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**COMMUNICATIONS**

# EXPRESS

 Communications Canada

Canada

## Conference assesses impact of technology on culture

May's Conference on Culture and Technology was the first time Canada's cultural and technological sectors have met to assess the effects of new technology on the creation, production and distribution of cultural products.

The two-day event, organized by the Strategy and Plans branch (DGSP), drew 350 participants, representing artists, cultural orga-

nizations, broadcasters, publishers, sound recording, and communications technology industries.

The objectives of the conference were to provide a forum for people to examine the issues, exchange information and establish alliances between the various sectors involved, says Eileen Sarkar, Director General Strategy and Plans.

"The goal of the conference was not to resolve all of the issues. Its success is that it has allowed us to begin a focused dialogue with all of the key players. In those terms, the conference definitely achieved its objectives."

DGSP is now organizing a seminar for members of the Department to discuss several resolutions adopted at the conference, says Conference Director Viviane Farmer. From there, working groups will undertake a detailed study of the resolutions and develop a plan for addressing the issues, which will be presented to the Minister at the annual strategic planning session, she says.

Delegates to the Montreal conference highlighted concerns posed by technological advances, such as the impact of desktop publishing on graphics artists; psychological and financial barriers to the use of technology; copyright protection; and the amalgamation of telecommunications and broadcast technology into shared distribution systems.

See page 2: Conference

## MSAT on trial

by Jim Todd

The \$20-million MSAT trials program has developed a large and growing clientele interested in testing communications equipment for use with MSAT (Mobile Satellite) when it is launched in 1994.

The program provides equipment, satellite air time and office support, allowing potential MSAT customers to test the satellite's features in such areas as transportation, mineral exploration, forestry and fishing.

the program. "We've met more than 400 people representing about 180 federal, provincial and territorial departments and agencies. We're also encouraging service providers and manufacturers to come up with new ideas for using MSAT," notes Halayko.

Communications Canada is offering participants L-Band briefcase terminals (LBTs) and Mobile Earth Terminals (METs) for use with the trials.

An antenna on the 15-kilogram LBT's lid lets people use the phone system both in areas served by conventional and cellular telephone networks, and, more importantly, in remote areas not served by these networks. Calls are transmitted to the International Maritime Satellite Organization satellite currently being used in the trials, relayed to a Teleglobe Canada earth station and then to the number being called. The battery-powered LBT, built by SkyWave Electronics Ltd. of Ottawa, can also be linked with

See page 2: MSAT

**"We're encouraging service providers and manufacturers to come up with new ideas for using MSAT."**

Dave Halayko, MSAT Trials Manager, and Allister Pedersen, Trials Planning and Coordination Manager, have been on the road for the past few months promoting

## New Parliamentary Secretary joins Minister

Nicole Roy-Arcelin has been appointed Parliamentary Secretary to Communications Minister Perrin Beatty. Her chief role will be to assist in moving communications legislation through the legislative process.

Roy-Arcelin was elected to the House of Commons in 1988, serving as Parliamentary Secretary to the Minister of Public Works from September 1990 until May 1991.

She has also served as Vice-Chair of the Standing Committee on Health and Welfare, Social Affairs, Seniors and the Status of

Women, and is currently a member of the Standing Committee on Communications and Culture.



Nicole Roy-Arcelin



Communications Canada employee Françoise Dompierre, has resurrected an accomplished theatre career by reprising the role of Rosalba in Gaby Déziel-Hupé's play *Les Outardes*. See "Actress stages comeback" on page 2.

## Cyclists want to BUG other bikers

Two wheels or not two wheels? For many Communications Canada employees, there's no question — cycling is the way to travel.

David Nobbs, formerly Legal Counsel with the Department's Legal Services, and Don Paskovich, in the Automated Spectrum Management Directorate, want the Department's cyclists to set up a Bicycle User Group (BUG) to encourage more people to cycle to work and to advise the Department on improved facilities for cyclists.

"There could be BUGs at Headquarters and in the regions, working together and sharing information," Paskovich says.

Paskovich sees a move to promote cycling in the Department as a natural complement to the Green Plan, which calls on departments to reduce waste and energy consumption. "Bicycles run on renewable fuel — muscle power, as well as being a pleasant way to commute to work," he notes.

Cycling also has health benefits, says Nobbs. "By riding six kilometres three times a week, you'll meet the minimum fitness

level recommended by Fitness Canada. By riding further and more frequently, you won't have to spend your time in health clubs," he says.

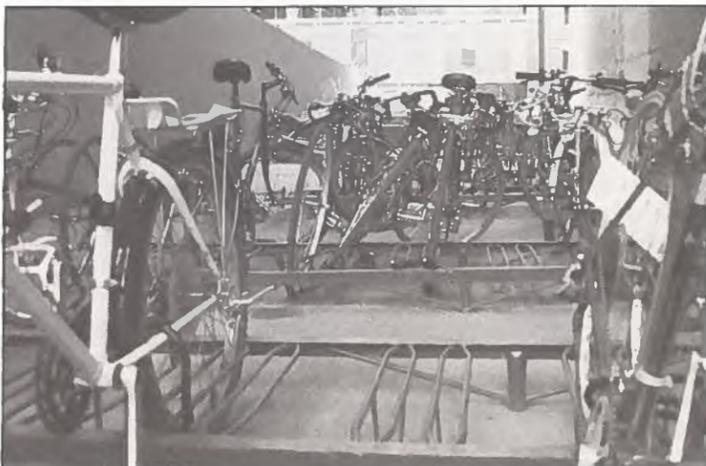
Nobbs, a member of the Ottawa Cycling Advisory Group (OCAG), says improved showers and parking facilities, would encourage more employees to cycle to work.

The "dishrack" bike racks outside Headquarters are inadequate, Nobbs says, noting that they bend bike wheels, two rack slots are needed to secure a bike,

and their secluded location is an inducement to thieves. He says better facilities for cyclists should be considered in plans for a new headquarters building.

Nobbs says a BUG would allow the Department's cyclists to tap into the expertise of groups such as OCAG, which promote techniques for riding effectively in traffic and advise local governments on transportation policies.

For more information call Don Paskovich at (613) 990-4765.



"Dishracked" bicycles at Headquarters.

# Security Tips

Security is an important part of every employee's daily routine. In this issue, Communications Express begins a regular feature on security practices.

There are three levels of designated or "protected" information — information that is sensitive, but does not pose a threat to the national interests. This information is subdivided Protected A, Protected B, and Protected C. Any document containing protected information must be marked by the originator according to its intended level (Protected A, Protected B, or Protected C). Such information must only be provided to

employees with an established need to know, and who have a minimum security clearance of Enhanced Reliability.

- 1) Protected A — personal information such as a name in combination with an address, telephone number, Social Insurance Number or date of birth.
- 2) Protected B — particularly sensitive personal information containing a medical description, personal financial or pay information, or personal evaluations. It also applies to information compiled for security



investigations or received in confidence by other governments and organizations, and business information such as trade secrets.

- 3) Protected C — extremely sensitive information. Consult with Security and Communications Support Services before using this designation.

Consult Section 3 of the DOC Security Manual for more information or contact Julie Côté, DSCS, Chief, Security and Intelligence Programs, at (613) 990-4430.

# CRC plans better access for disabled

The Communications Research Centre (CRC) is beginning a four-year effort to make its buildings more accessible for persons with a disability.

"CRC has been improving access whenever renovations occur," says Hellmut Bucholtz, Head of Planning and Design. "It is government policy and has been part of our design philosophy for many years. Disability should not be a barrier to people who want to use our facilities."

The plan is in line with the Canadian Standards Association's *Barrier Free Design*, recently adopted as Treasury Board's

criteria for handicapped accessibility. Recommendations in the CRC plan call for extensive changes to the main buildings, including adding paper-cup dispensers at all water fountains, modifying elevator controls, and converting washrooms to meet access standards.

Exterior alterations recommended in the plan include providing seven more accessible parking spaces (for a total of nine), modifying gravel pathways, and adding wheelchair ramps.

The Department has budgeted \$57,000 for the first year of the plan.

## MSAT continues from page 1

a portable computer to transmit data.

Fleet management of vehicles or vessels is a key application for the METs. Each truck in a fleet could have a transceiver and keyboard/display unit for communicating with a dispatcher. The dispatcher would monitor the fleet

with the system's powerful graphics display, which maps the location and status of vehicles anywhere in North America, says Terry Mayhew, MSAT Field Trials Supervisor.

In one trial, Sea Link Ltd. of St. John's is testing the equipment, designed and built by Canadian

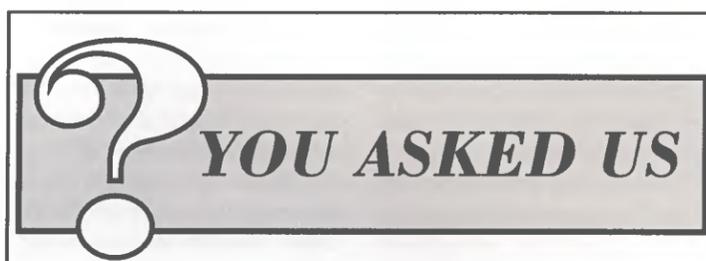
Astronautics Ltd. of Ottawa, as a complement to communications systems on Canadian Coast Guard, Fisheries and Oceans Canada and private fishing vessels.

The system can also be adapted for remote data collection. For example, Communications Canada has contracted with SEIMAC Limited of Dartmouth to develop an interface between MSAT and data sensors installed in a large buoy supplied by the Bedford Institute of Oceanography. The buoy will be used to measure water temperature, barometric pressure and currents.

Among the other organizations taking part in the trials are the RCMP, the Ontario Provincial Police, Employment and Immigration Canada, Ontario's Ministry of Culture and Communications, the University of Calgary, and the Canadian Broadcasting Corporation.

## Conference continues from page 1

Speaking at the conference, Communications Minister Perrin Beatty emphasized the links between culture and technology. "Technology without art is simply hardware, and any society which makes the mistake of dividing the two has robbed itself of its humanity, compassion and artistry," he said.



**Q:** How do supervisors get feedback on the progress of an employee seeking assistance through the Employee Assistance Program (EAP)?

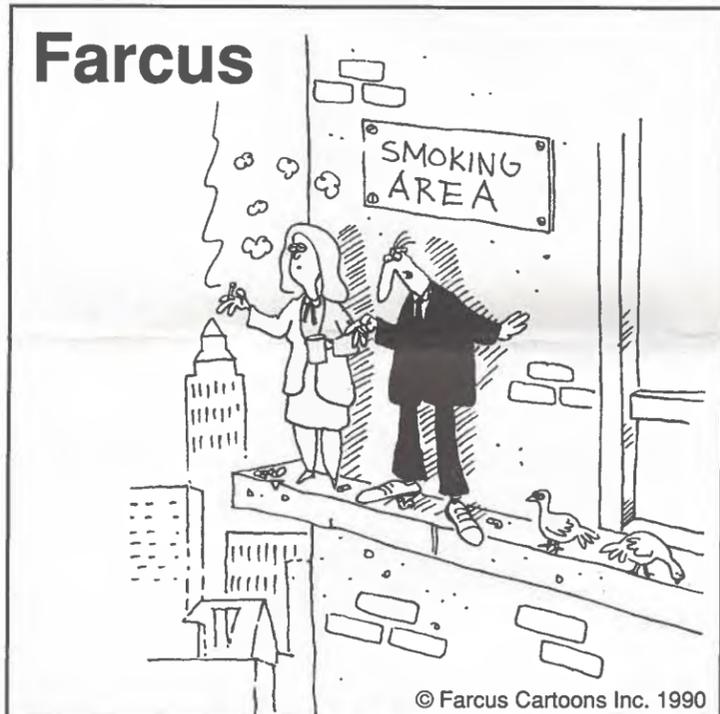
**A:** Because referral, treatment and outcome are completely confidential, a counsellor cannot release information on an employee's progress without the written permission of the employee.

But because the employee's well-being and productivity are of concern to a supervisor, the Human Resources sector lists some suggestions supervisors should follow:

- meet with the returning/recovering employee to discuss issues relating to their

return to work and identify any support needed;

- update the employee on any changes related to their position that may have occurred in their absence;
- review work performance, attendance, or behavior problems that may have existed prior to intervention and discuss new expectations and goals;
- investigate with the employee any special needs, such as a modified work load or time for follow-up activities and plan together a realistic strategy to meet these needs; and
- set regular meetings with the employee to discuss and provide feedback on progress towards the goals set.



That's the third smoker we've lost this week!

## COMMUNICATIONS EXPRESS

Communications Express is published six times a year for employees of Communications Canada by Information Services. Its objectives are to: inform readers about departmental and staff activities; recognize staff achievements; report on developments in communications and culture; and encourage informed discussion of issues affecting the department, its clients and its staff.

Communications Express welcomes letters to the editor, suggestions for articles and contributions from readers. Please call the editor for guidelines.

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Recycled paper

# Actress stages comeback

For a change of pace from her work at the Department, Françoise Dompierre became the village gossip, Rosalba, for six weeks in May and June.

The transformation was significant for the Manager of Planning and Informatics in the Regional Operations Branch, as it was a return to the stage after a 15-year absence.

The role of Rosalba in a production of *Les Outardes* by Outaouais playwright Gaby Déziel-Hupé at Théâtre de l'île in Hull, Quebec was a reprise for Dompierre. She had the part for the play's debut in 1969, when *Les Outardes* was hailed as a masterpiece of regional drama. The play — a farce — is set in the

kitchen of a farmer whose family is on the verge of breaking up, in part due to the widowed farmer's plans to marry Rosalba.

**"For me, being on stage is a relief. It's quite different from work. I do it because I enjoy it."**

Finding time for the stage and a career is not a problem, says Dompierre. "For me, being on stage is a relief. It's quite different from work. I do it because I enjoy it," she says.

Even so, Dompierre temporarily retired from her hobby in

Toronto-based theatre producer Anne Stratton told the conference that the use of technological innovations is now limited by access and that the psychological barrier some artists have would disappear once technology is seen as "just another tool in the artist's bag."

1975, as life had become too busy to juggle acting, a career and raising two sons, Martin and Yannick, now aged 18 and 19. Her last role before reprising Rosalba was that of Miss Foxhill in a French-language production of Tennessee Williams' *Suddenly Last Summer* in the Studio of the National Arts Centre.

Now that she's back under the stage lights, Dompierre plans to perform in two plays a year, a pace she set when she began acting in 1962. Although no definite roles are lined up, Dompierre has her eye on a part in an upcoming production of Michel Tremblay's *Les Belles Soeurs* at Théâtre de l'île.

## Cordless phones get trial run at Headquarters

The Telecommunications Policy Branch has gone cordless by participating in a Bell Canada field trial of lightweight, portable telephones that have the sound quality of standard phones.

Bell began the trial in June, issuing eight members of the branch with the pocket-sized cordless telephones, to help it assess the equipment in an office environment, says Parke Davis, Director of Industry Structure and Services in the Telecommunications Policy Branch. Thirty-five people are now participating in the trial.

The telephones use radio signals to connect with the phone system via base stations (each about the size of a 400-page hard-cover novel) suspended from the ceilings on the 17th, 18th and 20th floors of the Journal Tower North. The phones can operate up to 200 metres from each base station.

Participants will tell Bell about any gaps in the area of coverage because of obstacles such as walls and partitions. Bell will then reposition the base stations to give the best coverage. Participants will also give their views on the benefits, features, quality and idiosyncrasies of the battery-operated equipment.

Trial participant Marie Villeneuve, Secretary in the Spectrum and Orbit Policy Branch, relies on her portable phone a lot. "If I have to be away from my desk, I can still take calls. But it's a good idea to keep pen and paper with you to take messages."

Among their features, the phones offer call-forwarding, call transfer and speed dialing and can be switched off if users do not want to receive calls.

More than twenty companies are currently licensed for cordless

telephone field trials in Canada. The trial at Communications Canada is one of several that Bell is conducting.

In the fall, the Department plans to ask private-sector companies to submit proposals for the provision of commercial cordless telephone services, says Davis. That will likely lead to the licensing of four companies to operate the service nation-wide, he says.

"The service will be targeted at the general public, in contrast to cellular phones, which are mainly geared to business," explains Davis. "One key use envisaged for cordless phones is as an alternative to pay phones. Market studies have concluded people would pay a flat rate of approximately 45 cents per call to use their cordless phones with public base stations," he says.



Communications Minister Perrin Beatty (left), and Alan Melanson, playing the 17th-century playwright Marc Lescarbot, unveil the Lescarbot award in Halifax.

## New program honours cultural volunteers and benefactors

Many benefactors and volunteers who generously support Canada's cultural organizations will gain recognition under the new Cultural Volunteer and Benefactor Recognition Program.

Launched in June, the program will feature the Lescarbot Award which is intended to increase public awareness and appreciation of the valuable contribution of volunteers and benefactors, explains Ghislaine Roy, Planning Officer in the Information Services Branch, who developed the program. These people are essential to the survival of the 1,100 museums, 220 theatre companies, 88 orchestras, 48 dance troupes and other cultural organizations in Canada, notes Roy.

According to the 1986 Task Force Report on Funding in the Arts, the work performed by Canada's 213,000 volunteers in the cultural sector is worth about \$182 million annually. Benefactors donated approximately \$35 million in arts funding in 1985, the report notes.

The awards commemorate Marc Lescarbot, considered to be Canada's original cultural volunteer. It is believed his *Théâtre de Neptune* was the first theatrical

presentation in North America. The production took place in 1606 in what is today the Annapolis Royal area of Nova Scotia.

"In years to come, Canada's arts and cultural sector will have to rely increasingly on the talent and expertise of people who volunteer their services to the country's arts and culture groups," says Marie-Christine Dufour, Director, Public Affairs and Planning, Information Services. "The Lescarbot Award will be a tangible, public recognition of this valuable resource that will encourage others to serve as volunteers and benefactors in arts and heritage," she adds.

The Cultural Volunteer and Benefactor Recognition Program won't replace existing support for the cultural sector. Rather, it will complement government support for arts and heritage in Canada, explains Dufour.

The awards — certificates, pins, medals and trophies, designed and produced by Montreal artist Antoine Lamarche — will be presented beginning in the spring of 1992, during National Volunteer Week, in conjunction with celebrations for Canada's 125th anniversary.

## CCI, NRC work on 3-D scanner for museums

by Michel Vachon

The Canadian Conservation Institute (CCI) foresees intriguing applications in conservation and museology for a three-dimensional scanner developed by the National Research Council (NRC).



CCI Conservation Scientist Ian Wainwright uses the laser scanner on a painting.

The NRC scanner, recent first-prize winner at the First International Competition for New Media Technology, could be used by conservators to produce precise, detailed three-dimensional images of artifacts, says John Taylor, Chief of Analytical Research Services at CCI.

There is worldwide interest in developing such a system for museum work, says Taylor. "The Americans, Europeans, and Japanese are working towards a system like this. If we don't develop it in Canada someone somewhere else will."

Because colour measurement is important for conservators and museums, Réjean Baribeau of CCI has been assisting NRC in developing the scanner's colour-recording capabilities.

The scanner would first be used for high-end applications requiring great accuracy, but further development could include general registration and research applications, adds Taylor. "For example, every art gallery has a substantial portion of its collection in warehouses. The scanner could be used to access all works at all times through high-quality image databases."

A prototype for museum use could be ready in two years, says Taylor. "This technology was developed and funded in Canada. It would be a shame if we let someone else do the final development work and reap all the benefits."

## Seminar calls for worldwide IT&T standards

Speakers at the first Canadian Information Technology and Telecommunications Standards Seminar, held in Ottawa in mid-May, called for Canada to work toward worldwide harmonization of information technology and telecommunications (IT&T).

More than 160 people from about 30 companies attended the seminar, organized by the Department's Standards Program Office, to discuss key issues affecting IT&T standards, such as the impact of a single European market, the Canada-U.S. Free Trade Agreement, and Pacific Rim business opportunities.

A critical issue for many seminar speakers was how best to

position the Canadian IT&T industry in the emerging global marketplace. The concept of one set of international standards, except in unique circumstances, was endorsed by most seminar participants.

"If we believe in the open market concept, and the eventual development of a truly global marketplace, then the ideal situation would be one product with one standard that is accepted in each country where the manufacturer wishes to trade," said keynote speaker John Kean, President of the Canadian Standards Association.

Communications Minister Perrin Beatty stated that the

Canadian IT&T industry and government must actively participate in setting standards, with a global goal in mind. "If our industry is to compete effectively

**"If our industry is to compete effectively in the tough worldwide marketplace, we must be involved in the standards process to influence international rules."**

in the tough worldwide marketplace, we must be involved in the standards process to influence international rules."

Collaboration between industry and government will be essential for real progress, said Michael Binder, Assistant Deputy Minister, Research and Spectrum. "The 1990s will be characterized by government working in close partnership with industry to achieve common goals and to share the risk of research and innovation."

To buttress this partnership, Communications Canada and the Standards Council of Canada have established the Telecommunications Standards Advisory

Council of Canada (TSACC) which will address strategic Canadian telecommunications issues and develop recommendations for their resolution.

"The TSACC will provide a national focus to enhance the existing Canadian telecommunications standards infrastructure, and is not intended to impede the approval of standards," said Paul Racine, Assistant Deputy Minister, Communications Policy.

The Department is now awaiting a report outlining recommendations from the seminar, which will form the basis of an action plan promoting IT&T strategies in Canada.

## Restoration goes off like clockwork

by James Greer

Rarely are jigsaw puzzles as precious as the one the Canadian Conservation Institute (CCI) solved while restoring an ornate 18th-century clock owned by the Royal Ontario Museum.

"When we received the clock, there were envelopes and boxes full of hundreds of pieces of tortoise-shell, brass trimmings, small pieces of ormolu (a type of gold-coated brass) and some of

the clock's smaller structural elements. We had a lot of sorting to do," says Laura Nagora, Assistant Furniture Conservator at the CCI.

The tortoise-shell and brass inlaid clock is attributed to André-Charles Boulle, who created furniture for the French king Louis XIV, and is one of the most important examples of both early clocks and Boulle furniture in Canada. "Boulle perfected the technique of working with these

materials," says Nagora. "They are not really compatible, but with his craftsmanship he brought them to life."

Originally, conservators estimated that the project would take five years to complete. However a team of seven people, including a university student studying conservation, completed it in four.

There were several stages to the restoration. The first step was to determine how all the pieces fitted together. It turned out the clock case had three layers; the wooden carcass, tortoise-shell and brass inlays and the ormolu mounts. The carcass was slightly unstable, says Nagora, and had to be strengthened.

Conservators then had to find out whether any inlay was missing, then document and reproduce any missing pieces. Approximately 50 per cent of the inlays were gone, but, because the clock's design was symmetrical the conservators had enough information to restore the entire inlay.

Genuine tortoise-shell replacement pieces, some of which had been shaped by another, earlier, restorer, were dyed to match the original inlays. "We still had to prepare the pieces and repair the carcass, but whoever they were saved us some time," says Nagora.

The project turned out to be an excellent training exercise, says Nagora. "In the course of reassembling the piece, we were able to train the students to organize and research a project like this, and to judge when missing pieces should be replaced and when not. The students also practiced working with hand tools," she explains.



Peter Newlands, a Conservator with CCI's Fellowship Program, puts the final touches on the Boulle Clock.

## Red tape reports delivered

by Stephen Rouse

Leaving tattered red tape in its wake, the Committee to Reduce Excessive Bureaucracy has delivered final reports from two of its three original working groups.

The working groups on planning, and travel and security have suggested paperwork be reduced, forms be simplified and computerized, and processes be streamlined. The report from the working group on finance is expected in the fall.

A main target of the working groups, which were drawn from all regions and occupational

groups, was to eliminate duplicate, obsolete or unnecessary information requests for the Department's planning and administration process.

The chair of the working group on planning, Elisabeth Châtillon, Deputy Director General, International Relations, noted that after drawing up a list of 33 planning documents, the working group was able to eliminate 13 call letters from the planning process. In addition, several forms were cut and others left as discretionary planning tools, while the process for obtaining information was simplified by replacing lengthy written instructions with meetings between Corporate Management and sector coordinators.

Computerizing forms was also recommended. For example, the eight-

page Personnel Security Clearance Questionnaire, updated by employees every five years, will be put on computer disk, allowing it to be stored and updated when requested.

If approved by the Senior Management Advisory Committee, a management binder will be prepared for managers to use as their principal planning tool. It will include an annual planning calendar and planning, financial and personnel forms on diskette.

Two newly formed working groups, one examining administration, chaired by Pierrette Houle, A/Executive Assistant, Corporate Policy, the other to review personnel procedures, co-chaired by Sharon Fleming, Director, Personnel Operations, Human Resources, and Dan Rainboth, Visiting Director, PS2000, Human Resources, will present reports by the end of the year.



**Cut red tape  
Reduce paperburden**



## TIP OF THE HAT

Here's an example of the kind of letters the Department receives regularly — praising the work of employees.

The Honourable Perrin Beatty

Dear Minister:

I am pleased to inform you that Canadian Marconi Company (CMC) and Perumtel, the Indonesian government national communications provider, have signed a contract on March 28, 1991 in Jakarta, Indonesia for \$13,574,000. The sale comprises a Value Added Message Communication Network with nodes to be installed in Jakarta, Medan, Surabaya, Ujung Pendang and Denpasar.

I would also like to stress the importance of the government-to-government relationship which exists between Canada and Indonesia, specifically between its Ministry of Communications and Communications Canada. This very favourable relationship and support was essential in our signing of this contract, in that Perumtel is responsible to the Ministry of Communications. We are aware of many of the initiatives undertaken by your Department and your International Marketing Group, to foster and maintain these relationships including such worthwhile initiatives as TEMIC, Intercom 90, in-country visits by your marketing officials and so on.

Thank you and the members of your staff for your ongoing support. This is particularly valuable in our dealings with the third world where government-to-government cooperation and guarantees are mandatory. I hope the importance of your Department's international market support activities to the Canadian telecommunications industry is given the strong recognition it deserves in this present climate of fiscal restraint.

Yours truly,

Joe Bedford  
Vice President  
Canadian Marconi Company  
Kanata, Ontario

## New EAP co-ordinator named

Wally Munro, Chief, Human Resources Policy, is the Department's new co-ordinator for the Employee Assistance Program (EAP).

EAP is available for employees with personal or health problems that affect job performance. The program gives confidential advice or assistance to

employees requesting help or who are referred by their supervisors.

You can call Munro in Ottawa at (613) 998-5492 or visit her in Room 1504, Journal Tower North, 300 Slater Street. If you prefer, you may call the Department's Health and Welfare Canada consultant, Olga Kersten Matwin at (613) 232-7702.



The Human Resources Planning and Development Division held its latest Supervisory Orientation course from February 18 to March 1, 1991. Employees from across Canada met in Kingston, Ontario for the 10-day course. Back row (left to right): Pierre Quesnel, Attila Paldi, Pim Vanderveen, John Janes, Dave Taylor, Pierre Lortie, Jim Laursen, Jim Fox, Bruce Weston, Carmen Centofanti (Course Director), Jim Thiessen and Yagoda Bulat. Middle row: Kathy Mathews, Debbie Duggan, Krystyna Chelminska, Suzanne Murphy and Bernice Sears. Front row: Jeanette Sabourin, Lucy Digiovanni, Henry Klain and Marilyn Matte.

## District Office Profile

# Ontario North District Office built on diversity

District offices clearly reflect the effects of regionalization and decentralization, as each office works to provide an array of services to the local public in support of various departmental initiatives.

The Ontario North District Office (ONDO) is no different. The district represents the Department in all its diversity, from spectrum management, ship radio inspections, and radio-interference investigations to administering the district's share of the Museums Assistance and Cultural Initiatives

### ONDO at a glance

**District Director:**

**Bud Campbell**

**Staff:** 18

**Offices:** Sault Ste. Marie,

Kenora, Thunder Bay,

Sudbury, North Bay

**Broadcast Stations:** 430

**CATV undertakings:** 70

**Licenses administered:** 36,000

**Annual licensing revenue:**

\$3 million

programs and archaeological heritage services.

ONDO covers 720,000 square kilometres, stretching from Muskoka, north of Barrie, to Hudson Bay, and from the Quebec border to the Manitoba border.

District headquarters are in Sault Ste. Marie, where Lake Superior empties into the Lower Great Lakes at the St. Mary's River. Although "north" by Ontario standards, the city of 83,000 is at a similar latitude to P.E.I. or Portland, Oregon.

ONDO employs 18 staff in five offices: an EL7, two EL6s, four EL4s, four CR4s and a CR3 in Sault Ste. Marie; an EL5 in Kenora; an EL5 and an EL4 in both Thunder Bay and Sudbury; and an EL5 in North Bay. With over 1,500 kilometres between Kenora and North Bay, communications, travel and support can be challenging.

With support from the Communications Research Centre and

Telesat Mobile Inc., ONDO has installed MSAT RoadKIT terminals in five of its vehicles. After staff members designed an innovative antenna-mounting, the field trials have continued to improve service and efficiency, especially in isolated areas.

Two other district endeavors included work with the Wawatay Native Communication Society to develop a training program on high-frequency radio operations, which meant producing a booklet, a radio program and a video. Also the office was possibly the first to designate a CR as a Certified



Volunteer Examiner for Restricted Radio Operator exams.

Members of the Department travelling in the district, are invited to drop in to the nearest ONDO office. Or, if people are dealing

with a client based in the district, it's a good idea to let ONDO staff know, so they can provide assistance and information, and possibly co-ordinate related activities.

## Open Forum

### "Monkey see, monkey do"



by **Dave Dawson**

Senior Advisor, Communications Programs  
Regional Operations

Leadership is a key element in Keith Spicer's preamble to the report of the Citizens' Forum on Canada's Future. He had good reason to address the subject if the volume and vitriol of citizens indicate how strongly Canadians feel about the accountability of government and the need for leadership.

The saying "monkey see, monkey do" often explains how children mimic parents. In a natural way, employees in an institution such as Communications Canada mimic the actions and habits of their superiors. If the models are good ones, then the modelling is positive and contributes to growth. Negative models, however, cause problems aplenty for employees, management and the institution.

Good leaders draw from the same influences and feel similar emotions as the bad ones. But good leaders react differently to these influences, and do not victimize themselves, associates, and staff with thoughtless outbursts. Poor leaders spew anger and petulance with little regard for others.

Good leaders do not reprimand their staff in public, they are thoughtful about the effect of their words, and temper authority with wisdom. They help their staff to define results and achieve them, while bad leaders waste time ranting and raving about how unacceptable a situation is without exploring new solutions to the problem.

Good leaders listen carefully and facilitate discussion from all quarters. Bad leaders dismiss advice quickly and unnecessarily ridicule what they have prejudged to be a worthless message.

In the Mission Statement, Communications Canada committed itself to six Operating Principles. Service as our highest goal, caring about individuals, good management, effective communications, recognition of achievement, teamwork and shared values are important and worthy principles. It is impossible to adhere to them without good leadership.

Good leadership which is courteous, thoughtful and open, sets an example that employees want to follow. Bad leadership which is rude, thoughtless and arbitrary, sets an example that wastes time and energy as employees try the model on for size and discover that it doesn't fit.

"Open Forum", a regular feature of Communications Express, is intended to promote the exchange of opinions and ideas. All signed submissions will be considered for publication. Send your submissions of 200- 400 words to Editor, Communications Express, 19th Floor, 300 Slater St. Ottawa, Ont. K1A 0C8.

### FIP symbols available for electronic publishers

Two of the most commonly used federal government corporate symbols are now available on computer disk. The Canadian flag and Canada Wordmark, stored on disk as EPS (encapsulated postscript) files, can be obtained through Communications Canada's Federal Identity Program (FIP) co-ordinators, Jean Bélanger (990-4075) and Réjeanne Brisebois (990-4594).

Most page layout programs and some word processing programs, such as Wordperfect 5.1, can incorporate the EPS files directly into a document. "It takes a step out of the production process and makes everyone's life a little easier," says Brisebois.

### Partnerships benefit private and public sectors

Creating partnerships between government and the private sector involves sharing risks, benefits, decision making and power, but also strengthens each side, says Sheldon Ehrenworth, President, Public Policy Forum.

Speaking May 31 at the Strategic Policy Planning Workshop, "DOC Partnerships: Governance in a Complex World," Ehrenworth called for governments to look for activities where greater responsibility can be transferred to the private sector through power-sharing and joint decision-making.

"When you forge real partnerships, you don't just devolve power, you also devolve responsibility and accountability — you get other people to do your work for you and often they can do it better because they don't have the same constraints as you," noted Ehrenworth.

Sharing information more openly with outsiders is a perfect

way to begin building partnerships with the private sector, he said. "Some form of power sharing is the key to effective partnerships but some government people have genuine difficulty with the idea of relinquishing power or even sharing information."

The Public Policy Forum is a non-profit, non-partisan organization promoting mutual understanding and consultation among leaders from government, business, organized labour and the academic community.

The workshop was one of a series designed to give employees input into the Department's policy and planning process.

### B.C./Yukon Region celebrates 20 years

More than 40 employees and retirees came out May 15 to celebrate the 20th anniversary of the B.C./Yukon Regional Office, and to reflect on the region's achievements during its two decades.

Former B.C./Yukon directors Hal Halladay and John Quigley made special appearances, providing a history of the region since February 1971 when the office was transferred from the Ministry of Transport. Although the Department was formed in 1969, its five regional offices were not established until two years later.

### CHIN hosts Asian museum specialists

Six museologists from South East Asia spent the summer in Canada studying museum documentation under a program sponsored by the Canadian International Development Agency (CIDA) and aided by the Canadian Heritage Information Network (CHIN) of Communications Canada.

The representatives from Malaysia, Indonesia, Thailand,

the Philippines, Singapore and Brunei visited national museums and cultural institutions, and took part in a museum documentation training program.

The program, developed by CHIN, included a general section for all the trainees, who were mostly museum conservators, and a second section adapted to the interests of each participant.

The training was part of a 1981 agreement between Canada and ASEAN (Association of South East Asian Nations), promoting co-operation in the industrial, commercial and development fields. In June 1987, a Canada-ASEAN Centre was established in Singapore to increase CIDA's presence and Canada's visibility in South East Asia.

### Department women network over dinner

More than 80 women from Communications Canada and other federal departments and agencies attended a dinner June 20 in Alymer, Quebec for an evening of socializing and networking.

The dinner was a follow-up to January's conference "Women at DOC: Today and Tomorrow" where participants recommended that women at the Department have more opportunities to get to know their female colleagues.

The group heard two guest speakers — Pamela Wallin, National Affairs Correspondent for the CTV television network, and Nadine Labelle, former A/Director, Sector Management in the Department's Arts and Heritage sector. Wallin spoke about the challenges of being a woman in broadcasting and about the portrayal and representation of women on television. Labelle, who recently left the Department, discussed her experience in the public service, as a woman and as a manager.



## Guide to employee awards

*Communications Canada's award program encourages and rewards excellence in the Department. Employees are eligible for 10 awards. This guide briefly describes the awards.*

### Communications Canada Awards

#### Employee Recognition Award

Created in 1989, this award is unique because candidates are nominated by colleagues according to criteria established by an employee committee. Nominees must have completed a project advancing departmental objectives, improved departmental efficiency or the quality of working life, or completed a humanitarian or other notable action. The award includes a trophy and a certificate signed by the Deputy Minister.

#### Director General's Award

This award recognizes exemplary work. Candidates may be

nominated by anyone and are selected by assistant deputy ministers, directors general or executive directors. A non-monetary gift to a maximum value determined by Treasury Board is presented to recipients.

#### Deputy Minister's Group Achievement Award

This award recognizes groups of employees who make a noteworthy contribution to a departmental project. Nominations may be submitted by ADMs and regional executive directors (on recommendation of directors or directors general) any time during the year. Recipients receive a certificate signed by the Deputy Minister listing all members of the team.

#### Special Contribution Certificate

This award recognizes good deeds that do not fit into other categories. It recognizes actions related to work or to organizations outside the public service.

Colleagues can nominate a candidate at any group and level. The award is a certificate, signed by the employee's director general or ADM.

### Public service awards administered by the Department

#### Merit Award

This is a monetary award for meritorious job performance by individuals or groups. Treasury Board sets guidelines for the amount of money involved, and a certificate is presented by the Deputy Minister. Members of the Management Category are not eligible for a cash award, but may receive a gift, along with the certificate. Nominations are referred from directors general to the Assistant Deputy Minister Corporate Management, to a departmental committee, and then to the Deputy Minister for approval.

#### Suggestion Awards

The Suggestion Award was set up 15 years ago to recognize employees who make useful suggestions within or outside their areas of responsibility. It consists

of a certificate and a cash award, for which Treasury Board sets the guidelines. Nominations may be submitted by colleagues at any time. Employees may receive a monetary award if they do not have authority to implement the suggestion; the employee cannot be in the management category; and the employee cannot administer the awards program.

#### Long Service Award

The Long Service Award honours employees for their years of public service. There are three levels: upon retirement, after a minimum of 10 years service — a certificate signed by the Prime Minister; for 25 years service — a wooden plaque signed by the Deputy Minister and the Prime Minister; and for 35 years service — a sterling silver medallion.

### Public service awards administered by Treasury Board

#### Senior Officer Retirement Certificate

This long-standing award honours deputy ministers and assistant deputy ministers or

equivalent on their retirement, for 10 or more years of service. The award is a certificate with the seal and signature of the Governor General.

#### Award of Excellence

This award is the highest level of government recognition for individual suggestions or meritorious performance. Only employees who have received a Merit Award or a Suggestion Award from their departments are eligible for nomination. Recipients are presented an engraved plaque by the President of the Treasury Board.

#### Outstanding Achievement Award

This award is for senior managers. It is presented by Treasury Board to a career public servant nominated by a deputy minister and the Privy Council Office. The minimum criteria are outstanding performance for at least three years. Honourees receive a citation signed by the Prime Minister and the Governor General, and a work of Canadian art.

*For more information, call Louise Dorey, Incentive Award Coordinator, at (613) 990-4200.*

## Department urged to take lead on privacy issue

"All of us, in our private daily lives, are recorded subjects. As such, we run an ever-increasing risk of having our recorded lives profiled, sold, altered, lost, misinterpreted and publicly exposed," Alan Leadbeater told a Communications Canada seminar in May.

Leadbeater, Executive Director of the Office of the Privacy Commissioner of Canada, was the keynote speaker at "Privacy and Data Protection in the 1990s," the second in a series of seminars organized by the Strategy and Plans branch during the spring and summer.

The erosion of personal privacy is increasing as society becomes more reliant on automated data processing, said Leadbeater. Urging the Department to reassume leadership in the privacy field, he said, "If we are to retain any meaningful measure of privacy in the 'information age,' high standards of data protection are a must."

The Department's early work on privacy — or data protection, "put it among the global pioneers," Leadbeater said, highlighting the 1972 joint report of Communications Canada and Justice Canada, *Privacy and Computers*.

However, after the Department sounded the alarm on the privacy issue, it became a lower priority, Leadbeater said. In the meantime, particularly in Europe, it assumed more importance elsewhere.

In Europe, stringent privacy laws control the use of personal data in the public and private sectors. The imposition of even tougher privacy standards by the

European Parliament in 1993 will mean that companies doing business in Europe will not be able to transmit personal data out of Europe unless their home countries offer equivalent protection, Leadbeater noted.

"The time is past when they (Europeans) are willing to tolerate the risk of allowing information about their citizens to be transmitted to jurisdictions which have non-comparable protection," Leadbeater said. The problem for Canada and the United States is that their privacy laws only apply to government. "As a result, the growing international trade in information is virtually unregulated in North America," he said.

Leadbeater said the Department must again focus on privacy and data protection. "We must get the private sector and our elected officials to recognize that the problem is real and it is substantial. Unless we do, a seriously disadvantaged Canadian industry will beat a path to your (the Department's) door, demanding to know why you didn't tell them sooner," he said.

The keynote address was followed by a panel discussion of issues raised in Leadbeater's remarks. The panelists were Carmen Bagley, Manager, Consumer Affairs Consulting with Price Waterhouse; Pierrôt Péladeau, Privacy Advocate with *La Ligue des droits et liberté*; Peter Robinson, a consultant on telecommunications issues; and Arthur Cordell, Special Advisor to the Department on Information Technology Policy.



The Treasury Board Award of Excellence has been conferred on a team of 18 Communications Canada employees who developed a new commercial mobile satellite (MSAT) communications system over a period of 11 years. The award was presented May 22 by Treasury Board President Gilles Loiselle. Deputy Minister Alain Gourd was also on hand for the ceremony. Back row (left to right): Deputy Minister Alain Gourd, Hugh Reekie, John Kent, Harold Raine, Vera Wills, Violet Goyette, David Gilvary, John Butterworth, Jean-Guy Dumoulin, Allan Maclatchy, Allister Pedersen, and Don Buchanan. Front row: John Braden, Demetre Athanassiadis, Pierre Boudreau, Gilles Loiselle, Robert Briethaupt, Robert Huck and Joseph McNally. Not present: John Sydor.

## New role affects all GTA employees

*Maureen Kullman, the Senior Information Officer with GTA's Corporate Policy and Public Affairs Directorate, has seen considerable changes at the Government Telecommunications Agency (GTA) over the last few years. These are some of her observations.*

by Maureen Kullman

Things are certainly more animated around the Government Telecommunications Agency (GTA), compared to when I arrived here two and a half years ago.

Last spring GTA became a Special Operating Agency — we are still part of Communications Canada, but we have more autonomy in such areas as administrative control, personnel management and finance. With this increased flexibility, we function more like a private-sector business.

Even before the Treasury Board approved GTA's new role, we had begun to orient ourselves to be a market-driven operation. For example, we improved the promotion of our services to federal departments and agencies to the point where more of them are now working with GTA to develop telecommunications systems and networks suited to their needs. To support the new orientation, the Agency was restructured, with a new Marketing Branch and a Corporate Policy and Public Affairs Directorate. Responsibility for the Telecommunications Architect Program has been given to the Development and Engineering Division.

GTA's higher profile means that its employees are also more visible. So we strive to be positive, forthcoming and proactive with clients and to anticipate their needs. All of our work is directed

at meeting the Agency's goals, a situation that gives me a greater sense of purpose and of being a full participating member of the GTA team.

A further change that directly affects me as Senior Information Officer is our shift to a writing style that is informal, friendly and targeted to our market.

As GTA seeks new and more efficient methods for doing business, all of us are encouraged to show initiative in becoming as productive, efficient and competent as we can. The challenge, then, for me and all GTA employees, is to find innovative ways of meeting the Agency's new goals. This requires teamwork and adaptability to ensure that a dynamic GTA remains at the forefront of telecommunications and information technology services.

## SADM

**Philip Kinsman**, Director General, Information Services, has accepted a secondment to the Office of the Secretary to the Governor General as Senior Advisor, Communications.

**Lise Bélair-Brûlé** was promoted to Administrative Assistant in DGSP.

**Larry Greetham**, Training Coordinator in the Regional Policy, Planning and Assessment Division of DGRO, has accepted a one-year Industrial and Scientific Exchange Assignment with the Government of Australia.

**Simon Landry**, previously with the Privy Council Office has joined the Department as Senior Analyst, Regional Operations Branch.

**Diane Désormeaux** has transferred from the Deputy Minister's Office to the Executive Correspondence Secretariat as Correspondence Officer.

**Geneviève Mounier** was appointed Advisor, Cultural Policies and Liaison, in the Regional Programs Division of DGRO.

**Natalie Bradbury** was promoted Policy Advisor in the International Cultural Affairs Division of DGIR.

**Hervé Déry**, formerly with Treasury Board of Canada, has transferred to the Program Evaluation Division (DPE) as Senior Program Evaluation Manager.

**Johanne Jutras** has transferred from DGIR to DGIS as Secretary to the Director, Planning and Liaison.

**Chantal Charette**, previously in ADMAH, was promoted to Secretary in the Regional Programs Division of DGRO.

**Lydia Guerra** has been appointed Correspondence Clerk in the Executive Correspondence Secretariat.

**Art Carew** has transferred from DGRR to DGIR as an Officer in the International Telecommunications Division.

**Anne-Marie St-Onge** has been appointed on an indeterminate basis as Secretary to the Senior Assistant Deputy Minister.

**Attilio Barcados** was promoted to Senior Policy Advisor in the Priority Planning and Government Business Division of DGSP.

**Marie-Jude Etienne** has been appointed on an indeterminate basis as Secretary to the Director, Regional Policy Planning and Assessment, in DGRO.



**Ghislaine Bilodeau**, Coordination and Planning Officer in DGFP, has left the Department to pursue other interests.

**Micheline Steals**, Secretary to DGIS, has accepted a 21-month secondment to the Office of the Secretariat to the Governor General.

**Manon Lacroix** has been appointed on an indeterminate basis as Administrative Assistant in the Editorial Services Division of DGIS.

**Geneviève Ledoux** was promoted to Advisor, Policy and Liaison, in the Regional Programs Division of DGRO.

**Lise Lacroix-Quirouette**, Administrative Assistant in the Public Affairs and Planning Division of DGIS, has left the Department to pursue other interests.

**Ghislaine Urbain** has been appointed on an indeterminate basis as Secretary to the Deputy Director General, International Relations (DGIR).

## People and Places

(from March 1 to June 28, 1991)

Division of DGRR to External Coordination Officer.

**Allen Lee** has accepted a one-year Industrial and Scientific Exchange Assignment from Microtel Systems Engineering to the Development and Engineering Division of PGTA as Senior Telecommunications Advisor.

**Robert Laverdure**, Manager, Computer Systems, in the Automated Spectrum Management Systems Division of DGEP, has accepted a two-year Industrial and Scientific Exchange Assignment with Spectrocan Engineering Inc.

**William Ranger** has accepted a one-year secondment from Employment and Immigration Canada to the Telecommunications Systems Management Division of PGTA as Chief, Telecommunications Systems.

**Inna Bischof** has transferred from DGTP to the Regulatory Policy and Planning Division of DGRR as Regulatory Policy Analyst.

**Hélène Viau**, previously Financial Clerk in the Automated Applications Division of DGRR, was promoted to Administrative Assistant in the EMC Analysis and Consultation Division of DGEP.

**Judy Wylie** was promoted to Correspondence Officer in the Regulatory Policy and Planning Division of DGRR.

**Éric Després** has accepted a one-year secondment from Transport Canada to the Development and Engineering Division of PGTA as Superintendent, Core OSI Communications.

**Jeannine Henry**, Secretary to the Director, Optical Communications and Electrophonic Technologies in DGCD, has left the Department to pursue other interests.

**Gwen Buck** was promoted Office Manager in the Broadcast Applications Engineering Division of DGBR.

**Manon Bolduc** was appointed FM Broadcast Clerk in the Broadcast Applications Engineering Division of DGBR.

**Peter Wolters** was appointed on an indeterminate basis as Inventory Control Clerk in the Certification and Engineering Bureau of DGEP.

**Sandra Drohan**, Manager, Branch Administration, in the Informatics Planning Division of DGIM, has left the Department to pursue other interests.

## ADMAH

**Judith Logan**, previously Senior Conservator, was promoted to Chief, Archaeology and Textiles, in the Conservation Services Division of the Canadian Conservation Institute.

**Nicole Quintal** has transferred from the Official Languages Division of DGHR to the Sector Correspondence Unit of the Sector Management Division as Correspondence Officer.

The following three employees have been appointed on an indeterminate basis in the Canadian Conservation Institute (CCI):

**Helen McKay**, Senior Assistant Conservator, Conservation Services; **Carol Bigras**, Scientific Documentation Technologist, Conservation Research Services; and **Sandra Lafortune**, Writer/Editor, Information and Extension Services.



## ADMCM

**Dan Rainboth**, Director, Internal Audit, is now Visiting Director, Public Service 2000, in DGHR.

**Paul Pinaud**, formerly with Revenue Canada, Taxation, was appointed Head, Personnel Clearance and Visit Control, in the Security and Communications Support Services Division (DSCS).



**Hélène Godreau**, Administrative Assistant in the Human Resources Planning and Development Division of DGHR, has left the Department to pursue other interests.

**Diane Desjardins** was promoted to Program Officer, Language Training and Performance Appraisal, in the Human Resources Planning and Development Division of DGHR.

**Louise Blondin** was appointed Officer, Systems, Training, Pay and Benefits in the Staff Relations and Compensation Division of DGHR.

**Pierre Alleyn** was confirmed as Training and Development Officer in the Human Resources Planning and Development Division of DGHR.

**Susan Mongrain** has accepted a one-year secondment from Indian and Northern Affairs to the Access to Information and Privacy Secretariat (DMC) as Acting Senior Policy Advisor.

**André Bouffard** has transferred within the Security and Communications Support Services Division (DSCS) to the position of Physical Security Analyst.

**Dorothy Franklin** was appointed Senior Analyst in the Financial Services Minister's Portfolio Division of DGFm.

**Flo Hooley**, Supervisor, Telex Centre, in the Administrative Document Services Division of DGAT, has left the Department to pursue other interests.

**Pierrette Henrie** was confirmed as Counsellor, Career Management and Workforce Adjustment, in the Human Resources Planning and Development Division of DGHR.

**Colin Taylor** was promoted to Director, Security and Communications Support Services (DSCS).

**JoAnn Boyer**, Financial Systems Officer in the Financial Policy, Systems and Reporting Division of DGFm, has left the Department to pursue other interests.

**Esther Saunders** has transferred from the Cultural Initiatives Program Division in ADMAH to the Financial Policy, Systems and Accounting Division of DGFm as Accounts Payable Clerk.

**Peter Mitchell**, previously Manager, Creative Visual Services, in the Administrative and Technical Services (DCAT) at CRC, has joined Supply and Services Canada as a result of a promotion.

**Julie Côté** was appointed on an indeterminate basis as Chief, Security and Intelligence Programs, in the Security and Communications Support Services (DSCS).

**Louise Stewart**, Accounts Payable Clerk in the Financial Policy, Systems and Accounting Division of DGFm, has left the Department to pursue other interests.

## ADMRS

**Janet Deschenes** was promoted within the Automated Applications

**Mary Peever and Janet Mason** were promoted to Conservators in the Conservation Services Division of CCI.

**David Miller**, from the private sector, was appointed Senior Assistant Conservation Scientist, Conservation Research Services Division, Canadian Conservation Institute.

The following four employees have left the Department to pursue other interests:

**Line Tardif**, Records Classifier in the Museums and Heritage/Policy and Programs Branch.

**Luby Aczel**, Manager, Collections Management, in the Museums Assistance Programs Division of DGMHP.

**Nadine La Belle**, Acting Director, Sector Management.

**Nicholas Sidor**, Policy Analyst in the Museums and Heritage/Policy and Programs Branch.

**Carmen D'Aoust** was appointed Executive Assistant to the Assistant Deputy Minister, Arts and Heritage.

## ADMCP

**Adam Ostry**, previously Director, Arts Policy in DGAP, was promoted to Director General, Cultural Industries (DGCI).



**Nicole Pigeon** was appointed on an indeterminate basis to Secretary in the Film, Video and Sound Recording Policy and Programs Division of DGCI.

**Hélène Asselin** was appointed Senior Policy Analyst in the Financial and Regulatory Policy Division of DGTP.

**James Ladouceur**, formerly Telecommunications Analyst in the Client Services Division of PGTA, was promoted to Industry Policy Analyst in the Telematics Development Division of DGNM.

**Pierre Leduc**, Senior Policy Analyst in the Trade Policy and Canada/USA Telecommunications Division of DGIR in SADM, has transferred to the Telematics and New Media Branch (DGNM) as Director, New Media.

**Helen Kennedy** has been appointed on an indeterminate basis as Policy Analyst in the Financial and Regulatory Policy Division of DGTP.

**John Watt**, previously Director General, Cultural Industries (DGCI), has left the Department to pursue other interests.

## SMAQ

**Michel Saint-Denis**, Coordinator, Broadcasting and Audio-Visual, in the Regional Development Branch (DGDR), has transferred to Industry, Science and Technology Canada.

The following Radio Inspectors were promoted through the EL Underfill Program:

**Alexandra Thompson**, Montreal District Office;

**Fernando Mendes**, Montreal District Office; and

**Harold Carmichael**, Chicoutimi District Office.

**Claudette Bisson** has transferred from the Regional Office to the Montreal District Office as Clerk.

**Claire Blake** was appointed on an indeterminate basis to Accounts Receivable Clerk in the Finance section of DGCQ.

**Nathalie Le Coz** was promoted to Program Officer in the Sound Recording Development Program Division of DGDR.

**André Prudhomme** has transferred within the Operations Division of the Spectrum Management and District Operations Branch (DGQ) to the position of Standards Officer.

**Sylvie Landreville** was promoted to Clerk in the Administration section of DGCQ.

**Brigitte Lafortune** has transferred from Forestry Canada to the Sound Recording Development Program Division of DGDR as Program Officer.

**Danielle Carrier** has transferred from Transport Canada to the Technological Development Division of DGDR as Projects Officer.

**André Lemay**, Engineer-Scientist in the Advanced Technology Directorate of the Canadian Workplace Automation Research Centre (CWARC), has left the Department to pursue other interests.

**Robert Régimbald** has transferred from the Ottawa District Office to the Montreal District Office — Outaouais Auxiliary Office, as Officer-in-charge.

**Raymond Descout** was promoted to Manager, R&D and System Engineering, in the Integrated Systems Directorate of the Canadian Workplace Automation Research Centre (CWARC).

## EDA

**Marthe Saulnier**, formerly with the Atlantic Canada Opportunities Agency in Moncton, was appointed Administrative Assistant to the Executive Director.

**Gloria Gravel** has accepted a one-year secondment from the Public Service Commission to the Communications and Culture Division of the Moncton Regional Office as Development Officer, Canada-New Brunswick Cooperation Agreement.

## EDO

**Violet Tam** was promoted to Assistant, Communications and Culture, in the Toronto Regional Office.

**Wade Kuhl**, Radio Inspector-in-training in the Kitchener District Office and **William Mintern**, Radio Inspector in the Toronto District Office, have left the Department to pursue other interests.

**Daniel Martyn**, Telecommunications Analyst in the Government Telecommunications Division of the Regional Office, has left the Department to pursue other interests.

**Susan Anderson** is replacing **Lynn Thomas** as Administrative Support Supervisor in the London District Office. Lynn Thomas has left the Department to pursue other interests.

## EDC

**Darlene Lentle** was promoted within the Personnel Division of the Winnipeg Regional Office to Regional Chief, Compensation and Benefits.

**Marla Gerson**, Receptionist/ Administration Clerk in the Calgary District Office, has left the Department to pursue other interests.

**Jean Makeiff**, Chief, Regional Information Systems in the Finance, Administration and EDP Division of the Regional Office, has transferred to Supply and Services Canada.

**Francine Côté**, Communications Officer in the Strategy, Planning and Public Affairs Division of the Regional Office, has left the Department to pursue other interests.

**John Sidlowich** has joined the EDP section of the Regional Office as Computer Programmer/Trainer.

See page 8: People

# Retirements

Because of an extraordinary number of recent retirements, Communications Express regrets that it is unable to publish the photo of each retiree.

**Carl Buckley**, Chief, Operations, Information Systems, Canadian Heritage Information Network (CHIN) — 35 years.

**Gerry Delince**, Administrative Officer, Administration and Finance, CHIN — 19 years.

**Kathleen Bélanger**, Accounts Receivable Clerk, Financial Policy, Systems and Accounting — 14 years.

**Gerry Doré**, Pay Verification Clerk, Financial Policy, Systems and Accounting, DGFM — 16 years.

**Eugene Morrison**, Special Advisor, Microcomputer Technology, Integrated Office Systems, DGIM — 39 years.

**Ron Brown**, Supervisor, Spectrum Control, Lower Mainland District Office, Pacific Region — 39 years.

**Jim Dean**, Regional Manager, Authorization, Pacific Regional Office — 39 years.

**Yvon Quinn**, Assistant Data Analyst, Telecommunications Systems Management, DGGT — 35 years.

**Geoff Barham**, Supervisor, Spectrum Control, Manitoba District Office — 32 years.

**John Shewfelt**, Radio Inspector, Manitoba District Office — 36 years.

**Ray Flatt**, Telecommunications Manager, Government Telecommunications Agency, Edmonton District Office — 34 years.

**Kay Reid**, Pay and Benefits Clerk in the Personnel Division of the Central Regional Office — 25 years.

**Jack Downes**, Telecommunications Manager, Government Telecommunications Division, Winnipeg Regional Office — 34 years.

**Jim Rohatensky**, Radio Inspector, Manitoba District Office — 36 years.

**Yun Foo Lum**, Director, Broadcast Systems and Networks Research, DGBT — 15 years.

**André Martinelli**, Research Technologist, Information Processing Research, DGBT — 29 years.

**Ross Ritchie**, Specialist, Telecommunications Maintenance and Spectrum Management, Certification and Engineering Bureau, DGEP — 31 years.

**Ivan Vrana**, Project Leader, Technology Assessment Support, Automated Spectrum Management Systems, DGEP — 30 years.

**Sam Ayre**, Technician, Advanced Devices and Reliability, DGCD — 32 years.

**Donald Davidson**, Technologist, Advanced Devices and Reliability, DGCD — 35 years.

**Louis Pecek**, Manager, Revenue Operations, Finance and Administration, PGTA — 17 years.

**Constance Sigouin**, Administrative Supervisor, Finance and Administration, PGTA — 20 years.

**Janet Bezanson**, Administrative Assistant, DGRR — 15 years.

**Donald Bradley**, Technologist, Satellite Communications, DGRC — 35 years.

**Donald Muldrew**, Group Leader IS-IS, Radio Propagation, DGRC — 34 years.

**Ruth Alexander**, Administrative Clerk, Spectrum Management Operations, DGRR — 34 years.

**Kenneth Duncan**, Standards Officer, Spectrum Management Operations, DGRR — 34 years.

**Barbara Hubert**, Coordination Support Clerk, Spectrum Management Operations, DGRR — 19 years.

**Ronald Powers**, Officer, Spectrum Management Operations, DGRR — 32 years.

**Larry Thivierge**, Manager, Systems Procedures, Automated Applications, DGRR — 37 years.

**Donald Crouse**, Data Analyst, National Data Systems, Telecommunications Systems Management, PGTA — 39 years.

**Denis Rouillard**, Assistant Data Analyst, Telecommunications Systems Management, PGTA — 30 years.

**Lloyd Perrier**, Technologist, Satellite Communications, DGRC — 25 years.

**Gerald Venier**, Research Scientist, Radio Communications Technologies, DGRC — 35 years.

**Christopher Foo**, Technologist, Components and Subsystems, DGCD — 18 years.

**Tom Nishazaki**, Engineer, Advanced Devices and Reliability, DGCD — 32 years.

**David Gilvary**, Senior Policy Advisor — Services, Industry Structure and Services, DGTP — 26 years.

**Patricia Kirk**, UNESCO Certification Officer, Canadian Audio-Visual Certification Office, Cultural Industries Branch — 32 years.

**Richard Nassar**, on an Industrial and Scientific Assignment with Spectrocan Engineering Inc. since May 1989, previously with the Telecommunications Policy Branch — 33 years.

**Laura Lindsay**, Secretary to the Director, Government Telecommunications, Pacific Regional Office — 16 years.

**Jocelyn Schulzer**, Communications Development Officer, Communications and Culture, Pacific Regional Office — 14 years.

**Tony Tamayose**, Supervising Inspector, Operations, Pacific Regional Office (on secondment with the Department of the Secretary of State, Japanese Canadian Redress Secretariat, since November 1988) — 32 years.

**Claire Désormeaux**, Policy Advisor, Cultural Initiatives Program, DGAP — 16 years.

**Madeleine Bédard-Beaudin**, Secretary, Canadian Audio-Visual Certification Office, Cultural Industries Branch — 24 years.

**Louise Simard-Dupuy**, Policy Analyst, Arts and Policy Branch — 19 years.

**Gulbanu Allibhai**, Travel Clerk, Museums and Heritage/Policy and Programs — 18 years.

**Donald McCuaig**, Telecommunications Officer, GTA Atlantic Regional Office — 15 years.

**Hilliard Billings**, Equipment Operator, Shops and Trades, Administrative and Technical Services, DCAT, CRC — 38 years.

**Richard Desmarais**, Director, Planning and Coordination/Facilities Management, DGAT — 16 years.

**Ken Billings**, Storeman, Materiel Management Services, Administrative and Technical Services, DCAT, CRC — 39 years.

**Claude Corneau**, Storeman, Materiel Management Services, Administrative and Technical Services, DCAT, CRC — 33 years.

**Adrian Carroll**, Driver, Fleet Operations, DCAT, CRC — 34 years.

**Stanley Kemp**, Head, Instrument Maintenance, Instrument Services, Administrative and Technical Services, DCAT, CRC — 26 years.

**Robert Moulton**, Shift Engineer, Central Heating and Cooling Plant, Administrative and Technical Services, DCAT, CRC — 27 years.

**Garry Payeur**, Designer, Creative Visual Services, DCAT, CRC — 34 years.

**Clifford Williams**, Driver, Fleet Operations, DCAT, CRC — 35 years.

## People continues from page 7

**Rachelle Smith** has transferred from Employment and Immigration Canada to the Strategy, Planning and Public Affairs Division of the Regional Office, as Communications Officer.

**Murielle Denis**, Spectrum Control Clerk in the Saskatoon District Office, has transferred to Revenue Canada.

**Terry Keim** has transferred from the Yellowknife District Office to the Regina District Office as District Director. **Rolf Ziemann** is replacing him as District Director in Yellowknife.

The following Radio Inspectors were promoted through the EL Underfill Program:

**Darryl De Forest**, Calgary District Office.

**Ron Tonita**, Regina District Office

**Bernard Ries**, Saskatoon District Office

## EDP

**Margareth Sorensen**, previously with Environment Canada, was appointed Secretary to the Executive Director.

## Qui fait quoi suite de la page 7

**Rachelle Smith** a été mutée d'Emploi et Immigration Canada à la Division de la stratégie, de la planification et des affaires publiques du Bureau régional, en qualité d'agente des communications.

**Murielle Denis**, commis au contrôle du spectre, District de Saskatoon, a été mutée à Revenu Canada.

**Terry Keim** a été muté du District de Yellowknife au District de Regina en qualité de directeur de district. **Rolf Ziemann** le remplace à la direction du District de Yellowknife.

Les inspecteurs radio suivants ont été promus en vertu du programme de sous-classement EL:

**Darryl de Forest**, District de Calgary;

**Ron Tonita**, District de Regina;

**Bernard Ries**, District de Saskatoon.

## DEP

**Margareth Sorensen**, auparavant d'Environnement Canada, a été nommée secrétaire du directeur exécutif.



◆ **Jean-Charles Mondou** (left), Specialist, Spectrum Control, in the Quebec District Office, has retired after 32 years of service. He is seen here receiving his retirement certificate from District Director **Yvon Trudel**. Also on hand for the ceremony: **Roger Lamothe**, Chief, Spectrum Control; **Pierre Lamay**, Director, Regional Operations; and **Michel Robitaille**, Chief, Licensing Section.

**Jean-Charles Mondou** (à gauche), spécialiste, Contrôle du Spectre, au bureau de district de Québec a

pris sa retraite après 32 années de service. Il reçoit ici son certificat de retraite des mains du Directeur du district, **Yvon Trudel**. Apparaissent également sur la photo en haut à gauche, **Roger Lamothe**, chef de section, Contrôle du Spectre, **Pierre Lemay**, Directeur général adjoint intérimaire, gestion du spectre et opérations de district et **Michel Robitaille**, Chef de section, autorisation.



◆ **John Gilbert** (left), Special Advisor to the Assistant Deputy Minister, Research and Spectrum, receives a briefcase from the Assistant Deputy Minister, **Mike Binder**, in honour of his retirement after 32 years of service.

**John Gilbert** (à gauche), conseiller spécial auprès du sous-ministre adjoint, Recherche et spectre, se voit remettre un porte-documents par le SMA, **Mike Binder**, à l'occasion de son départ après 32 ans de service.

## Long Service Awards

### 35 years

**Gisèle Savage**, Chief, Compensation and Benefits, Staff Relations and Compensation, DGHR.

### 25 years

**Michel Séguin**, Director General, Human Resources, ADMCM.

**Ruth Mayost**, Director, Policy Sector Planning and Coordination Division, SADM.

**Wallene Munro**, Chief, Human Resources Policy, Human Resources Planning and Development, DGHR.

## Longs états de service

### 35 années

**Gisèle Savage**, chef, Rémunération et avantages sociaux, Relations de travail et avantages sociaux (DGHR)

### 25 années

**Michel Séguin**, directeur général, Ressources humaines (SMAGI)

**Ruth Mayost**, directrice, Planification et coordination du secteur (SMAP)

**Wallene Munro**, chef, Politique des ressources humaines, Planification et développement des ressources humaines, DGHR

# Ont pris leur retraite

*En raison du nombre exceptionnel de nouveaux retraités, Communications Express regrette de ne pouvoir publier la photo de chacun d'entre eux.*

**Carl Buckley**, chef, opérations, Systèmes d'information, Réseau canadien d'informations sur le patrimoine (RCIP) — 35 ans.

**Gerry Delince**, agent d'administration, Administration et Finances (RCIP) — 19 ans.

**Kathleen Bélanger**, commis aux comptes-clients, Politique financière, systèmes et comptabilité — 14 ans.

**Gerry Doré**, commis à la vérification de la paie, Politique financière, systèmes et comptabilité (DGFM) — 16 ans.

**Eugene Morrison**, conseiller spécial, Technologie des micro-ordinateurs, Systèmes de bureautique intégrée (DGIM) — 39 ans.

**Ron Brown**, surveillant, Contrôle du spectre, district de Lower Mainland, région du Pacifique — 39 ans.

**Jim Dean**, gestionnaire régional, Autorisation, région du Pacifique — 39 ans.

**Yvon Quinn**, analyste adjoint des données, Gestion des systèmes de télécommunications (DGGT) — 35 ans.

**Geoff Barham**, surveillant, Contrôle du spectre, district du Manitoba — 32 ans.

**John Shewfelt**, inspecteur de radio, district du Manitoba — 36 ans.

**Ray Flatt**, gestionnaire des télécommunications, Agence des télécommunications gouvernementales, district d'Edmonton — 34 ans.

**Kay Reid**, commis à la rémunération et aux avantages sociaux pour la division du personnel de la région du Centre — 25 ans.

**Donald Crouse**, analyste des données, Systèmes nationaux de transmission des données, Gestion des systèmes de télécommunications (PGTA) — 39 ans.

**Denis Rouillard**, analyste adjoint des données, Gestion des systèmes de télécommunications (PGTA) — 30 ans.

**Lloyd Perrier**, technologue, Communications par satellite (DGRC) — 25 ans.

**Gerald Venier**, chercheur scientifique, Technologies des communications radio (DGRC) — 35 ans.

**Christopher Foo**, technologue, Composants et sous-systèmes (DGCD) — 18 ans.

**Tom Nishazaki**, ingénieur, Dispositifs de pointe et fiabilité (DGCD) — 32 ans.

**David Gilvary**, conseiller principal en politique, Services, Organisation et services industriels (DGTP) — 26 ans.

**Patricia Kirk**, agent de certification de l'UNESCO, Bureau de certification des produits audio-visuels canadiens, Direction générale des industries culturelles — 32 ans.

**Richard Nassar**, en affectation depuis mai 1989 à la Spectrocan Engineering Inc. dans le cadre du Programme d'échanges industriels et scientifiques, anciennement au service de la Direction générale de la politique des télécommunications — 33 ans.

**Laura Lindsay**, secrétaire du directeur, Télécommunications gouvernementales, région du Pacifique — 16 ans.

**Jocelyn Schulzer**, agent de développement des communications, Communications et culture, région du Pacifique — 14 ans.

**Tony Tamayose**, inspecteur à la surveillance, Opérations, région du Pacifique (en détachement pour le Secrétariat d'État, au Secrétariat du redressement des Canadiens japonais depuis novembre 1988) — 32 ans.

**Claire Désormeaux**, conseillère en politique, Programme des initiatives culturelles (DGAP) — 16 ans.

**Madeleine Bédard-Beaudin**, secrétaire, Bureau de certification des produits audio-visuels canadiens, Direction générale des industries culturelles — 24 ans.

**Louise Simard-Dupuy**, analyste en politique, Direction générale de la politique des arts — 19 ans.

**Gulbanu Allibhai**, commis aux voyages, Politiques et programmes des musées et du patrimoine — 18 ans.

**Jack Downes**, gestionnaire des télécommunications, Division des télécommunications gouvernementales, district de Winnipeg — 34 ans.

**Jim Rohatensky**, inspecteur de radio, district du Manitoba — 36 ans.

**Yun Foo Lum**, directeur, Recherche en systèmes et réseaux de radiodiffusion (DGBT) — 15 ans.

**André Martinelli**, technologue en recherche, Recherche sur le traitement de l'information (DGBT) — 29 ans.

**Ross Ritchie**, spécialiste, Maintenance du matériel de télécommunications et gestion du spectre, Bureau d'homologation et de services techniques (DGEP) — 31 ans.

**Ivan Vrana**, chef de projet, Soutien de l'évaluation de la technologie, Systèmes automatisés de gestion du spectre (DGEP) — 30 ans.

**Sam Ayre**, technicien, Dispositifs de pointe et fiabilité (DGCD) — 32 ans.

**Donald Davidson**, technologue, Dispositifs de pointe et fiabilité (DGCD) — 35 ans.

**Louis Pecek**, gestionnaire, Gestion des revenus, Finances et Administration (PGTA) — 17 ans.

**Constance Sigouin**, surveillante en administration, Finances et Administration (PGTA) — 20 ans.

**Janet Bezanson**, adjointe administrative (DGRR) — 15 ans.

**Donald Bradley**, technologue, Communications par satellite (DGRC) — 35 ans.

**Donald Muldrew**, chef de groupe IS-IS, Propagation radioélectrique (DGRC) — 34 ans.

**Ruth Alexander**, commis à l'administration, Exploitation de la gestion du spectre (DGRR) — 34 ans.

**Kenneth Duncan**, agent des normes, Exploitation de la gestion du spectre (DGRR) — 34 ans.

**Barbara Hubert**, commis de soutien de la coordination, Exploitation de la gestion du spectre (DGRR) — 19 ans.

**Ronald Powers**, agent, Exploitation de la gestion du spectre (DGRR) — 32 ans.

**Larry Thivierge**, gestionnaire, Procédures des systèmes, Applications automatisées (DGRR) — 37 ans.

**Donald McCuaig**, agent des télécommunications, Télécommunications gouvernementales, région de l'Atlantique — 15 ans.

**Hilliard Billings**, opérateur d'équipement, Ateliers et métiers, Services administratifs et techniques (DCAT) (CRC) — 38 ans.

**Richard Desmarais**, directeur, Planification et coordination/gestion des installations (DGAT) — 16 ans.

**Ken Billings**, magasinier, Services de la gestion du matériel, Services administratifs et techniques (DCAT) (CRC) — 39 ans.

**Claude Corneau**, magasinier, Services de la gestion du matériel, Services administratifs et techniques (DCAT) (CRC) — 33 ans.

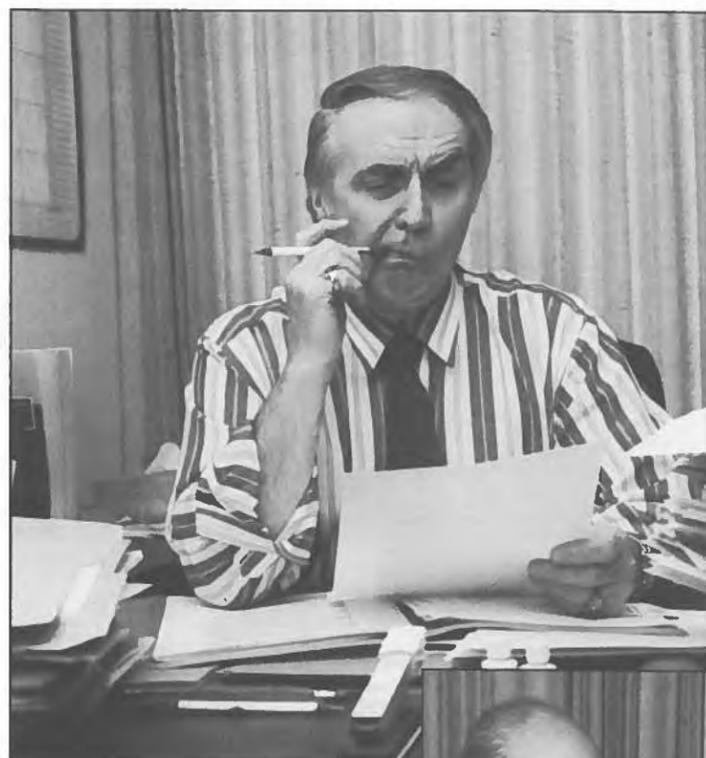
**Adrian Carroll**, chauffeur, service de la flotte (DCAT) (CRC) — 34 ans.

**Stanley Kemp**, chef, Entretien des instruments, Service des instruments, Services administratifs et techniques (DCAT) (CRC) — 26 ans.

**Robert Moulton**, ingénieur de quart, Chaufferie et installation de ventilation centrales, Services administratifs et techniques (DCAT) (CRC) — 27 ans.

**Garry Payeur**, graphiste, Services de création visuelle (DCAT) (CRC) — 34 ans.

**Clifford Williams**, chauffeur, service de la flotte (DCAT) (CRC) — 35 ans.



◆ Hal Markell, Officer in the Editorial Services Division of DGIS, studies a final document prior to his retirement after 31 years with the Department.

Hal Markell, agent des services de rédaction de la DGIS, étudie un dernier document avant de prendre sa retraite après 31 ans de service.

◆ Larry Peters (left), Policy Analyst in the Telecommunications Planning and Coordination Division of PGTA, and his wife, Germaine, open a gift at his retirement party marking 37 years of service.

Larry Peters (à gauche), analyste en politique de la Division de la planification et de la coordination des télécommunications, et sa femme Germaine ouvrent un cadeau lors de la fête organisée en l'honneur du départ de M. Peters, après 37 ans de service.

