

COMMUNICATIONS

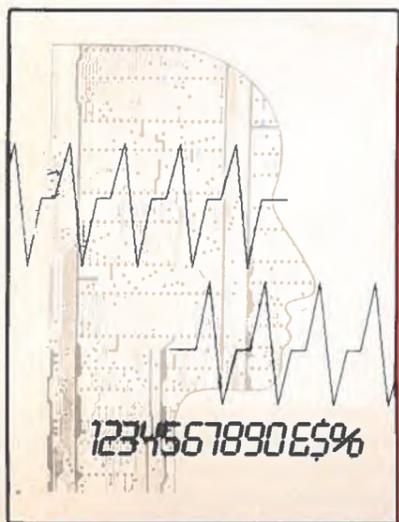
March 1988

 Communications
Canada

Express

Canada

Consultation process will help meet the challenges of the twenty-first century



It has been called the world's biggest machine: the global communications network that links the four corners of the earth by land, under sea, through the air and via satellite. Canadians are proud of the pioneering role they have played in developing and exploiting the communications technologies that are so vital to the economic, social and cultural life of the country. Canada has excelled at

keeping its part of the world's biggest machine in top running condition, and in helping other nations to explore new ways to use the phenomenal capacities of communications technologies. The Canadian communications industry has also been an important engine of growth, making business and industry more efficient, and providing more jobs in science and technology than any other industry.

The machine has become more complex in recent years. The marriage of communications systems with low-cost computer technologies is creating a world of smart networks attached to intelligent systems. Old dividing lines are fading between networks and their attachments, between voice and data, between telecommunications and broadcasting, and between hardware and software.

In this rapidly changing environment, Canada faces some crucial questions: can business and industry keep pace with this technological change and adapt their operations and production lines to compete in an increasingly demanding marketplace? How will our workforce adjust?

What are the social and cultural implications of these new media? How can the private sector and governments best co-ordinate their efforts for maximum benefit?

Recognizing the magnitude of the challenges posed to Canada by the new technologies, the Government has asked the Minister of Communications to develop a new Information and Communications Technology Strategy for Canada. As part of this process, the Department is undertaking the most ambitious consultation process in its history to seek the views of Canadians from all regions and all walks of life.

The first step came with the release, in November, of the discussion paper *Communications for the twenty-first century: Media and messages in the information age*. More than 30,000 copies of the paper have been distributed, while a summary version has been sent to all high schools and universities across Canada. In a fitting tribute to the subject, the discussion paper has also been published in electronic form. It is available on a floppy disk and can also be accessed

through the Key Government Documents Database operated by Info Globe. Since its publication, the Department has held a number of discussions with provincial government officials, industry associations and the academic community.

The next step will be a series of regional and national consultations across the country throughout the spring. A special task force has been established by the Assistant Deputy Minister, Telecommunications and Technology to co-ordinate the consultation activities.

The first objective of the consultation process will be to address Canadian needs such as software and databases relevant to our education models to ensure Canadian content. Currently, 90 percent of the software in our schools is supplied by American producers. The consultations will also address the development of French-language software, which is an economic and cultural priority for Canada.

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Jeremy Kinsman's mandate — keeping Canadians in touch with Canadians

For the ADMAC (Assistant Deputy Minister, Cultural Affairs and Broadcasting), one of Jeremy Kinsman's primary concerns is the extent to which the broadcasting system is still able to provide a quality Canadian alternative in the key programming areas of dramatic series, where Canadians have little access, especially in English. Broadcasting is the cultural activity most central to the nation-building vocation of government.

"In addition, the *Broadcasting Act*, for which the Department is responsible, has not been updated for 20 years," says Kinsman. "Changes in the technology of production and distribution, as well as pressure on the radio spectrum, make it mandatory the Act be redefined for jurisdictional as well as cultural reasons. This is Miss MacDonald's highest immediate priority."

Kinsman has been with the Department for two and a half years. A native of Montreal, he came to the Department after four years at the Canadian Embassy in Washington as Minister for Political Affairs. He joined the Government of

Canada as a foreign-service officer in 1966, serving in several posts abroad. He was named Minister and Deputy Permanent U.N. Representative in 1979, then returned to Ottawa as chairman of the Policy Planning Secretariat of External Affairs in 1980-1981, prior to his Washington assignment.

From the arts and culture aspect of the portfolio, he sees the Department's responsibility as one where "we encourage and applaud Canadian talent, not just fund it. The Canadian identity is rooted in pride, and is measurable in terms of achievements that Canadians see themselves making through creative endeavors, from book publishing through feature films, to dance and rock groups. Canadians need to see themselves reflected in the artistic performance of their country."

As broadcasting is now driven by programming considerations in the broadest sense, the merging of arts and culture with broadcasting under the communications umbrella is a natural fit. The objective is to encourage Canadian cultural creators and producers to reach these Canadian audiences.

"Managing to sustain the special attention that connection needs while signing the free trade agreement, which provides exemptions for the cultural industries, is a fundamental cultural legacy of this administration and of Miss MacDonald. It acknowledges the special place of culture and the cultural industries, at the heart of government's concerns."



Canadian Conservation Institute — where the past comes to life

According to Chuck Gruchy, the Canadian Conservation Institute (CCI) is the court of last resort for the restoration of art objects and artifacts. Gruchy is the Director General of CCI. When museums cannot restore a piece because of limited in-house resources, it is sent to the CCI. If it can not be restored there, it's doubtful it can be restored at all. Over 1000 items are treated at CCI each year.

Surrounded by thousands of bottles containing fibres and mineral samples, Gruchy enthusiastically explains the workings of a specific X-ray machine or how paint is dated to determine the origin of a work of art.

Every room or lab at CCI has a different function and each contains new surprises and discoveries.

One room might take you back in time to a ball where the dresses of the women were exquisitely hand-crafted. Another holds the secrets to an ancient Egyptian mummy dated between 300 and 100 B.C. The mummy itself is protected in a special container that controls temperature and humidity. Another room

(continued on page 3)

HAPPY EASTER!

(continued from page 1)

The problems of social and economic development, especially as they relate to the less developed and less industrialized regions of Canada, and the task of finding long-term solutions to these geographic disparities, are other objectives of this review.

The second major objective of the consultation process will be to determine how Canadian producers can be more competitive on the world markets.

The task force will be working closely with the regional offices to set up and conduct consultations, meetings, seminars and conferences across Canada, dealing with the impact of information technology on tomorrow's health care, education, banking, new information services, and northern and marine communications.

The understanding and knowledge gained through this consultation process

will be celebrated at an Awards Banquet in May at the Ottawa High Technology Show. The Department has commissioned the production of a video to celebrate this challenge, and it will premiere on this occasion. Canadian contributions in various fields will be recognized through the presentation of an original Canadian artifact — the Inuksuk, a "man-of-stone" traditionally used by the Inuit as a beacon for a variety of communications purposes. Using one of our first Canadian communications devices to celebrate our progress in this venue seems uniquely appropriate.

Your views are important to this consultation process. The first step in becoming involved is to obtain a copy of *Communications for the twenty-first century* from Information Services by contacting Paul Villeneuve at 990-4842.

It concerns all of us. It's about our future.

State-of-the-art meetings with videoconferencing



Videoconferencing will soon be an even more effective method of conducting meetings at Communications Canada. In Ottawa, a videoconference room located on the second floor at Headquarters is one of 42 such rooms across Canada, some of which are public and available from Telecom Canada. There are 260 videoconferencing rooms globally. Videoconferencing is a state-of-the-art means of communication that minimizes delays and reduces costs.

Videoconferencing promotes high-quality participation and generates creative and productive meetings. It is considered ideal in meetings among three to seven people at each location. The Headquarters room also may be used to broadcast by video/audio from one

location to any number of locations. For example, callers from Headquarters can simultaneously talk to and see other parties in Toronto and Vancouver. A similar facility is available at the Canadian Workplace Automation Research Centre.

The network costs vary from \$95 for a half hour between Ottawa and Laval, \$125 between Ottawa and Toronto and \$500 between Ottawa and Vancouver.

Consider videoconferencing as an alternative when travel would be involved or a regular conference call would not be sufficient. For more information, call Andrea Richardson at 990-1920.

How do you feel about working here?

Senior management wants to know, and they need your help. Is it a great place to work, or is it not? What do you think of your work and the working conditions in the Department?

A survey developed to provide an overview of employee perceptions has been distributed to everyone.

Is it still on your desk waiting for some free time? You may think it's too long or feel you're too busy, but once you start you'll find the whole survey can be completed in 20 minutes. And, you may find

that it feels good to express your opinion. It's very important that you respond to this questionnaire and that you do so soon. Your opinion does count. A summary of the results will be distributed to all participants at a later date.

This is a chance for you to have your say. Your responses will be kept strictly confidential. If you didn't receive a copy of the questionnaire, or have misplaced your copy, please call Shelley Borys at 993-5327 and she'll send you one.

Letters to the Editor should be addressed to:

Communications Express
Communications Canada
19th Floor, Journal Tower North
300 Slater Street
Ottawa, Ontario
K1A 0C8

Letters to the Editor

Letters may be edited for purposes of clarity or space.

Dear Editor:

For two years I have been arranging bicultural exchanges between my family and an Anglophone family so that my two children can learn our second language (English) and learn about our other culture.

In the past, I have advertised through a union newspaper. This year, I thought it would be interesting to do this through *Communications Express*. Also, as this publication is distributed only to employees of Communications Canada, two families within our Department will be able to become acquainted and share common interests.

I would like my 15-year-old son to participate in an exchange with another young person of about the same age. In order for it to be beneficial, the exchange should be for a minimum of three weeks

and take place in July or August. Transportation costs (plane, train) and spending money (souvenirs) to be covered by parents.

If any of your readers are parents who are interested and would like more information, they should contact me as soon as possible at:

Quebec District Office
2 Place Québec
Suite 436
Quebec, Que.
G1R 2B5

Attention: Roger Lamothe

Telephone: (514) 648-3880 (office)
(514) 889-9839 (home)

Thank you for this opportunity to publicize my request.

Yours truly,

Roger Lamothe

Employee Assistance Program

Whether you are experiencing financial, personal or family difficulties, the Employee Assistance Program is there to offer help and counselling.

Since March 1986, the Human Resources Planning and Development Division has been providing the administrative services related to the Program; the counselling services are carried out by Health and Welfare Canada.

All personal information will be kept strictly confidential, and will not be disclosed without your consent.

If you require more information on the Program, contact the departmental Program Co-ordinator, Jacqueline Laurendeau, at Headquarters (613) 990-4538. Health and Welfare Canada counsellors may be contacted directly in each province:

Atlantic Region	Paulette Melanson	(902) 426-5023
Quebec	Malcolm Johnson	(514) 283-1590
Quebec	Anne-Marie Plourde	(418) 648-7205
Ottawa	Brenda Abud-Lapierre	(613) 954-6597
Manitoba	Norma Busby	(204) 983-3654
Saskatchewan	Kay Chernoff	(306) 780-6448
Alberta	Vicky Woytowich	(403) 420-2742
Northwest Territories	Karen Scott	(403) 920-6541
British Columbia and Yukon	Miriam Webber	(604) 666-8074
British Columbia and Yukon	Ev Offet	(604) 666-3078

Under the safety hat

Radiation protection safety codes

While not as widespread a concern as preventing back injury, many departmental employees, primarily at CRC and in the regions (for example, radio inspectors), should be familiar with these regulations.

Federal regulations, based on a study of possible hazards from exposure to radio frequency and microwave radiation have been established for the protection of everyone involved in the electronics industry.

The regulations specify maximum levels and duration of exposure to radio frequency and microwaves between 10 MHz and 300 GHz, and provide guidelines on measurement and evaluation of exposure fields. They also recommend procedures for controlling exposure to employees and the public, and

recommend working conditions that will lead to higher safety standards for operational and maintenance staff.

These regulations and guidelines for protection from radiation are all outlined in more detail in *Safety Code 6*, a handbook published by Health and Welfare Canada. This publication is free, and all employees working in this field should have a copy.

Remember your responsibilities:

Supervisors at all levels are responsible and liable for the occupational safety and health of their employees while at the workplace. (Reference: *Canada Labor Code, Part 4, Article 81.*)

DANGER



WARNING



CAUTION



(continued from page 1)

contains a piece of wood over 40 million years old currently being tested for moisture loss.

This is the fascinating world of CCI!

The 80 people who work there lavish their skill and care upon the art objects and artifacts. Their eyes brighten as they speak of restoration techniques and discoveries.

"CCI's employees believe in what they're doing," Gruchy explains. "Nowhere else in Canada is research and restoration done side-by-side."

Reproductions are being made of some of Canada's most valuable finds. Using a laser scanner, the shape of an artifact is recorded, then, with the help of a computer, reproduced by a milling machine (a type of delicate saw) onto a block of wood. The reproduction can then be lent out while the original is kept safe in a climate-controlled atmosphere.

The premises are like a treasure trove of mysteries, waiting to be solved. The work is demanding and time-consuming, and requires precise attention to detail in addition to a tremendous amount of patience. The end product, however, makes the whole process worthwhile. One example of such patience is a tapestry that has taken three years to restore and is just now nearing completion. One person carries out the painstaking work

of reweaving the tears and repairing the holes. Devotion to the tapestry is obvious by the binder kept, faithfully documenting the restoration process with hand drawings and elaborate descriptions. This type of documentation will prove invaluable if, a hundred years from now, the piece once again needs restoration.



Pictured here, Lucy Maude Montgomery's wedding dress conserved at CCI in 1987. Montgomery, the author of *Anne of Green Gables*, was married in 1911.

CCI also is home to the best conservation resource library in the country, and represents Canadian conservation internationally at conferences and exhibits.

The CCI is not open to the public, but they do have a day once every two months when you can visit this amazing facility. For more information contact the Canadian Conservation Institute, at (613) 998-3721.

Telecom '87 — Communications' greatest show on earth

Canada sent its largest ever overseas trade mission to the "Olympics of Telecommunications," Telecom '87.

Communications Minister Flora MacDonald and senior officials of the Department led a contingent of 10 companies to the quadrennial gathering in Geneva. The strong presence by Canadian industry resulted in important business contacts and a number of commercial agreements.

Over 100 countries, including Canada, participated in the exhibition, the largest of its kind in the world, with over 900 exhibitors.

During the exhibition, and in co-operation with External Affairs, the Department arranged meetings for Miss MacDonald and her counterparts from Saudi Arabia, Algeria, Tunisia, Morocco, China, India, Japan, Indonesia and West Germany. One of the most important objectives of these meetings was to support the marketing objectives of the Canadian communications industry.

The Ottawa Jazz Chorale also entertained over 600 guests from around the world at a reception hosted by the Canadian government.



Miss MacDonald, seen here with ADM Ken Hepburn (left), and Gaby Warren, DGIR (right), greeting visitors at the Communications Canada information booth.

The conference component of Telecom '87 drew the world's most respected authorities in telecommunications. Miss MacDonald's speech, as part of the legal symposium, received excellent feedback from several participants in the forum. In addition, an above-average number of other high-profile speakers raised international awareness of Canada as a global leader in all aspects of telecommunications.

Communications Canada obtained high visibility through an elegant information booth, designed and staffed by Information Services, that displayed an electronic map of Canada's major networks. A state-of-the-art office communications system provided specific information on each visitor's country of origin. The spectrum management display and mobile frequency monitoring van were also major attractions for foreign visitors and dignitaries.

Members of the Industry and Economic Development Branch played an active role in supporting both the Minister and Canadian industry. Hundreds of inquiries from foreign sources were steered to representatives of Canadian firms by officials of the Department. Indications are that Telecom '87 was very profitable for Canadian industry.

Canada-Japan industry seminars

Communications Canada plays an active role in support of communications companies interested in promoting their products and services to foreign markets. Communications Minister Flora MacDonald visited Japan last year to discuss a range of bilateral issues with the Japanese Minister of Posts and Telecommunications. The two ministers agreed to bring together the Canadian and Japanese communications industries to promote trade, technical and research collaboration through technical seminars.

The Industry and Economic Development branch spearheaded the successful organization of the Canada-Japan Communications Industry Technical Seminars held in Tokyo, September 7 to 11, 1987. In addition to a series of departmental and Japanese government presentations, representatives of 11 Canadian companies, as well as Japanese industry leaders, presented

technical papers on specific areas including telecommunications, switching and data communications, networking and connectivity, value added networks and software applications.

Representatives of more than 140 companies attended, and extensive press coverage substantially raised the profile of Canadian telecommunications companies in Japan, leading to the development of new business relationships. Three days of private company-to-company meetings followed the seminars.

As a result, several agreements have been reached and several millions of dollars in sales are anticipated over the coming months. As a follow-up to the seminars, Communications Canada, in co-operation with External Affairs, is planning to host the visit of a delegation of Japanese communications firms to Canada this spring.



From left to right: Mr. Barry Steers, Canadian Ambassador to Japan; Mr. Kenjiro Kurosaki, Executive Assistant to the President, Communications Industry Association of Japan (CIAJ); Mr. Shunjiro Karasawa, Minister of Japanese Ministry of Post and Telecommunications; Mr. Peter Liebel, Director General, Industry and Economic Development, Communications Canada; Mr. Ernie Welling, Director, Technical Affairs, Electrical and Electronic Manufacturers Association of Canada; Ms. Sandi McDonald, Technical Marketing Operations, Communications Canada; and Mr. Marvo Ozawa, President, CIAJ.

Let's hear it for cleaner air!

Well, we've done it. We're officially smoke free.

Congratulations to all of you who have stopped smoking, and good luck to all of you who are still trying.

Keep up the good work!



Colleen Kenny (second from right), Word Processing Operator in DGRR, and fellow teammates holding trophies they recently won at the provincial curling tournament for the deaf. From there, they move on to the national tournament, representing Ontario, in March. Best of luck Colleen! Photo courtesy of The Ottawa Citizen.

Did you know that . . .

- over \$4 billion is spent annually by three levels of government to support arts and culture with \$2.2 billion representing federal funding?
- there are approximately 18,000 establishments in Canada in the arts and culture field, including visual arts, recording, publishing, performing, motion pictures and broadcasting?
- the Canadian Book Publishing Industry Development Program funding was increased to \$65 million over five years, or \$13 million per year, from \$11 million in 1986-1987 to assist the Canadian publishing industry in the areas of training, research, education and market development?
- six records funded by the Department's Sound Recording Development Program achieved gold-record status (sales of 50,000 records) in the past year and one reached platinum (sales of 100,000 records)?
- a public lending right commission was established in 1986 with a \$3 million-a-year grant from the Government of Canada to establish policy and manage a program to pay Canadian writers for library use of their work?

Videos! Videos! Videos!

Over the years, the Department has produced many videos on a variety of subjects, ranging from *Canada in Space* to *Office Automation: Trying Out the Future*.

These videotapes are available at no charge from Information Services.

If you would like to borrow tapes to show family or friends what we do at Communications Canada, contact Paul Villeneuve at Headquarters, (613) 990-4842.

Photo contest

Unfortunately, because of the limited number of entries we received, the photo contest has been cancelled.

People profile — Arts, culture and fine food



Vladimir Skok, Executive Assistant to Jeremy Kinsman, ADM for Cultural Affairs and Broadcasting, appreciates the arts — especially the art of fine food.

He first became interested in cooking during his summer holidays from school when he worked in the kitchen at his neighborhood Italian restaurant. Travel to the United States and Europe, and involvement in a wine supply company stirred up that interest.

His interest developed into a reality when, in 1983, he and six connoisseurs of fine foods had the opportunity to purchase the Earle House Restaurant, in the historic Gatineau Hills village of Wakefield.

Vladimir's special expertise was menu design and planning, and developing the list of fine wines. He was determined that

the restaurant try to serve the finest, freshest, and as much as possible, locally available fare. As a result, the menu reflected both California influence, and Oriental flavor, especially in the vegetables. He was involved in establishing a weekend brunch that ranged from cold pasta salads with pesto to an Old Chelsea smokehouse trout salad.

"The skills required in refurbishing a restaurant, developing a new menu style and image, as well as dealing with people from accountants to chefs is not unlike dealing with my responsibilities within the Department," says Vladimir, "it's all complex theatre."

Eventually he was faced with a career choice. He found he was dividing all his waking hours between his increasing responsibilities within the Department and with the restaurant, leaving him little time for his family and his new country home.

While his career in the Department "won," Vladimir still loves to cook, loves discovering new wines, and developing new recipes.

CCI restoring Basque Whaling Village

One of the National Museums Programs that recently joined Communications Canada is the Canadian Conservation Institute (CCI). Its staff has been working since 1978 on the restoration of a 16th century Basque Whaling Village, located at Red Bay, Labrador. As a result of this work, CCI has developed new techniques for treating archaeological artifacts including advances in the treatment of archaeological iron, innovative techniques for removing fragile objects from the ground, packing and storage systems for large quantities of perishable artifacts, and methods for mounting fragile textiles.

Judith Logan, a Senior Consultant at the CCI, told the story of this incredible archaeological find to Communications Express:

In 1977, a crew of archaeologists and historians carried out a survey of the southern coast of Labrador, looking for sites where Spanish and French Basques established whaling stations in the 1500s.

Of the several sites identified, the town of Red Bay appeared to have the highest concentration of sixteenth century remains. Dr. James A. Tuck, Professor of Archaeology at Memorial University in Newfoundland, began test excavations

in Red Bay in 1978. He turned for help to the Canadian Conservation Institute and its laboratory staffed with conservators who specialize in the care of archaeological material.

The CCI established a field lab to provide on-site assistance. At the field lab, artifacts are catalogued, cleaned, X-rayed, and, in some cases, conserved and restored during the field season, and then shipped to either St. John's or CCI Headquarters in Ottawa.

In 1982 alone, over 10,000 objects were processed in the field lab, including pottery, glass, ceramics, iron, clothing, and samples of wood from shipwrecked whaling boats.

The CCI has played a major role in the archaeology at Red Bay by ensuring the safe recovery and treatment of artifacts which might otherwise have perished because of incorrect recovery techniques.

In addition, this archaeological find has contributed to the economy of Red Bay. Tourism has increased, and 25 local jobs were created in 1987.



Left, shards of a Majolica jug, found at Red Bay, before restoration.



Right, after restoration.

What's happening

March

4th
Vancouver — 1988 Vancouver Awards

22nd
Toronto — Genie Awards

25th
Hull — Salon du livre de l'Outaouais (25-29 March)

26th
Regina — CanPro '88 (annual private TV awards)

April

2nd
Banff — 8th Canadian Festival of Youth Orchestra (2-12 April)

8th
Ottawa — Official opening of *Beyond the Printed Word* exhibit

7th
Toronto — 1988 National Radio Awards

13th
Ottawa — Official opening of the *Glen Gould* exhibit

17th
Montreal — Tourism and Culture Conference (17-19 April)

18th
Saint John's — Association of Canadian Publishers Annual General Meeting (18-22 April)

19th
Toronto — Canadian Press Canadian Daily Newspaper Publishers Conference

20th
Toronto — *The Financial Post* Conference on Broadcasting

21st
Banff — Western Canada Art Association Annual Conference (21-23 April)

24th
Montreal — IX Annual Convention of the World Association of Women Journalists and Writers (24 April — 1 May)



We regret to announce the death of Jean-Louis Tessier on January 23, 1988 in Ottawa.

Jean-Louis began his career as a radio inspector with the Department of Transport before joining Communications Canada as a French-language technical training officer with the Montreal Regional Office in November 1971.

He is survived by his wife Olive and three sons, Jacques, Jean and Denis, to whom we offer our sincere condolences.



People and Places

Headquarters

Minister's Office

- **Carleen Carrol**, formerly a Legislative Assistant, has left the Department to pursue her career in the private sector. She is replaced by **Paul Lepsoe**, who comes to the Department from the private sector.
- **Rachel Lessard**, previously Secretary to the Special Assistant, Broadcasting, has resigned to accept a position at Agriculture Canada. Rachel has been replaced by **Mary Sarsfield**, who was seconded from DGHR in ADMCM for a two-year period.

SADM

- **Barbara Clement**, previously a Communications Policy and Liaison Officer in DGFP, has left the Department to join the Secretary of State.
- **Alain Séguin** is the new Senior Planning Officer in the Sector Planning and Co-ordination Division of SADM. Alain was formerly with National Museums Canada and replaces **Hélène Gravelle** who transferred to the ADMTT sector.
- **Ruth Mayost** is the new SADM Sector Co-ordinator. She was seconded from DGMH for a one-year period.
- **Albert Deslauriers** was seconded for one year to DGSP as a Senior Planning Officer. He was previously with the Department of Regional Industrial Expansion.
- **Gaston Blais** was seconded to External Affairs as Director, Cultural Policy for a two-year period. Gaston was formerly a Senior Program Evaluation Manager in the Program Evaluation Division.
- **Antoinette Matas-Ross**, formerly Secretary in the International Cultural Affairs Division of DGIR, has accepted a position with Employment and Immigration Canada.
- **Danielle Charpentier** has resigned to pursue other interests in the public service. She was previously a Secretary in Legal Services.

ADMTT

- **John Gilbert**, formerly the Director, Multilateral Telecommunications in DGIR, is now the Director General of the Government Telecommunications Agency.
- **Sylvie Charlebois-Laprade**, previously the Superintendent, Rate Policies and Systems in GTA, has accepted a position in the private sector.
- **Jennette Pekelsky** has joined Customs and Excise Canada. She was formerly a Subunit Supervisor in the Finance and Administration Division of GTA.
- **Lucie Fournier** has been appointed Secretary in DGIE. She was previously with Broadcast Engineering Planning and Standards in DGBR.

- **Robert Keithley**, formerly Engineer in the Advanced Satellite Communications Section of DGRC, has accepted a position with National Defence, DREO.

- **Mike Tu** has left the Department to accept a position at the European Space Agency. He was previously an IF Components and Subsystems Engineer in DGCD.

- **Hélène Cholette-Lacasse** is the new Marketing Operations Officer in DGIE. Prior to her appointment, Hélène was on secondment in this branch.

- **Shawn Stapleton**, formerly Engineer in the Components and Subsystems Division of DGCD, resigned to pursue other interests in the private sector.

- **Mary Fulton** has accepted a position in the private sector. Previously, she was the Administrative Assistant in the Satellite Communications Division of DGRC.

- **Elizabeth Bala** and **David Coulas** were confirmed in their positions as Microelectronics Technicians in the Advanced Devices and Reliability Section of DGCD.

- **Guy Painchaud** was promoted from within the Radar Research Division of DGRC to the position of Group Leader, Multifunction Radar.

- **Philippe Munroe**, formerly from the Industry Structure and Services Division of DGGT, was appointed to the position of Project Manager, Operations in GTA's National Capital Region Office.

- **Robert St-Louis** is the new Computer Systems Programmer in the Telecommunications Systems Management Division of GTA. He was previously with the Department of Energy, Mines and Resources. In the same division, **Lyne Hill**, **Michael Gareau** and **Terrance Melanson** have been confirmed in their positions as Editing Clerks.

- **Susan Phillips** was seconded for a seven-month period from DGRR to the Technology Policy and Planning Division of DGTA as a Clerical Assistant.

- **Thomas Steele**, from the David Florida Laboratory of DGSTA, was promoted within the same division to the position of Modal Analysis Test Conductor.

- **Elizabeth Cormier** is the new National Customized Network Analyst in GTA. Previously, she was a Project Officer, Shared Services within the same division.

- **Ted Campbell** has been confirmed in his position as Project Officer, Development in the Telecommunications Systems Management Division of GTA.

- **Joanne Binette** has also been confirmed in her position. She works as an Office Equipment Operator within DGTP.

- **Lloyd Johnson** was promoted to Manager, New Technologies and Applications in the Technical

Marketing Operations Division of DGIE. He was previously acting in this position.

- **James Hum** is the new Chief, Economic Analysis and Program Development in DGIE. He was formerly the Acting Director, Legislation, House Business and Fiscal Policy in DGSP.

ADMMSM

- **Felice Diamente** has been confirmed in his position in DGEP as Director, Long-range Planning and Interconnection.

- **Michel Labrecque**, formerly a Database Engineer in the Spectrum Management Operations Division of DGRR, has accepted a position in the private sector.

- **Marcel Picard**, an Engineer in the Broadcast Engineering Planning and Standards Division of DGBR, has left the Department to further his studies.

- **Michael Miller** is the new Chief, Land Mobile Engineering in DGRR. Prior to his appointment, Michael held a term position in the same division.

- **Heather Smith** has been confirmed in her position as Word Processor and Typist in DAP.

- **Julie Wylie**, from DGSP, is now Secretary to the Assistant Deputy Minister, Spectrum Management.

- **Christiane Poirier**, previously from the Client Services Section of DGIM, was promoted to the position of Land Mobile Systems Analyst in DGRR.

- **Margaret Lackey** was promoted within the Spectrum Management Operations Division of DGRR to the position of Microwave Systems Analyst.

- **Duncan Gifford**, from the Engineering Laboratory and Certification Division, was promoted to the position of Telecommunications Equipment Certification Specialist in the same division.

- **Donald Roy** was promoted to the position of Automated Spectrum Management Systems Engineer in DGEP. He was formerly with the Broadcast Engineering Planning and Standards Division of DGBR.

- **Sami Coutya**, formerly with the Spectrum Management Operations Division of DGRR, is now a Broadcast Engineer in DGBR.

ADMAC

- **Louise Orange** and **Cécile Henry**, formerly Accounts Payable Clerks in DGMH, have transferred to the Museum of Civilization and the National Gallery respectively.

- **Sandra Laugheed** has left the Department to join the Ontario Ministry of Citizenship and Culture. She was previously a Conservator in the Ethnological Laboratory of the Canadian Conservation Institute.

- **Lyndsay Selwyn** has been appointed as a Conservation Scientist in the Canadian Conservation Institute of DGMH. She was previously with the National Research Council of Canada.

- **John Dawson**, formerly Conservation Scientist, Environment and Deterioration Research, has resigned to further his studies in Medicine.

- **Paulette Garand** has resigned her clerical position in the Mobile Exhibit Program of DGMH to join the private sector.

- **Keith Kelly** was promoted within the Arts Policy Division of DGPI to the position of Senior Arts Policy Analyst.

- **Shirley Mackenzie** is the new Junior Project Correspondence Officer in DGMH. She was formerly with the Cultural Initiatives Program.

- **Lorna Higdon** was confirmed in the position of Senior Periodicals Policy Officer in DGBP.

- **Réjean Myre**, formerly Chief, French-language Private Broadcasting in DGBP, has resigned to pursue other interests in the private sector.

- **Marc Alain** has left the Department to further his studies. He was previously Assistant Manager for the Book Publishing Industry Development Program in DGBP.

ADMCM

- **Debbie Dunn** was confirmed in her position as Secretary to DGAT.

- **Ron Elliott**, formerly Director General, Informatics Management, has left the Department to pursue other interests in private industry. Through the Government Business Executive Exchange Program, **Frank Malick** has joined us to assume Ron's responsibilities for a two-year period.

- **Chantal Riopel** was confirmed in her position as Secretary to the Director, Administrative and Technical Services at CRC.

- **John Côté**, formerly Carpenter in DGAT at CRC, has left the Department to join the private sector.

- **Vivian Dickinson**, formerly a Pay and Benefits Clerk, was promoted to the position of Pay Verifier in DGHR.

- **Claude Lemire** has assumed the responsibilities of Sector Personnel Advisor in ADMAC. Previously he was with the Department of Justice.

- **Ross Hébert** has joined us as Compensation and Benefits Clerk. Ross was holding a similar position at the House of Commons. **Donald Hodgert** and **Brant Crawford** have also joined the pay office in DGHR. Previously, they were employed by the Department of Supply and Services.

- **Francine Beauchamp** and **Lina Fusco** have been confirmed in their positions as Accounts Payable Clerks in DGFM.
- **Joanne Laurin** has been confirmed in her position as Secretary to the Assistant Deputy Minister, Corporate Management.
- **Suzanne Roy**, formerly Secretary in the Security and Communications Support Services, has resigned to accept a position in the private sector.
- **Donald Lemieux** has been confirmed in his position as Senior Advisor for the Access to Information and Privacy Act Office.
- Formerly with National Museums Canada, **Raymonde Drouin** has joined our library as Circulation Clerk, and **Marie Leblanc** is the New Facilities Management Control Clerk in DGAT.
- **Louise MacMillan** has been confirmed in her position as Personnel Assistant in ADMCM.
- **Louis Brazeau** has been seconded for one year from the Public Service Commission as Director, Staff Relations and Compensation in DGHR.
- **Grant Buck** has been seconded as Assistant Director in the Administration and Technical Services Division of DGAT at CRC. Grant was previously with National Museums Canada.
- **Doug Bordeleau** is on an 18-month secondment as Classification Trainee in the Personnel Operations Division of DGHR. Doug was previously with the Office of Privatization and Regulatory Affairs.

Central Region

- **Terry Ward**, District Office Clerk for GTA in Regina, has left the Department to join Transport Canada.
- **Elizabeth Magnifico**, Regional Manager, Public Affairs, leaves us after completing a one-year CAP assignment. She is being replaced by **Timothy Hibbard** who was formerly with the Secretary of State.
- **Rob Martin** was promoted to the position of Supervisor, Spectrum Control in the Saskatoon District Office. **John Morin** took over Rob's former position as Supervisor, Operations in Grand Prairie. John was a Radio Inspector in the Edmonton District Office.

Ontario Region

- **Cheri Duvall**, Administrative Support Supervisor, and **George Hastings**, Microwave Technologist, both in the Regional Office, resigned to accept positions in private industry. Cheri's responsibilities are now assumed by **Rosemary Field** who transferred from the Toronto District Office.
- **Marie-Christine Dufour** is the new Regional Manager, Information Services. She was previously with TVOntario.
- **Karen Laughlin** was promoted to the position of Technical Clerk in the Toronto District Office. **Kevin Bennett** was also promoted to Radio Inspector Specialist in the same office.

Quebec Region

- **Claude Majeau** was confirmed in his position as Regional Director, Cultural Affairs and Economic Programs. Formerly from the Deputy Minister's Office, Claude had been on assignment in Montreal since last July.
- **Richard Verrette** was promoted from Radio Inspector to Spectrum Allocation Specialist in the Montreal District Office.

Atlantic Region

- **Paul LeBlanc**, formerly Supervisor, Spectrum Control in the Regional Office, has transferred to the Moncton sub-office as Inspector-in-charge. **Maurice Thériault** from the Moncton sub-office was promoted to Paul's former position.
- **Christine Snowdon** left the Department to join Agriculture Canada. She was formerly a Data Conversion Operator in the Atlantic Regional Office.
- **Claudette Drisdelle**, formerly District Office Clerk in GTA, Moncton, was promoted to GTA Operations Officer in Halifax. **Pauline Savoie** now assumes Claudette's former responsibilities. She was previously a Records Clerk in the Regional Office. This latter position is now filled by **Eileen Rafuse** who comes to us from National Defence in Halifax.
- **Sharon Huntington**, previously with Employment and Immigration in Halifax, joined the Halifax District Office as a Clerk.
- **Ronald Wilcox**, formerly District Manager, St. John's Newfoundland, is on a two-year secondment as a Technology Project Officer in the Regional Office.

Retirements

There have been four retirements in the ADMSM sector since our last issue:

- **Ken Staley**, Financial Analyst in the Pacific Regional Office, retired after more than 34 years with the public service;
- **Stanley Ahl**, formerly Supervisor, Authorization in the Saskatoon District Office, retired after 35 years of service;
- **Gerry Wintermeyer**, Standards Officer in the Spectrum Management Operations Division of DGRR, retired after 33 years of service; and

- **Elizabeth Law**, Secretary at the Clyde Avenue Laboratory (DGEP), retired after 35 years of service.

In ADMCM:

- **Gunnar Laatonen**, Special Advisor, Policy Development in DGHR, retired after 21 years of service; and
- **Eldon Fiegenwald**, Head, Administrative Policy and Procedures in DGAT at CRC, retired after 32 years of service.



Dan Eno (left), Foreman of the Carpentry Shop at CRC, was presented with a retirement certificate by **Robert Ward**, Director, Administrative and Technical Services (CRC), for 33 years of service.



Doug Burns (left), Manager, Instrument Services in DGAT at CRC, retired recently after 34 years of service. Presenting him with his certificate is **Robert Ward**, Director, Administrative and Technical Services (CRC).

ADMTT bid farewell to four long-term employees:

- **Maxwell Burke**, Research Scientist in the Radio Propagation Division of DGRC, retired after 13 years of service;

- **Cliff Frost**, Systems Analyst in the Telecommunication Systems Management Division of GTA, retired after 32 years of service; and

- **André Gouin**, Manager, Telecommunications Planning in GTA, retired after 33 years of service.



Robert Bibby (right), an Engineer in the Communications Satellite Systems Section in DGRC, retired after 30 years of service. Making the presentation is **George Davies**, former Director, Space Applications.

Long-service Awards

- 35 years — **John Colbert**, Manager, Creative Visual Services, DGAT in ADMCM
- 25 years — **Albert Barry**, Project Leader, Radiation Effects, DGCD in ADMTT
- 35 years — **Gerald Jewers**, Radio Inspector in the Ottawa District Office in ADMSM
- 35 years — **John Ohnmacht**, District Office Supervisor, London District Office in ADMSM



Paul Thrasher (left), Radio Inspector in the Halifax District Office, shown here receiving his 25-year award from ADMSM **Rob Gordon**.

Suggestion Award

Max Melnyk, Chief, Broadcasting Services with the Spectrum and Orbit Policy Section of Telecommunications Policy, was recently presented with an award for his suggestion to provide the public with copies of comments submitted to the Department as a result of notices in the Canada Gazette, requesting comments on proposed spectrum utilization policies and their telecommunications policies.



Max (left) is seen here receiving his award from **Parke Davis**, Director, Spectrum and Orbit Policy.