

implement changes. The sessions were focused on regional or sector data.

A Suggestion Box has been placed in the lobby at Headquarters to solicit concrete ideas to improve problem areas. Over half the employees feel the Department doesn't care about them and many employees have a negative image of management.

Despite some frustrations, 48 per cent of the respondents said they seldom think about quitting their jobs, and over 40 per cent would make the same job choice again if they had the chance.

Farcus



Should I hold your calls?

© 1988 Farcus Cartoons

People and Places

SADM

Elisabeth Châtillon has been promoted to the position of Director, International Affairs in DGIR. She was previously acting in this position.

Paul Racine was promoted to the position of Director General, Telecommunications Policy (DGTP). He was previously the Director General, Federal-Provincial Relations (DGFP).

Peter Barnes, formerly with the Canadian Radio-television and Telecommunications Commission, has accepted the position of Director, Fiscal and Strategic Policy Analysis in DGSP.

Carole Knight, Editorial Co-ordinator in the Editorial Services Division of DGIS, has left the Department to join private industry.

Micheline Dignard, Word Processing Operator in the office of the Director General, International Relations has resigned to join the private sector.

Danièle Rhéaume, Information Officer for Cultural Affairs in DGIS, has left the Department to pursue other interests.

Lorraine Wilcox, Information Officer in the Planning and Liaison Division of DGIS, has transferred to Health and Welfare Canada.

ADMAC

Ginette Kavanagh was promoted within the Copyright Division of DGAP to the position of Secretary to the Director.

Shirley MacKenzie was promoted within the Cultural Initiatives Program Division of DGAP to the position of Project Officer.

Tara Grant, formerly with Environment Canada in Winnipeg, has accepted the position of Assistant Conservator in the Canadian Conservation Institute (DGMH).

Diane Bowden was promoted within the Canadian Heritage Information Network Division of DGMH to the position of Programmer/Analyst.

Raynald Turgeon has been promoted to the position of Director, Cultural Initiatives Program in DGAP. He was formerly acting in this position.

Gillian Pearson, formerly a Museum Consultant in the Canadian Heritage Information Network Division of DGMH, has resigned to join the Royal Ontario Museum in Toronto.

ADMTT

Benjamin Clements, formerly with the private sector, has joined the Finance and Administration Division of GTA as a Revenue Clerk.

André Giasson and **Cindy Roussel** were both promoted from within the National Capital Region Office of GTA to the position of Telecommunications Services Assistant.

Theresa Gibson, formerly with the private sector, is a new Word Processing Operator in the Satellite Communications Division of DGRC.

Lewis Scott is the new Manager, Advanced Informatics Technology in the Informatics Applications Division of DGIE. He was previously with the Department of National Defence.

Jatinder Bhullar has joined the Department from private industry as a Telecommunications Engineer in the Development and Engineering Division of GTA.

Lise Aubin, formerly with the private sector, has accepted a clerical position in GTA's National Capital Region Office.

Paul Allard has accepted a one-year secondment to be the Director, Advanced Technology at the CWARC. He was previously with the Department of National Defence.

Andrea Debanné, formerly with the Policy and Planning Division of DGTA, has been seconded to be an analyst in the Information Industries and Economic Development Division of DGIE.

Daniel Hewitt has been seconded for one year to be a Project Officer in the Information Industries and Economic Development Division of DGIE. He was previously working for Customs and Excise Canada.

Daniel Imbeau, formerly with private industry, is a new Ergonomics Researcher in the Organizational Research Division of the CWARC.

André Lafrance was promoted from within the Administrative Services Management and Special Projects Division of the CWARC to the position of Audio-visual Technician.

Lucie Provencher is the new Secretary to the Director General, Informatics Research. She was previously the Secretary to the Director, Advanced Technology at the CWARC.

Lucie Vézina is the new Administrative Clerk in the Technical Marketing Operations Division of DGIE. She was previously working in the Human Resources Planning and Development Division of DGHR.

Alan Hamilton has accepted the position of Special Policy Advisor in the Industry Structure and Services Division of DGTP. He was formerly with the Office of the Superintendent of Financial Institutions of Canada. Alan replaces **Suzanne McKellips** who has accepted a position with the Department of Finance.

Jocelyn Mackenzie, Secretary to the Director, Policy and Planning Division of DGTA has been confirmed in her position.

Hélène Gravelle was promoted to the position of Planning and Liaison Officer in the Management and Plans Division of ADMTT. She was previously working in the Sector Co-ordinator's Office of SADM.

Denise Lacasse, formerly Secretary to the Director, Information Industries and Economic Development, has accepted a position with the Department of External Affairs.

Rod Quiney, formerly Director, Network Policy and Standards Management in DGTP, has joined the Department of Indian and Northern Affairs.

George Voulelikas, formerly an Applied Mechanics Engineer in the Space Mechanics Division of DGSTA, has resigned to join the private sector.

Joan Meister, formerly Secretary to the Director, Innovation Policy in DGCA, has transferred to the Department of National Defence.

The responsibility for Radar Research has been transferred to the Defence Research Establishment Ottawa of the Department of National Defence. The following employees have been transferred:

David Mabey
Darlene Lacroix
Mary Gottselig
Ron Martin
Kam Wu
Darrell Barnes
Ray Burrill
Paul Xhignesse
Gordon Marwood
Albert Bridgewater
Marc Grégoire
Tim Coyne
Guy Painchault
Martin Blanchette
Grant Duff
Ross Turner
Eric Hung
Eloi Bossé
Ross Fines
Mike Noorani

ADMCM

Yvon Morin, previously with the Department of National Defence, has accepted the position of Communications Security Systems Analyst in the Security and Communications Support Services Branch.

Anne Desroches, formerly with Energy, Mines and Resources Canada, is a new Compensation and Benefits Clerk in DGHR.

Kheroo Khoja is the new Purchasing and Invoice Officer in the Materiel Services Section of DGAT. She was formerly with National Museums of Canada.

Lise Rouleau has transferred from Transport Canada to the Staff Relations and Compensation Division of DGHR as a Staff Relations Clerk.

New EAP Co-ordinator chosen

Anne Marie Giannetti is the new co-ordinator for the Employee Assistance Program (EAP) in the National Capital Region. She will be responsible for promoting EAP and co-ordinating personal counselling programs.



Counselling for the Program is offered by Health and Welfare Canada (HWC). Employees who come to Giannetti for assistance are normally referred to HWC, although she says "If people want to talk, I won't turn anyone away."

Employees who wish to know who to contact to receive counselling in their area can reach Giannetti at 990-4550 or call their Regional Personnel Manager.

Micheline Bisailon has transferred from the Public Service Commission to the Human Resources Planning and Development Division of DGHR as a Human Resources Development Clerk.

Fred Dupuis, Head of Procurement and Inventory Control in DGAT has resigned to join the Museum of Civilization.

Brenda Grant, formerly a System Control Specialist in Instrument Services Section of DGAT at CRC, has accepted a position in the Department of National Defence.

The following term employees have been appointed on an indeterminate basis:

Lynn Ducharme — Management Category Services Assistant, Personnel Operations Division — DGHR.

Pierre-André Hélie — Electrician, Plant Engineering Services — DGAT at CRC.

Ken Crozier — Plumber, Plant Engineering Services — DGAT at CRC.

Carolyn Tremblay — Client Services Clerk, Staff Relations and Compensation Division — DGHR.

ADMMSM

Attila Paldi is the new Technical Support Engineer in the Frequency Management and Licensing Division of DGRR. He was previously with the EMC Analysis and Consultation Division of DGEP.

Françoise Dompierre, formerly with Secretary of State, has accepted the position of Manager, Planning and Information in DAP.

Suzanne Lambert has accepted the position of Broadcast Engineer in the Broadcast Applications Engineering Division of DGBR. She was recruited from outside the public service.

Harold Dyck, Microcomputer Support Specialist in the Automated Spectrum Management Systems Division of DGEP, was confirmed in his position.

Michelle Filion, formerly with the office of the Director General, Radio Regulation, was promoted to the position of Publications Editor in the Spectrum Management Division of DGRR.

Darlene Fournier, previously with Fisheries and Oceans Canada, is the new Secretary to the Manager, Emergency Telecommunications Planning of DGRR.

Atlantic Region

Roger Squires, formerly Supervisor, Licensing and Authorization in St. John's was promoted to the position of District Manager in the same office.

Al Daly, Spectrum Management Systems Technologist in Moncton is now assuming the responsibilities of Regional Manager, Authorization. The position was previously held by **James Cullen** who recently retired.

People and Places

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Jim Wade, formerly Inspector, Radio Regulations in Saint John, was promoted to the position of Standards Officer, Enforcement, in Moncton.

Kevin Bennett, formerly with the Ontario Region, is the new Inspector, Radio Regulations in St. John's.

Rachel Léger is the new Engineering Clerk in the Regional Office. Her former position as Administrative Services Clerk in Saint John is now held by **Bernice Sears** from Correctional Services Canada.

Sharon Giggie, previously a Finance Clerk in the Regional Office, is now working with the National Transportation Agency. Her position is now held by **Germaine Bernard**, who comes from Supply and Services Canada.

Maureen Primeau, Operations Clerk in the Halifax District Office, has joined the private sector.

Quebec Region

Heather Wallace, formerly English Editor in the Creative Services Division of DGIS has accepted a one-year secondment to the Cultural Affairs and Economic Programs Division of the Regional Office.

Jean-Noël Demers, formerly a Radio Inspector in the Montreal District Office, has resigned to join the Canadian Security Intelligence Service.

Michèle Vanier, Telecommunications Officer in the Quebec GTA Office has resigned to join the provincial public service.

Jean-Claude Morneau was promoted from within the Rimouski District Office to the position of Specialist, Interference and Enforcement.

Sylvie Breton was promoted from within the Montreal District Office to the position of Administrative Support Supervisor.

Ginette Doré has been seconded from the Arts and Policy Division of DGAP in ADMAC to the Regional Office as Cultural Affairs Officer for a one-year period.

Ontario Region

David Slingerland, from the Acton Regional Spectrum Services Centre, took a six-month leave without pay to accept an assignment at the International Telecommunications Union.

André Dubois, formerly with the private sector, has accepted the position of Communications and Culture Development Officer in the Regional Office.

Darryl Deforest, **Brian Holmes** and **Tony Komljaner** are three new Radio Inspectors-in-Training in the Toronto District Office. They were previously with the private sector.

Daniel Martyn, previously with private industry, has accepted the position of Junior Telecommunications Officer in the GTA's Toronto office.

Werner Reindorf, Radio Inspector in the London District Office, has left the Department to join the private sector.

Linda Crevier has joined the Ontario GTA Office as a Telecommunications Services Clerk. She was previously with Transport Canada.

Lynn Thomas was promoted from within the London District Office to the position of Administrative Support Supervisor. She replaces **Deborah Richard** who retired.

Beverly Huggins was promoted from within Engineering Services to the position of Technical Clerk. She replaces **Nevina Relland** who resigned to enjoy motherhood.

Patricia Taziar is the new Technical Clerk in the Kitchener District Office. She was previously with Employment and Immigration Canada.

Elizabeth Peltonen, Authorization and Enforcement Clerk in the Sault-Ste-Marie District Office, has resigned to pursue other interests.

Central Region

Cameron McNabb is a new Radio Inspector-in-Training at the Winnipeg District Office. He is a recent graduate of Red River Community College.

Mureille Denis was confirmed in her position as a part-time Spectrum Control Clerk in the Saskatoon District Office.

Pacific Region

Alona Cruz was promoted to the position of Regional Financial Analyst. She was previously the Accounts Supervisor in the same section.

Diane Larsen is returning to her position as a Radio Inspector in the Vancouver District Office. She has been in Whitehorse for two years as the District Manager. **Doug Shorter** will be replacing Diane, also for a two-year period.

Gwen Adamson, formerly Supervisor, Central Records, is on leave without pay for relocation of spouse. **Jim Goodspeed**, from the same section, has been transferred to assume Gwen's former responsibilities.

Retirements

Mary Lucik, General Clerk, Regional Authorization in the Ontario Region, has retired after 31 years of service.

Gilles St-Amand, Technician in DGCD has retired after 36 years of service.

James Cullen, Regional Manager, Authorization in the Atlantic Region, has retired after 37 years of service.

Joe Scanlon, Projects Manager in DGHR, has retired after 26 years of service.

Deborah Richard, Administrative Support Supervisor in the London District Office, has retired after 28 years of service.



Keith Bedal, Technologist in DGRC (left), is presented with a lemon meringue pie at his recent retirement party by John Strickland, formerly with CRC and now with Diversitel Inc. While working at the Eureka weather station on Ellesmere Island, Keith's love of the cook's desserts was well known. On one trip to Eureka, Keith was greeted with a fresh pie made especially for him and carried 2.5 km up to the airstrip. Some legends of the North follow you South, Keith!



Bill Thompson, Equipment Operator in DGAT at CRC, has retired after 28 years of service. He'll be trading this plow for a snowblower next winter! Pictured with Bill are his wife and two daughters.