

Time to  
Renew Your  
Membership

2013



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Be Sure to Renew Your Membership On Time.

There are three steps to renew membership for:

- Active RPFs or RFTs
- RPFs and RFTs on LOA who are employed and work in BC
- Associate Members
- Transferring Forest Professionals
- Limited Licensees

**Step 1** Submit your 2012 Self-Assessment Declaration

**Step 2** Notify the ABCFP if there has been a change in your indictable offence status.

**Step 3** Pay your fees.

There are only two steps to renew membership for:

- FITs or TFTs
- Retired Members
- Special Permit Holders
- Registered Members on LOA (who are unemployed or work outside of BC)

**Step 1** Notify the ABCFP if there has been a change in your indictable offence status.

**Step 2** Pay your fees.

Your membership will not be renewed until you have completed all of the required steps.

## How to Renew Your Membership

### Renew online

The quickest and easiest way to renew your membership is to complete all the steps online. There is a link to the online Membership Renewal page right on the Home page of the website and in the renewal notice sent to you on October 1<sup>st</sup>.

### Renew by mail, fax or in person

You can also renew your membership by mail, fax or in person by downloading the forms available on the Steps to Renew page of the website (click on Members' Area, My Membership and Steps To Renew).

## Membership Renewal Timeline

Membership Renewal Process	DEADLINES
A membership renewal notice is sent to each member.	<b>OCTOBER 1<sup>ST</sup></b>
Annual fees are due AND, where applicable, self-assessment declarations are due.	<b>DECEMBER 1<sup>ST</sup></b>
Administrative fee of \$50 plus HST is added to the fees of members who have not paid their annual fee AND/OR, where applicable, have not submitted their self-assessment declarations. Notices will be sent to those members affected.	<b>DECEMBER 2<sup>ND</sup></b>
Final deadline for membership renewal.	<b>JANUARY 31<sup>ST</sup></b>
Any members who have not renewed will be struck from the register and notified accordingly soon thereafter.	<b>FEBRUARY 1<sup>ST</sup></b>

## Self-Assessment Declaration FAQs

### When is my self-assessment declaration due?

Your declaration is due on December 1, 2012. If you submit your declaration after December 1, 2012, additional charges will be applied to your membership renewal fee.

### Why is the professional practice questionnaire no longer part of membership renewal?

The Professional Practice Questionnaire has become part of the Change of Status process. You only need to complete a Professional Practice Questionnaire when you are applying to change your status.

### Why is the declaration of non-practise no longer an option?

The declaration of non-practise is discontinued because there were wrong assumptions that it was linked to the change of status process. Also the self-assessment is still useful even when you are not practising professional forestry.

### What happens if I don't submit my self-assessment declaration?

If you fail to either pay your membership fees or complete your declaration by December 1, 2012, you will be assessed an administrative fee. If you fail to pay your membership fee or complete your declaration by January 31, 2013, you will no longer be allowed to practise forestry in BC.

### Can I submit my self-assessment declaration online?

Yes, you can do it online! There is a link to the online Membership Renewal page right on the Home page of the website.

# BC Forest PROFESSIONAL

NOVEMBER - DECEMBER 2012



Fairness in the ABCFP's Discipline Process

**Forestry:**  
The Future is Growing  
Conference and AGM 2013

Dishonest but not Illegal:  
Maintaining the Public Trust

**VIEWPOINT**  
Perspectives on  
Professional Reliance

# STAYING SAFE IS A BALANCING ACT.

Winter walking conditions can be hazardous. Wear proper footwear. Take smaller steps. Stretch to stay limber. It's easier to stay well than get well.

**BC Forest Safety Council**  
 www.bcforestsafes.org

## BC Forest Professional's Editorial Board Needs Three New Members

- Do you find yourself ranting at the trees about forest policy?
- Do you bore people talking endlessly about forest politics?
- Would you like to play a real role in getting forestry information out to ABCFP members, forestry decision makers and elected officials?

If so, join our editorial board. With just six meetings a year and a little reading, you can make a big impact. Please send your resume and a letter of interest to editor@abcfp.ca by November 28, 2012.

**BC Forest PROFESSIONAL**

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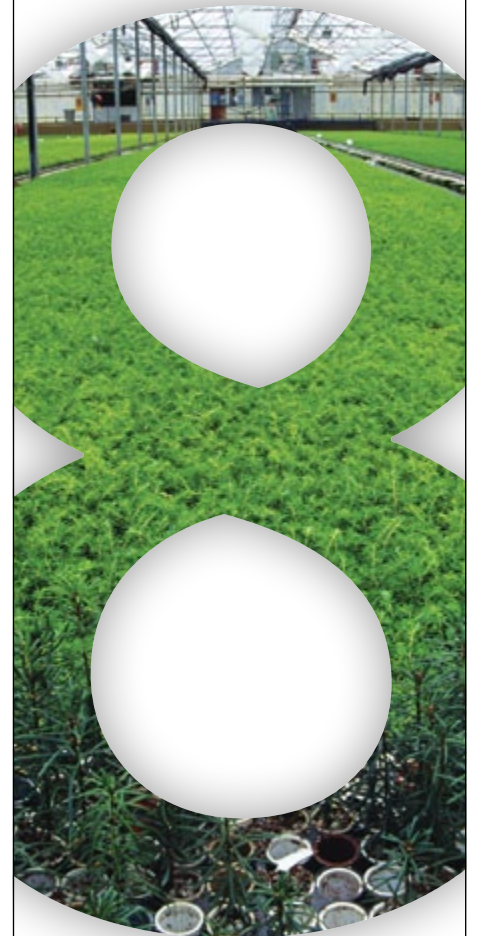


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## Plant Wizard Software Update

It's here!



See back cover



## Put in Your Two Cents



The **BC Forest Professional** letters' section is intended primarily for feedback on recent articles and for brief statements about current association, professional or forestry issues. The editor reserves the right to edit and condense letters and encourages readers to keep letters to 300 words. Anonymous letters are not accepted. Please refer to our website for guidelines to help make sure your submission gets published in **BC Forest Professional**.

Send letters to:

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## Balderdash

As I finished reading the excellent collection of articles on free growing to rotation (**BC Forest Professional**, September/October 2012), I momentarily rejoiced at what we as a profession do and say well. But my mind was more disturbed by the present state of forestry in British Columbia.

Today, the public forests are not in the safe hands of forest professionals. They are in the unsafe hands of politicians and corporate lawyers. For over a decade, politicians have wreaked havoc upon natural resource funding, science, planning, reporting, and stewardship while we huddled and bleated like defenceless sheep.

A recent bleat was: "The mountain pine beetle epidemic is not a result of mismanaged forests" (Vancouver Sun, 25 August 2012). Balderdash! One criterion of sustainable forest management under the Montreal Process is to maintain vital and healthy ecosystems.

As a profession, we failed to direct the forest industry to harvest more aging pine forests while ensuring they got older through fire suppression. This created unnatural and sick ecosystems providing ideal habitat

for mountain pine beetles across vast landscapes of British Columbia. So, we have been complicit in creating the present state of affairs.

The challenge now is for the ABCFP to respond forcefully and politically both to the report of the Special Committee on Timber Supply and to the government's action plan. Both offer a toxic cocktail of ad hoc tenure reform on the fly, subsidy through broadcast fertilization, and continued unsustainable logging reaching into economically marginal forests and old-growth reserves previously off limits to logging.

In crafting its response to an emboldened policy of unsustainable logging rates, the ABCFP would be wise to remember Albert Einstein's advice on problem-solving: "No problem can be solved from the same level of consciousness that created it." For government to pretend to solve the timber supply crisis with the same tired, misguided policies that created it in the first place is nothing short of lunacy.

**ANTHONY BRITNEFF, RPF (RET)**

**Editor's Note:** We just received this letter below forwarded by the College of New Caledonia and wanted to share it with the membership. There are some excellent soon-to-be forest professionals coming up the ranks. ForesTrust, the ABCFP's registered charity, has 13 endowments at post-secondary institutions across British Columbia. Income earned on these endowments is used to grant scholarships and bursaries to forestry students like Jesse.

## Thanks from a Forestry Student

I am writing this letter in response to the award I received from ABCFP ForesTrust. I am very thankful that the ABCFP funds the Association of BC Forest Professional Endowment Natural Resources Scholarship award; this money will help to continue my studies further in my post-secondary education.

I am a second year student in the Natural Resources and Environmental Technology program offered by the College of New Caledonia (CNC), Prince George campus. Through the summer of 2011, I was employed at Canfor as a field assistant in their field operations department. I have accepted another summer employment position with Canfor through the summer of 2012 and hope to develop my expertise as a Forester in Training. I have also been blessed with the opportunity to study abroad with a past trip to China and an upcoming trip to Costa Rica to study their country's environmental management objectives. This is my last year at CNC, but I plan on continuing at the University of Northern British Columbia (UNBC) to enroll in their Forest Ecology and Management program. After completing that program, I want to become a Registered Professional Forester.

Again, thank you for your generous award and I appreciate your contribution towards furthering my forestry education and career.

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## Failure Is Not an Option When it Comes to Professional Reliance

When I heard that the Viewpoints theme of this issue of **BC Forest Professional** magazine was going to be professional reliance and FRPA, I knew I had to write about the topic in my column. Professional reliance is certainly a hot button issue. Some people love it, some people hate it and everyone seems to have an opinion. Here are my two cents: Failure is not an option.

It does not matter what area of forestry you work in, our collective goal should be to make professional reliance work. The consequences of failing at professional reliance are not pretty. Government may change legislation to go back to the prescriptive *Forest Practices Code* era or something equally undesirable. Fortunately, the evidence shows that professional reliance is definitely working.

I recently had the opportunity to speak with Murray Wilson, RPF, woodlands manager for Tolko. He told me that he and the other Tolko forest professionals are very happy with the level of professional reliance practised in the Okanagan Shuswap District and at the regional level. Murray says: "Compared to a few years ago, we have substantially reduced conflicts between professionals, have 10 guiding principles in place to further guide professional reliance development and processes, are receiving faster approvals, have captured a lot of efficiencies in various aspects of our business, and have increased the time our professionals can spend on larger and more strategic land management issues and other areas of the business, all while maintaining a fair balance between stewardship and economical goals."

One specific example Murray gave me had to do with the First Nations referral process. He told me that the submitting forest professionals sign off on the fact that they have done the necessary information sharing and identified and resolved issues that the bands may have with the plans. The ministry uses this submission as part of their consultation rather than doing the whole process again. This acceptance has helped categorize cutting permit issuance into one of three categories, expedited, standard or deep consultation. The bulk of the district permits fall into the expedited category.

In general, cutting permits in the district are issued in an average of 21 days and have been issued in as few as two days. These are great examples of how professional reliance can make the lives of industry and government forest professionals much easier. Of course, it takes a lot of trust and commitment from the two parties to make it happen.

To see how well professional reliance is being accepted by the forestry community, the ABCFP, together with the Ministry

of Forests, Lands and Natural Resource Operations and industry representatives conducted two surveys on professional reliance—one in 2010 and another in 2012. Most of the people who filled out the survey are ABCFP members so we were pleased to see some improvement in several areas. Here are some survey highlights:

- Scores associated with individuals' understanding of professional reliance, roles and accountabilities were generally high and improved over 2010.
- There was strong agreement that professional reliance is a shared responsibility between professionals and employers.
- Some comments reflected a mistrust of professionals working for a different employer group than the respondent.
- The scores received from persons responsible for preparing, reviewing, approving, implementing and monitoring plans were higher than those in 2010. Areas for improvement include: reducing pressure on professionals to change recommendations; communicating decisions in a timely manner; providing rationales; increasing clarity of results and strategies; and reducing the number of errors and omissions in submissions.
- Comments indicate plan quality can vary considerably between submitting professionals, as does the review and approval of submissions between districts.

It is important to look for ways to make professional reliance a success across the province. The folks in the Okanagan Shuswap have made changes to ensure it is working well in their district. I'm sure we can all work together to make it a priority.

We know professional reliance isn't perfect—but it's hard to be perfect. I prefer to think of professional reliance as a journey of continuous improvement. Each year we are a bit better than we were the year before. 🌱



## What's Happening with Forestry in Oil and Gas Development in the North

Oil and gas exploration and extraction has been taking place in the Peace region of BC for many years and the ABCFP has been hearing concerns about it for almost as long. We have done some work in the area and on related issues so I thought it was time to update you about our work.

In the past, the ABCFP established an Oil and Gas Task Force to look at the issues regarding forest practices by oil and gas companies in the northeast. The task force found that no one was breaking any rules and that there were different forest practice standards at play within each of the sectors. The Task Force also recommended that both the forestry and oil and gas sectors needed to communicate much better with each other on how the land is managed. A few years later, the ABCFP met with the head of the Oil and Gas Commission (OGC) to discuss forest stewardship; however, we were told at that time the OGC's legislative mandate did not extend to stewardship. Last year, the ABCFP hired a consultant to examine whether reclamation and remediation work being done by oil and gas companies falls under the definition of the practice of professional forestry. The findings were that some tasks around this work is part of the practice of professional forestry and, in many cases, it was being done by non-ABCFP members.

This past summer, ABCFP president Steve Lorimer, RPF; Mike Larock, RPF, director of professional practice and forest stewardship; and I, travelled to the northeast to meet with more than 30 people including members who worked for oil and gas companies, forest industry, First Nations, Ministry of Forests, Lands and Natural Resource Operations (FLNRO) and consultants.

We heard three main concerns in our meetings. First, the management of forests and forest practices in the oil and gas sector is not carried out by qualified, accountable professionals. Of particular concern is the land agent role in the management of forest land. Second, forest stewardship is taking a back seat to a speedy approach to oil and gas resource development. And finally, there are forest stewardship concerns about the backlog of abandoned well sites that the oil and gas sector is required to remediate and reclaim and the ecologically appropriate standard of that reclamation. I'll discuss each one briefly.

The land agent facilitates and negotiates with a landowner for access and right of way agreements. In Alberta (where many oil and gas company headquarters are based), land agents are regulated and licensed; however, in BC, land agents are not as strictly regulated and the ecological and regulatory environment in areas of oil and gas extraction and delivery is much different than Alberta. For example, some land agents may be determining the volume of wood per hectare, stumpage method, road development, referrals for forest resource values (such as wildlife tree retention) and remediation. Clearly some of these activities are the practice of professional forestry.

When haste, not stewardship, becomes the top priority, the forest resources can suffer. Several of our members expressed concerns that oil and gas companies rush to burn merchantable wood when they are clearing land for pipelines. In addition, when well site location is the issue, in many cases oil and gas companies target the more productive forest

sites containing reforestation investment because the land is elevated and, at the moment, has no merchantable timber. Forest tenure holders which were on their way to fulfilling silviculture objectives are dismayed to find that the resource development has destroyed their plantation. The silviculture investment is gone and the cumulative effects on the AAC is unknown. It seems that no one in the northeast has a clear idea of how much timber is being cut by the oil and gas companies or who is managing the land. Given that there are over 200 oil and gas companies operating in the Timber Supply Area, the pace of development is fast and the changes to the landscape dramatic.

We are also concerned about a lack of a timeline on remediation work and the insufficient restoration standard for forests. Because of the lack of a timeline, many oil and gas companies find it more convenient or cost effective to continue making lease payments rather than reclaiming the land. A related problem is that restoration standard is simply "vegetation" which leaves no obligation to turn the land back into a forest, as it was previously. This standard most often results in the oil and gas companies planting grass and not returning the site to its original forested state.

The ABCFP is pursuing some courses of action which we hope will deliver results fairly quickly. First we want to work with the Ministry of Energy, Mines and Natural Gas to ensure that the management of forest and forest practices in the area of oil and gas are carried out by qualified professionals who are accountable to a regulatory body. Next, we will work with the OGC to change the restoration standard for forest lands so they will be returned to a forested state and not vegetated using a grass seed mulch. We will also raise the issue of forest stewardship with both FLNRO and Energy, Mines and Natural Gas. We will keep you updated on our work in the oil and gas area in **BC Forest Professional** magazine and in **The Increment** e-newsletter. 🌱

### Changes to the Self-Assessment Process

We've noticed that over the past few years many members have been frustrated with the self-assessment process. In order to make it easier for members, we have simplified the process beginning with the current membership renewal period (which began October 1, 2012). The major change is that instead of using the professional practice questionnaire to determine if you should fill out a declaration of non-practice or a self-assessment declaration, now all members simply fill out the self-assessment form and submit their self-assessment declaration to the ABCFP.

It is important to note that if you are a member on a leave of absence (LOA) who is working in BC—regardless of whether or not you are practising professional forestry—you must now submit a self-assessment declaration. This process provides members on LOA with a tool to assess their competency for when they reinstate.

No matter what job you do, it is always good to take a moment to assess your abilities and look at ways to improve your knowledge in relevant areas. Assessing your competency when you renew your membership or extend your LOA is a good annual exercise—the task isn't too onerous and only requires a few minutes to complete.

### ABCFP Attends CIF Conference

The ABCFP was represented at the Canadian Institute of Forestry's annual conference in Quebec City by president Steve Lorimer, RPF; and CEO Sharon Glover, MBA. Other ABCFP members attended as part of their work with the CIF sections in BC. It was great to be at the conference and connect with our colleagues across the country.

### ABCFP Meets with Community Leaders at UBCM

President Steve Lorimer, RPF; and CEO Sharon Glover, MBA, attended the Union of BC Municipalities (UBCM) conference in Victoria at the end of September. In addition to attending sessions, Steve and Sharon had the opportunity to meet with elected officials and Ministry of Forests, Range and Natural Resources Operations staff.

### Act Enforcement: Your Help Needed

The association and its members have roles to play in helping to enforce the *Foresters Act*. Any member of the association (or the public), who believes that a person is practising professional forestry or using a professional title without authority, may have the association seek enforcement under the *Foresters Act*. Members may be aware of potential contraventions of the *Foresters Act* before the ABCFP. If and when members become aware of a potential contravention of the *Foresters Act*, it is expected that they will refer the matter directly to the association. The association will then contact the offending party to address the matter and take the necessary steps to prevent non-members from practising and from using our titles.

You can find more information in the Act Enforcement Policy on the Policies page website. If you have any questions or concerns, please contact Randy Trerise, RPF at [rtrerise@abcfp.ca](mailto:rtrerise@abcfp.ca), registrar and director of act enforcement.

### North Island Wins Battle of the NFPs!

Congratulations to the North Island Network of Forest Professionals who have won the 2012 Battle of the NFPs! The Battle was very close this year and North Island just edged out the East Kootenay NFP for the win. North Island reached almost 800 students from 13 schools and several home-schooled families.

- Grade 8 and 10 Planning students received Careers in Forestry presentations, which included the opportunity to discuss forestry with a couple of passionate forest professionals.
- Over 450 primary level students received Predator Education presentations, which included a visit from Smokey Bear, some hands-on time with various predator pelts and skulls, and handouts.
- Over 220 intermediate-level students participated in full-day forest tours, in the vicinity of Marble River. The forest tours were held over two days, and included a hike along an interactive forest trail, an opportunity to plant trees, a mini-logger sports competition and a salmon BBQ lunch.
- The students at Woss School were treated to their own forest tour by local Western Forest Products staff, which included a hike along an interactive forest trail, an opportunity to plant trees and pick cones, some fun activities, and a BBQ lunch.
- In addition, 100 members of the public attended two bug-themed events in honour of National Forest Week.

These activities were made possible by 65 volunteers from ten organizations.

The East Kootenay NFP reached over 375 students in four schools. They planned a fun day of forest-related activities for the students including fire fighting and visits with Smokey Bear.



Photo: North Island NFP  
East Kootenay NFP volunteers teach a young boy how to put out a forest fire.

## Perspectives on Professional Reliance

Photo: iStockphoto.com

**IN THIS ISSUE, WE FOCUS ON PROFESSIONAL RELIANCE AND THE *Forest and Range Practices Act* (FRPA). We found that opinions on this topic were strongly linked to regional experience. Our Viewpoint authors all live across the province in Campbell River, Mackenzie, Victoria, 150 Mile House, Vancouver and Williams Lake. Perhaps as a result, they have a wide variety of opinions on professional reliance, FRPA and what these things mean for BC forestry. Hopefully, each reader will find someone you relate to and someone who challenges your point of view.**

To the right of this introduction, you'll see a green section titled, "Applying the Principles of Forest Stewardship to FRPA & Professional Reliance." In the last several issues, the ABCFP's stewardship committee has written a summary about how the Viewpoint theme applies to the ABCFP's forest stewardship principles. Please take a moment to read this summary and refresh your knowledge of the related stewardship principles.

Also in this issue, we have the registration brochure for the ABCFP's annual conference and AGM. *Forestry: The Future is Growing* will offer opportunities to explore forestry's growth potential through innovation, human resources management and market development. A particular focus will be embracing generational change and recruiting and retaining young forest professionals. Come join us at the Prince George Civic Centre on February 20-22, 2013. 🌱

### Applying the Principles of Forest Stewardship<sup>1</sup> to: FRPA & PROFESSIONAL RELIANCE

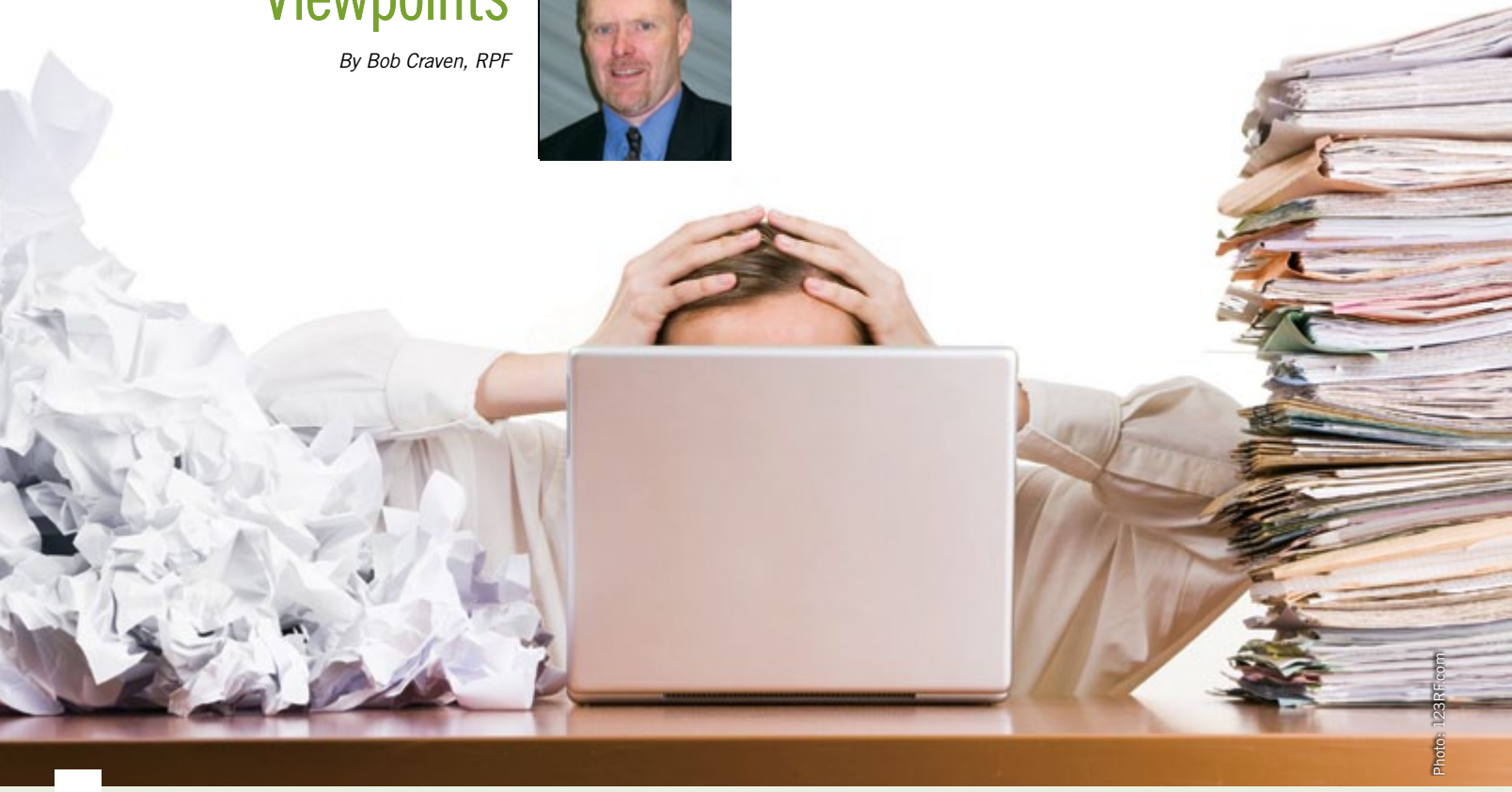
The construct of the *Forest and Range Practices Act* (FRPA) was developed with professionals in mind, with a particular emphasis on results rather than prescriptive requirements. While some debate how this model might evolve, it is clear that professionals are the glue holding it together. The concept would not work without relying on the knowledge, skills and accountability of professionals. Forest professionals, in turn, rely on principles of forest stewardship to guide them in their decision making process.

A results-based environment can add risk to the decisions we make on the job, since there are fewer guideposts along the way. A strong grasp of professional reliance contributes to how we manage that risk. Forest professionals are particularly good at navigating circumstances with multiple risk factors. This may be attributed to the skill required in balancing complex interests, while still making a decision.

Forest professionals working within this regime also require an understanding of their own limitations. Recognizing what we can and cannot do as individuals is critical to minimizing risk and fostering greater professional reliance. *The Principles of Forest Stewardship* speak to this aspect of professional reliance in the **Information and Understanding** principle, which states '*Forest stewardship often involves a multi-disciplinary team using the best available science and expertise for management and decision-making, to provide accountability for on the ground results.*'

Good forest stewardship, using a multi-disciplinary team who embrace adaptive practices and stay true to their forest management objectives, will reflect a proper embrace of professional reliance. This will in turn lead to decreased risk for professionals and their clients or employers and ultimately contribute to growing public trust.

<sup>1</sup> The main document can be seen at [http://abcfp.ca/publications\\_forms/publications/committee\\_reports.asp](http://abcfp.ca/publications_forms/publications/committee_reports.asp)



## Hey Bob, We Need to Change the Falling Boundary!!

IT WAS 1995 AND I WAS WORKING IN A SMALL WOODLANDS OPERATION on the west coast of Vancouver Island. It was great job for a forest professional as I was dealing with many aspects of forest operations, including road construction supervision, engineering, silviculture and fire suppression. As the only RPF at the woodlands for much of the year, I was also responsible for all the administrative duties. That year the *Forest Practices Code* (FPC) was in full swing. My worst fear was having a bull bucker or woods foreman tell me our logging plan wasn't working on the ground and we needed to "change something."

Under the FPC, a falling boundary change required an amendment to our forest development plan, silviculture prescription, logging plan and the cutting permit. I spent so much time producing amendments to send to the Ministry of Forests that I contemplated whether the stack of binders on my desk posed a stability hazard worthy of a professional assessment. One of our larger woodlands operations had a forester assigned full time to doing amendments. Can you imagine being called an amendment forester?

I'm always careful about talking too negatively about the FPC as I am constantly reminded that there were good reasons for bringing such prescriptive legislation into force. That being said, the FPC took a lot of good forest professionals out of the bush and confined them to the office for much of the work week.

In 2002, two very exciting events happened in my professional career. I successfully ran for ABCFP council and I was asked by my company to join other forest professionals to work on a new framework to replace the FPC. Since I ran my campaign on the premise of supporting professional reliance, I thought this would be a great way to personally influence the direction of the legislation. During the work on FRPA, I had an opportunity to work with an excellent group of resource professionals from the industry, government and consulting

worlds. It was tough work and we had many difficult sessions trying to agree on the sweet spot for how far to take professional reliance. Despite different mandates, we were able to pull together a legislative framework that reduced the administrative burden by relying on the competency and accountability of resource professionals. Flexibility allowed adaption of prescriptions to local conditions and circumstances, and shifted the focus to the results rather than the process.

Flash forward a decade and here I am with 10 years of FRPA under my belt. What have I observed? Well, I have noticed an even higher level of diligence in the work being completed by our resource professionals. While the plans being developed are not being approved by government agencies (the exception being forest stewardship plans), our professionals realize their plans must withstand the scrutiny of peers, compliance and enforcement inspections, Forest Practice Board audits and special investigations, certification audits and forest and range effectiveness monitoring program. In each and every case, I have witnessed signed and sealed professional documents that have been peer reviewed and accompanied by written rationales explaining choices contemplated and made. Often, acting professionally means more than just following written rules—you have to think outside the box and take responsibility for the choices made.

These days, I occasionally catch myself mumbling negatively about some section of FRPA at a meeting with government only to have a district manager challenge me by insinuating that I shouldn't complain "because, after all Bob, you did write FRPA!" They're very funny. But, though it's not perfect, I am proud to have worked on legislation that recognized an increased role for forest professionals in the stewardship of BC forests. Today, I'm honoured to be entrusted

See **Hey Bob** continued on Page 28



## Forest and Range Practices Act: Big Dreams and Hard Realities in BC's Interior

AS A PLANNING FORESTER IN BC'S INTERIOR, I OFTEN THINK ABOUT HOW *Forest and Range Practices Act* (FRPA) and professional reliance have worked, for good or bad, in light of the mountain pine beetle (MPB) epidemic and the economic recession.

It's my understanding that the provincial government brought in the FRPA to move from the prescriptive *Forest Practices Code* (FPC) to a results-based legislative framework. This move was supposed to foster many things such as innovative practices intended to achieve government's stated objectives for the various forest resources. As well, fewer government staff would be required than under the FPC. Instead of government professionals reviewing and approving submitted plans and prescriptions by licensees, licensee professionals, through increased professional reliance, would prepare these plans to a high standard. I also recall it was supposed to get forest professionals back out into the woods instead of being stuck in front of the computer. However, the only innovation I have seen has been in reducing costs and I spend much less time in the woods than I ever did under the *Forest Practices Code*.

I think three factors have inhibited the move to a results-based framework that relies on increased professional reliance. First, the mountain pine beetle, and the resulting increase in the AAC (allowable annual cut) has meant other forest values have taken a backseat to salvaging the economic value of the timber before it is lost. Second, the government did not set landscape-level objectives in light of the MPB epidemic, and those that were in place through existing higher level plans were, rightly or wrongly, relaxed in order to achieve the government's goal of salvage. Third, the worst economic downturn the forest industry has experienced since the Great Depression occurred not long after FRPA came into effect.

I believe a reasonable job was done overall to shift harvesting in to MPB infested stands as quickly as possible. I think the AAC uplift, and more specifically the Non-Replaceable Forest Licenses (NRFLs) that were awarded, should have been directed with more geographical detail and direction in order to maximize salvage in those areas where existing licensees were not addressing. In addition, the threshold for the NRFL requirements for those licenses should have been higher than 70% pine and 30% attack. This would have resulted in less non-pine volume being harvested during salvage operations. The chaos created by granting numerous new licenses over top of one another resulted in a gold-rush mentality—get all the dead timber before another licensee did and from as close to your mill as possible. This short-term mentality, in my opinion, resulted in poor forest steward-



Photo: iStockphoto.com

ship. As the pine beetle wood close to town has been mostly harvested our volume-based system continues to fail all players involved.

The lack of meaningful landscape level objectives to deal with such issues as hydrology has left planning forest professionals in a 'no man's land' for direction on this issue. As soon as the government decided it wanted to salvage as much of the pine as possible and increased the AAC, it should have come out and said that other forest values would be adversely affected. Then a plan to mitigate the effects on other resource users, such as First Nations, ranchers, trappers, guide outfitters, tourist operators etc., should have been implemented. Where is the one billion dollars of mountain pine beetle money that the federal and provincial government committed to the mountain pine beetle crisis? The work of the Beetle Action Coalitions to transition to life after mountain pine beetle has been positive. However, not enough money has been directed to them or to specifically deal with the aftermath of large scale salvage operations. In my dealings with other resource users, I find they feel licensees were allowed to do whatever they wanted to salvage the pine beetle wood and other resource users were given little or no consideration in the process.

The economic downturn in the economy forced licensees (and government) to reduce costs in order to keep afloat. This included a reduction in the number of forest professionals. These fewer professionals who were supposed to embrace professional reliance by practising to a higher standard and documenting more now had less time and resources to do so.

See **Hard Realities** continued on Page 26



## Professional Practice Standards Must Complement Results-Based Legislation

AS THE *Forest and Range Practices Act (FRPA)* CAME INTO EFFECT, QUESTIONS arose about whether the professional community truly understood, and could uphold, the responsibilities evident in the legislation.

Stakeholders increasingly voiced concerns about the viability of a legal construct that relied upon principled professional conduct. There was a shared perspective within the joint sectoral policy team that expected outcomes could not be achieved by the legislation alone. The legislation had to work in concert with the applied competencies of professionals in several disciplines. For a period of time after FRPA was enacted, the joint government/sectoral architects of forest practices policy became increasingly anxious that initiatives necessary to implement the FRPA regime, such as development of practice standards, were slow in commencing.

If I were not aware of investments in purposeful advancement of professional reliance, particularly since 2010, I would remain anxious about the legal construct of FRPA. The work of the ABCFP in exploring practice standards respecting the critical role of resource evaluations and assessments, measuring and verifying results/strategies, due attention to non-statutory responsibilities, and proper consideration of the rights of First Nations and holders of government granted tenure serve to address my anxieties. The initiatives in building practice standards are consistent with the initiatives documented by the Professional Reliance Steering Committee (Strategic Direction for Advancing Professional Reliance. Ministry of Forests and Range, July 2010) that are needed to properly support the results-based legislation.

Looking back, it is not surprising that it took a few years after FRPA came into effect for the development of practice standards to take flight. There was need to develop operational experience with the legislation and marry that experience with evolutions in professional reliance. This allowed us to prioritize the development of required practice standards for key components of the regulatory regime.

As professional reliance continues to advance, I consider there to be four topics that require continued attention—the wording of legal objec-

tives, written rationales by professionals to accompany their work, monitoring applied practice outcomes and the accountability framework.

### Wording of Legal Objectives

During collaborative initiatives to establish legal objectives, I was troubled by our extensive deliberations on writing flexible objectives. Should we have established objectives that were open to wide interpretation of what was to be achieved? Was that the correct approach? I do not think so. Objectives should be clear statements of the future desired state, with the proper place for flexibility being in preserving the latitude for professionals to design means for plans to be consistent with that future state.

### Written Rationales

Preparation of written rationales must become a common professional practice standard. It is increasingly important that a professional explain what, specifically, has been considered and how it is that a plan or practice prescription addresses statutory requirements, Chief Forester's policy (such as direction on stand retention) and non-statutory considerations.

### Monitoring Applied Practice Outcomes

On monitoring, I share the concerns of many respondents to the September 2010 professional reliance survey. As a learning community, we have yet to establish sufficient means to monitor the outcome of applied practice, so that we may incorporate information into continuous improvement of legislation, legal objectives and professional practice.

### Accountability Framework

Regarding the accountability framework, which is to some degree linked to monitoring, is there sufficient fortitude to address the concerns of survey respondents that public trust may be lacking

See *Professional Practice Standards* continued on Page 28

## REGISTRATION BROCHURE



## ABCFP Forestry Conference and AGM

Prince George Civic Centre & Coast Inn of the North  
Prince George, BC

ABCFP • 2013 AGM



forestry  
The Future is Growing

February 20 – 22

Register online at [www.abcfp.ca/conference.asp](http://www.abcfp.ca/conference.asp)



**PRE-CONFERENCE TECHNICAL SESSIONS**

Separate registration required. Fee includes one morning and one afternoon session.

CHOOSE ONE OF THE MORNING SESSIONS: 8 AM – 12 PM  
**Google Earth Workshop: Intermediate Skills**

OR

**Resilient Forests: Adapting Plans and Practices to Succeed in an Uncertain Future**

CHOOSE ONE OF THE AFTERNOON SESSIONS: 1 – 4 PM

**The Bowron Today: 30 Years After the Spruce Beetle Outbreak**

OR

**Landscape Fire Management in British Columbia**

**CONFERENCE KICK-OFF**

**Icebreaker**

Join new and old friends for a drink and snacks while you check out the amazing booths on the trade show floor. This event is included in the full conference package.

products and the science of forest management. The human resources dimension will address the broadening scope of forest professionals' work, as well as identify keys to recruiting and retaining employees in a competitive, multi-industry market. The final sessions will provide a futuristic, realistic look at future markets for forest products as well as for forest professionals. The future is growing—and we're growing it.



The ABCFP's 65<sup>th</sup> annual conference and AGM, *Forestry: The Future is Growing*, will offer opportunities to explore forestry's growth potential through innovation, human resources management and market development. Pre-conference technical sessions will provide on-the-ground skills that can be immediately applied by forest practitioners. Delegates will then explore innovations in the development of forest



**MORNING EVENTS**

- **BREAKFAST**

Plenary Session

**Opening Welcome**

Plenary Session

**Opening Keynote**

We can't announce this just yet. But you'll be thrilled!

Break-Out Option A

**The Future is Now: Forest Products**

Bill Downing, RPF, Structurlam  
TBA

OR

Break-Out Option B

**The Future is Growing: Gen X & Y Professionals**

Aaron Day, ASFIT, Canfor Corporation  
Colin Chisholm, RPF, Aleza Lake Research Forest Society  
Lisa Wood, RPF, Spectrum Resource Group

- **COFFEE BREAK**

Plenary Session

**Forestry: Future Relevance**

Dave Peterson, RPF, Ministry of Forests, Range and Natural Resource Operations  
Larry Gardner, RPF, West Fraser Timber

**AFTERNOON EVENTS**

- **INDUCTEES' RECOGNITION LUNCHEON**

Break-Out Option A

**Future Friendly: Marketing the Forest Profession**

Peter Mitchell, PEng, Association of Professional Engineers and Geologists BC  
Charles Scott, MAES, University of Northern British Columbia  
Sharon L. Glover, MBA, Association of BC Forest Professionals (Moderator)

OR

Break-Out Option B

**Crossing the Digital Divide: Applied Technology in Forestry**

Chris Oman, RPF, Forest Practices Board  
Representative from Tesera Systems

Break-Out Option A

**The Portable Skill Set: Forest Professionals in Diverse Sector**

Angeline Nyce, RPF, LLB, Davis LLP  
Dave Kmet, RPF, RPFT (Alta.), TransCanada  
Representative from PricewaterhouseCoopers

OR

Break-Out Option B

**How to Win the Talent War: Employee Recruitment and Retention**

Jason Yarmish, RPBio, EDI Environmental Dynamics  
Gail Brewer, RPF, Ministry of Forest, Lands and Natural Resource Operations  
Jonathan Lok, RFT, Strategic Group

- **COFFEE BREAK**

Plenary Session

**ABCFP Annual General Meeting**

Plenary Session

**Council Hot Seat**

**EVENING EVENTS**

- **PRESIDENT'S AWARDS RECEPTION**

- **PRESIDENT'S AWARDS BANQUET**

Don Kayne, CEO, Canfor Corporation

**MORNING EVENTS**

- **BREAKFAST**

Plenary Session

**What motivates Gen Y?**

**Factors that Affect Your Workplace**

Michelle Dagnino, MA, author of *The New Generation Gap: Managing the Changing Face of the Workplace*

Break-Out Option A

**Cultivating the Future: Innovations in Forestry**

Jim McGrath, RPF, TK'emlups Forestry Corporation  
Ken Long, PAg, Forest Policy Services

OR

Break-Out Option B

**The Value of Mentorship:**

**"In Learning You Will Teach, and in Teaching You Will Learn"**

Geoff Anderson, University of British Columbia  
Samantha Smolen, University of British Columbia  
TBA

- **COFFEE BREAK**

Plenary Session

**BC Forestry Critic Perspective**

Norm Macdonald, MLA, New Democratic Party

Plenary Session

**Resolutions Session**

**AFTERNOON EVENTS**

- **MINISTER'S LUNCH**

Plenary Session

**Global Lumber Market Perspective with a focus on**

**Feeding the Dragon: Perspectives on the Market in China**

Wayne Guthrie, Canfor Corporation

Plenary Session

**Giant on the Move: Perspectives on the Market in India**

Michael Loseth, Forestry Innovation Investment

Plenary Session

**Closing Remarks**

Read more about the conference topics on our website [abcfp.ca/conference.asp](http://abcfp.ca/conference.asp)  
 Session summaries will be available early in November.



All conference pull-out photos courtesy of Tourism Prince George

# REGISTRATION FORM

65<sup>TH</sup> ABCFP Forestry Conference and AGM  
February 20 – 22, 2013  
Prince George, BC



## Registration Contact

Michelle Mentore  
ABCFP  
Ph: 604.639.9186  
E-mail: mmentore@abcfp.ca

## Please Note

- Discounted early-bird registration is available for retired members (Full Conference packages), inductees (Full Conference packages and Thursday One-Day package) and START Subscribers (all registration packages).
- You are not registered until payment is received.
- Receipts will be sent to you via e-mail.
- A \$50 administration fee will apply to all refunds. Alternate delegates may be sent without penalty if you are unable to attend. Please advise us of any substitutions by February 12, 2013 to allow time for new name tags to be generated.
- Refunds will not be granted after January 25, 2013.



ABCFP Member #: \_\_\_\_\_ Name: \_\_\_\_\_ Affiliation (for your badge): \_\_\_\_\_  
 Select all that apply:  RPF  RPF(Ret)  RFT  RFT(Ret)  FIT  TFT  FP  Associate Member  Guest/Partner  Other

Mailing Address: \_\_\_\_\_ City: \_\_\_\_\_  
 Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_ E-mail: \_\_\_\_\_  
 Phone:  Work  Home

## Pre-Conference Technical Workshops

Choose one morning and one afternoon session for one fee

	FEE By Jan 21	FEE After Jan 21	PAYMENT
8 am - 12 pm <input type="checkbox"/> Google Earth Workshop or <input type="checkbox"/> Resilient Forests	\$50.00	\$75.00	\$
1 pm - 4 pm <input type="checkbox"/> The Bowron Today or <input type="checkbox"/> Landscape Fire Management in BC			

## Registration Packages

Package	Regular	START Subscriber	Inductee	FEE By Jan 21	FEE After Jan 21	PAYMENT
<b>1 Full Conference Package</b> (Icebreaker on Wed, all sessions & meals on Thurs and Fri)				\$375.00	\$475.00	\$
<b>2 Thursday One-Day Package</b> (All sessions & meals on Thursday)				\$265.00	\$335.00	\$
<b>3 Friday One-Day Package</b> (All sessions & meals on Friday)				\$150.00	\$185.00	\$

## Extra Meals

These meals are in addition to those included in the registration packages.

	# OF TICKETS	FEE	PAYMENT
Icebreaker Wednesday		\$40.00	\$
Breakfast Thursday		\$20.00	\$
Inductees' Recognition Luncheon Thursday		\$30.00	\$
President's Awards Banquet & Reception Thursday		\$60.00	\$
Breakfast Friday		\$20.00	\$
Minister's Lunch Friday		\$30.00	\$

ABCFP HST Registration # 13078662	Add 12% HST	\$
TOTAL PAYMENT DUE		\$

## Payment Options

Register and Pay Online: [www.abcfp.ca](http://www.abcfp.ca)  
 Credit Card: Visa or MasterCard accepted  
 Cheque: Payable to the Association of BC Forest Professionals  
 Mail to: ABCFP Fax to: 604.687.3264  
 330 - 321 Water Street  
 Vancouver, BC V6B 1B8

## Credit Card Information

Card# \_\_\_\_\_  
 Visa  MasterCard Expiration Date: (MM/YY) \_\_\_\_\_  
 Full name as it appears on the card: \_\_\_\_\_  
 Signature: \_\_\_\_\_



## Viewpoints

By Dave Francis, RPF

# Cooperation and Common Sense: Professional Reliance in Mackenzie



LONG BEFORE THE *Forest and Range Practices Act* WAS ESTABLISHED, forest professionals in the Mackenzie area worked together to advance professional reliance. But it wasn't always that way. Previous policies of extensive submission review led to delays obtaining permit approvals and friction between reviewers and submitters. This atmosphere did not support professional reliance or accountability.

In the late 1990s the situation became critical and the provincial standing timber inventory initiative was begun. The Mackenzie resource district was an early adopter of the continuous improvement approach to streamline and manage permit approval business processes. A key principle of the continuous improvement approach is the active involvement of all parties with a stake in the process. Industry and government professionals worked together to define submission content and standards as well as target timelines and consistent approaches to deal with errors, omissions and rush requests. The agreed upon processes were documented with clear check lists and flow charts. These cooperative efforts helped build trust among local forest professionals and set a solid foundation for advancing professional reliance.

The redesign work and numerous meetings initially caused further delays and permit backlog. Within a couple of months, the new streamlined, agreed upon and documented process began to pay off. Processing times were reduced, fewer errors and omissions were found and tension between industry and government professionals was reduced. Despite these improvements, there were still challenges in meeting the standing timber inventory targets and permit processing timelines.

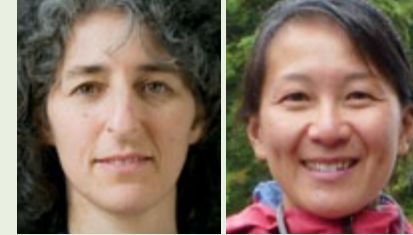
An issue facing government forestry staff was the policy requiring a final inspection before completed permits would be cancelled. This consumed considerable government resources and resulted in a backlog of permits awaiting cancellation. Building on the success of the approval process redesign, industry and government staff worked

together to streamline the cancellation process and define the requirements. A strong professional reliance element was introduced. If the cancellation submission was submitted by an industry professional, government staff would rely on the professional submission, process the cancellation without further review and audit a small sample. This freed up government resources to work on the permit approval backlog.

The introduction of the *Forest and Range Practices Act* enhanced the opportunities to advance professional reliance. At about the same time, free growing declarations had the potential to become a major workload and source of friction. Once again forest professionals in the Mackenzie area adopted a cooperative approach, submission standards and business processes were defined. A risk-based audit/inspection regime was developed for government verification, and submitter risk was one of the factors applied. This was controversial at first but it was applied in a very open manner and rewarded quality submissions. The dialogue between industry and government professionals helped develop a sense of trust. An associated effort among silviculture practitioners in the Mackenzie area was the development of trust management guidelines. These have been very successful in dealing with this significant reforestation challenge.

In 2010, Mackenzie agreed to be a pilot district to apply professional reliance to permit and appraisal processes. Fully electronic submission methods were part of the pilot. Unlike previous local efforts, the pilot involved links to the northern Operational Issues Forum and Provincial Forestry Forum, joint forest industry/government ministry meetings held about every four months, as well as ministry regional and branch offices. This wider involvement brought considerably greater rigour to the discussions and resulting processes. The desire to develop data

See **Mackenzie** continued on Page 31



# The Fox is Guarding the Chicken Coop:

Addressing Competing Values Within Forest Management



**SOME HAIL THE DECISION-MAKING LATITUDE** FRPA (*Forest Range and Practices Act*) gives to forest professionals to choose between often competing values. We believe this flexibility puts forest professionals—good people who are in this line of work because they love forests—in an untenable situation.

The province abdicated its responsibilities to manage the public forests in the public interest by shifting to professional reliance under the FRPA. Professional judgment, in some cases with inadequate guidance, is disproportionate to accountability. The result has been a sort of privatization of the forests. Employees of corporations that function, primarily, to turn a private profit, are given the discretion to factor the incalculable social and ecological values of forests into the equation. Think back to when the *Forest Practices Code* (FPC), with its prescriptive approach, was being instituted. BC was earning an international black eye for some of the most egregious logging practices on the planet: large progressive clearcuts on steep, rain sodden slopes, and fragmentation of sensitive species' habitats. These practices spurred BC's 'War in the Woods' and the 'Brazil of the North' campaigns in the early to mid-nineties. The introduction of the Code's regulations restricted cutblock sizes and specified allowable site degradation, among other measures. Just as FPC was in final transition to full implementation, the *Forest Practices and Range Act* (FRPA) was introduced.

Environmental groups decried FRPA as a gutting of environmental legislation. With FRPA came a shift away from prescriptive directions for environmental values that could be monitored for their implementation. In the public eye, the nebulous results required under FRPA

creates a 'trust me' situation, with the fox guarding the chicken coop.

In 2006, the Coast Land Use Decision, also known as the Great Bear Rainforest Agreement, was announced, setting into motion a world-class model of ecosystem-based management (EBM). EBM has an underlying principle of "first among equals" which describes that human well-being is unachievable without first securing ecological integrity as its base.

Implementing EBM has meant re-introducing prescriptive measures. Forest management on the north and central coasts has clear direction how to protect specific values and features, such as old-growth cedar for cultural use, and habitat for five key species including northern goshawk and marbled murrelets.

While flexibility to achieve results certainly makes sense in some cases, continuing evidence suggests that the right balance between professional reliance and stewardship of forest ecosystems has not yet been achieved.

The Forest Practices Board (FPB) findings in the past few years demonstrate the shortcomings. In 2008, the FPB found that the province had not developed a strategy with sufficient guidance for forest professionals to protect marbled murrelet habitat. In 2009, the FPB studied over a thousand streams across the province, and found that more than half the road crossings posed barriers to fish passage.

In May of this year, the Ministry of Environment released survey results indicating that moose populations were declining in the Interior. Salvage logging and habitat changes due to pine beetle were identified as potential contributing factors to the decline.

Under FRPA, the burden of monitoring rests largely with the companies, and Ministry of Forests Lands and Natural Resources Operations' budgets to conduct compliance and enforcement monitoring have plummeted. Moreover, compliance and enforcement only detects whether objectives are being met, but does not measure whether the actual results to be achieved are effective.

Similarly, the ABCFP's disciplinary processes do not evaluate whether the competing values forest professionals need to choose between are the appropriate balances. While the ABCFP has budgeted for increased monitoring of professional reliance, historically, disciplinary action has not proven to be very stringent. Without clear government guidance and enforcement or professional disciplinary consequences there aren't real checks and balances on whether a professional is successfully "balancing" between maximizing timber volume and profits and maintaining or enhancing ecosystem integrity.

The big C's—cumulative impacts and climate change—compound the current imbalance between reliance and accountability. Land use plans (many of which are out of date) and laws do not provide direction on how to handle these looming issues. This leaves forest professionals in the impossible position of considering these multi-faceted factors within the narrow scope of planning and managing at the micro-scale of cutblocks within a tenure area.

During the recent heated debates around the Interior's mid-term timber supply, forest professionals and the ABCFP collectively spoke

out against poor forest policy. This type of strong advocacy for our forests and all their inherent values will win public trust and demonstrate to politicians that our forests are not a bargaining chip in a game of roulette between economic or social and ecological values. Clear strong requirements from government would further build that public trust. All decision makers in forest management must take to heart the principle of "first among equals." This will maintain and recover the biological richness of our forests, while a truly sustainable forest industry can thrive and keep forest professionals in the woods. 🌲

*Valerie Langer is a founder of ForestEthics and joined as staff of the Canadian project in 2006. She currently heads up ForestEthics Solutions and is primarily focused on implementation of the world-famous Great Bear Rainforest Agreements. From Clayoquot Sound to the Great Bear Rainforest, Valerie has been involved in forest conservation for over two decades. Including groundbreaking conservation initiatives in Clayoquot Sound, launching a project to commercialize use of agricultural fibres in paper production in Canada and putting Ecosystem-Based Management into practice at a large scale.*

*Karen Tam Wu, RPF, is ForestEthics Advocacy's senior conservation campaigner. Drawing on over a decade of experience as a Forest Stewardship Council (FSC) auditor and consultant to companies pursuing certification, Karen supported coastal companies in their work to achieve FSC-certification of nearly one million hectares of forest in the Great Bear Rainforest, the second largest area in BC to receive FSC certification. Today, Karen still dabbles in forest certification and focuses much time on protecting wild places like the Sacred Headwaters in northwest BC.*



# What Forest Professionals Think: 2012 Professional Reliance Survey

IN SEPTEMBER 2010, A SURVEY WAS CONDUCTED TO ASSESS HOW PROFESSIONAL reliance (PR) was working in BC's forestry sector. The survey serves as a baseline for measuring progress of Advancing Professional Reliance (PR) initiative. A follow up PR survey was conducted in February 2012. This short report summarizes the results of the latter survey. Detailed results are posted at: [www.for.gov.bc.ca/hti/pr/2012](http://www.for.gov.bc.ca/hti/pr/2012) Survey

Over 580 members of the ABCFP (greater than 10% of total membership) responded to the 2012 PR survey. Approximately 70% were RPFs, 25% RFTs and the remainder other professionals. Approximately 66% work for the BC government, 22% tenure holders and 15% consultants. This cross-section by employer group reflects that of the ABCFP's membership. Respondents work in the south Interior (45%), north Interior (34%), coast (28%) and Victoria (10%). Only 45% of respondents attended a PR workshop in 2010-11.

The survey was divided into five sections. Respondents were asked to score their agreement with statements (strongly agree to strongly disagree) or, in the case of personal professional practice, frequency of behaviour. Scores were totalled and weighted by employer group and area, and compared to the scores of the 2010 survey. The highest (positive) mean score is 100. Over 500 written comments were also submitted.

## Key Findings

The 2012 survey scores show advancements in the understanding and application of PR since 2010. However, it also indicates there is still room for improvement, specifically:

- understanding what PR is and isn't;
- trust between members working for government and industry;
- application of PR within several business areas;
- understanding of ABCFP's tiered disciplinary process; and
- quality of professional work and submissions.

## Understanding Professional Reliance

Scores associated with individual understanding of PR roles and accountabilities were generally higher than those of 2010. There was strong agreement that PR is a shared responsibility between profession-

als and employers. However, there was less agreement that advancing PR will result in the desired outcomes of increasing innovation, stewardship and public trust.

Scores of government employees for PR's desired outcomes were lower than those employed by consultants and tenure holders. Comments indicate the following: PR is working well for some, but not for others; PR represents a shift of responsibilities from government to industry; and the public does not understand its impacts.

## Application of Professional Reliance

The scores respecting trust and working relationships increased since 2010, but the relatively low scores make this an area of concern.

Respondents' scores for professional competence were biased towards members working in one's respective employer group. As for scores associated with the application of PR in different business areas, engineering remained the highest and appraisals and cruising the lowest. Some comments reflected a mistrust of professionals working for different employer groups and indicated considerable variability in consistently applying PR between districts, tenure holders and individuals.

## ABCFP

Respondents scored accessibility of ABCFP's information and standards for accepting members higher than other categories. Scores associated with ABCFP's disciplinary processes remained low, but higher than in 2010. Comments indicate the ABCFP has improved its communications regarding PR, but some members show reluctance for holding their colleagues accountable through informal and formal processes.

## Personal Professional Practice

Respondents generally scored statements in this section very high. This contrasts sharply with the lower scores found in Section Three: Application of PR. This suggests respondents believe they demonstrate higher professional conduct than their fellow professionals. Comments indicated members are challenged in maintaining their competencies as employers support for professional development has waned.

## Plans and Submissions

The overall scores received from persons responsible for preparing, reviewing, approving, implementing and monitoring plans were higher than those in 2010. Areas for improvement include: reducing pressure on professionals to change recommendations; communicating decisions in a timely manner; providing rationales; increasing clarity of results and strategies; and reducing the number of plan errors and omissions in submissions. Comments indicate plan quality can vary considerably between submitting professionals, as does the review and approval of submissions between districts.

## Conclusions

The scores and comments of the 2012 survey were more positive than those received in 2010. Improvements have been made, but varying understanding, application and acceptance of PR still exists amongst ABCFP members. Advancing PR represents an on-going process and a culture-shift. To achieve the target vision and desired outcomes for the PR initiative, a sustained effort and new approaches are required such as identifying and reporting best practices, fostering trust and monitoring. Keep posted for updates and next steps at: [www.for.gov.bc.ca/hti/pr/](http://www.for.gov.bc.ca/hti/pr/)

Thanks to the many people who took the 2010 and 2012 surveys. A number of persons contributed to the development and review of these surveys, but special acknowledgement and thanks are owed to Ray Crampton, RPF, Archie MacDonald, RPF, and Mike Larock, RPF.

Table Colour Coding Legend

Color	Range	Description
Purple	85 points or higher	Model Achievements
Blue	75 to 84 points	Successes
Green	65 to 74 points	Strengths
Yellow	55 to 64 points	Areas for Improvement
Orange	54 points or lower	Challenges

S.2: Understanding Professional Reliance	Year	Provincial	Consultant	Tenure holder	BC Govt
16d. Advancing professional reliance will: Lead to more innovative practices	2012	59	56	75	53
	2010	59	64	72	50
	Diff	0.1	-8	3	3
16g. Advancing professional reliance will: Increase public understanding, confidence and trust in professionals	2012	48	50	64	42
	2010	46	52	61	37
	Diff	2	-2	3	5

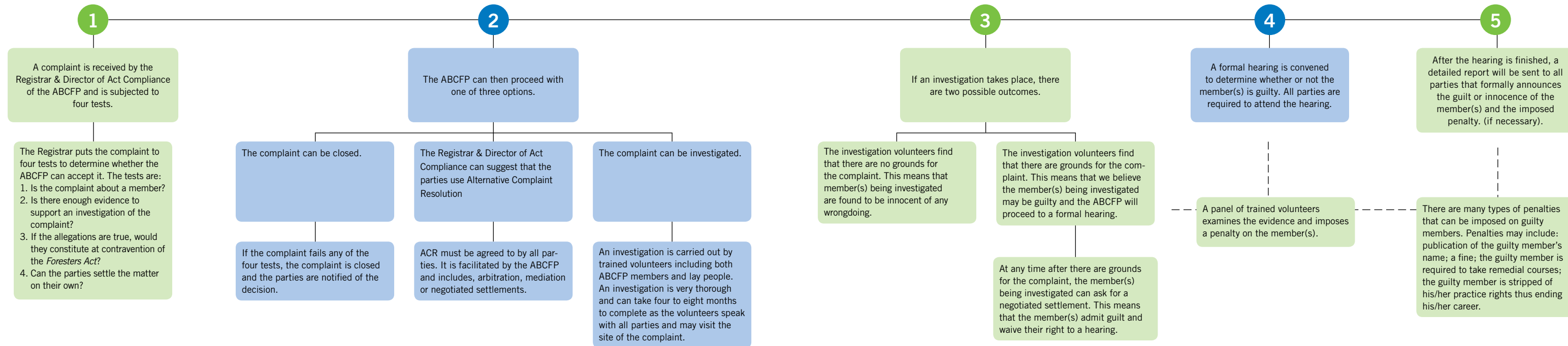
Question	Year	Provincial	Consultant	Tenure holder	BC Govt
18. There is a high level of trust and good working relationship between professionals working for government and industry/consultants.	2012	50	48	50	50
	2010	45	44	45	46
	Diff	4	5	5	4

S. 6.2. Reviewers of Plans and Submissions	Year	Provincial	Consultant	Tenure holder	BC Govt
66. The plans were clear, understandable and free of material errors and omissions.	2012	59	73	77	53
	2010	56	63	74	47
	Diff	3	10	3	6

Brian Barber, RPF, is director of the Tree Improvement Branch within the Ministry of Forests, Lands and Natural Resource Operations. Brian served on the ABCFP's 2012 forestry conference and AGM host committee and is chair of CIF's Vancouver Island section.



# Fairness in the ABCFP's Discipline Process



**SOME MEMBERS HAVE EXPRESSED CONCERN WITH REGARDS TO THE APPARENT unfairness of the ABCFP discipline process. The purpose of this article is to review our discipline process and describe the provisions of the process that ensure it is fair to our members who are subject to a complaint.**

The ABCFP discipline process requires that complaints be submitted in writing to the registrar. The registrar must accept a complaint only after it meets the tests required in the *Foresters Act*. The act requires the complaint to provide enough information to allow an investigation to proceed. This is one way of eliminating complaints that are not substantiated or may be of a frivolous nature. It offers some degree of protection to members from such complaints.

The act also requires the registrar to ensure that the parties involved cannot resolve the complaint on a reasonable and appropriate basis outside of the discipline process. When appropriate, the registrar contacts the parties of the complaint and explores the possibility of resolution opportunities. We have successfully resolved complaints through mediation and through the negotiation of settlements between parties involved that are suitable and appropriate to the circumstances without the need for formal disciplinary actions.

Where a complaint meets the tests described in the act and it is not possible or appropriate for the parties to resolve the complaint outside the discipline process, then the complaint must be ac-

cepted by the ABCFP. In these cases the registrar will share all of the information from the complainant(s) with the member subject to the complaint. In this way the member is fully informed of the basis of the complaint. The member is then asked to respond to the allegations in the complaint and is given reasonable time to provide a detailed response to the allegations. This ensures that the member subject to the complaint has the opportunity to refute the allegations and provide evidence to support his or her innocence.

The complaint and the member's response to the complaint are then reviewed by the Complaints Resolutions Committee (CRC). The CRC is charged with making an independent and unbiased assessment of each complaint. As a matter of administering fairness, CRC members, and the registrar, who know the individuals involved or the information pertinent to a complaint that could cause any perceived bias, recuse themselves from the deliberations of the CRC for that complaint. The CRC's goal is to provide the members and complainants with a fair and unbiased assessment of the evidence.

After assessing the complaint and the response from the member, the CRC recommends to the registrar whether the complaint merits an investigation, whether alternative complaint resolution, such as mediation or arbitration are appropriate in the circumstances, or whether it believes there are insufficient grounds to support a citation. The registrar then makes the determination on how to proceed.

The member subject to the complaint is then informed of the registrar's decision. If the finding is that there are insufficient grounds to support a citation, the complaint is closed and a discipline case digest is written which explains the rationale for this decision. The name of the member subject to the complaint and the other parties to the complaint are kept confidential to protect their identities. If alternative complaint resolution is recommended, the member subject to the complaint must agree to this process or the process will not be implemented. When a complaint requires investigation, the Standing Investigations Committee (SIC) is engaged and an independent (unbiased) Investigation Committee (IC) of generally two to three members is selected to investigate the complaint. The IC does a detailed review of all of the available documents from the member subject to the complaint and from the complainant. The member is given reasonable time to make his/her presentation to the IC and provide the evidence to refute the allegations.

After completion of the investigation, the IC writes a report with its findings. The registrar and CRC consider the IC report and its recommendation as to whether there are grounds for a discipline hearing. The registrar then determines whether the complaint is dismissed or proceeds. If the complaint is closed, a discipline case digest is written explaining the rationale for the decision. In order to protect the member's reputation the name of the member involved is not published. If

the registrar decides the complaint should proceed, the IC report is sent to the member and the member is given reasonable time to develop a detailed response to the report. The response to the report and the report are then assessed by the CRC and the CRC recommends to the registrar whether to issue a citation. If the registrar determines not to issue a citation, the complaint is closed and a discipline case digest is written to explain the rationale for this decision without identifying the member involved. If a citation is issued, the member has the option of tendering a settlement proposal or a date is set for a discipline hearing. In either case, the outcome the complaint is determined by an independent and unbiased panel of peers from the Discipline Committee.

At all times during the complaint process all parties are treated with respect, kept informed of the steps in the process, and provided with every opportunity to respond and provide evidence. All complaints are reviewed by independent committees, normally comprised of peer ABCFP members. In this way, the complaint process provides an open and fair assessment of complaints that protects the rights of our members.

*Randy Trerise, RPF, joined the association in 2007 and is based in Grand Forks. As the registrar and director of act compliance, Randy oversees the ABCFP's admissions, registration, discipline, enforcement and accreditation activities. Thanks to both Jeff Waatainen, LLB, MA, and Dan Graham, LLB, RPF, for their help in writing this article.*

By Jeff Waatainen, LLB, MA, BA (Hons)

## One Family's Journey:

Canfor and the Transformation of B.C.'s Forest Industry

By Peter Bentley, as told to Robin Fowler  
 Douglas & McIntyre, 2012  
 Hardcover, 336 pages  
 ISBN-10: 155365868X  
 ISBN-13: 978-1553658689

Two threads are inseparably intertwined in this readable and very frank autobiography. Though undoubtedly helped initially by family connections, Peter Bentley deservedly rose from being an immigrant refugee lad speaking no English to becoming a respected and admired figure in Canada's business establishment, CEO of Canfor, director of Bank of Montreal and Shell Canada, and Chancellor of UNBC. Contemporaneously and far from coincidentally, the small Pacific Veneer Company founded by his father and uncle in 1938 expanded steadily into today's Canfor Corporation with its main subsidiaries Canadian Forest Products Ltd., Canfor Pulp Products Inc. and, most recently, New South in the United States.

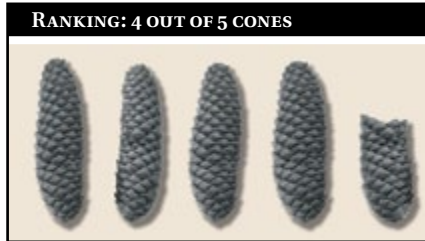
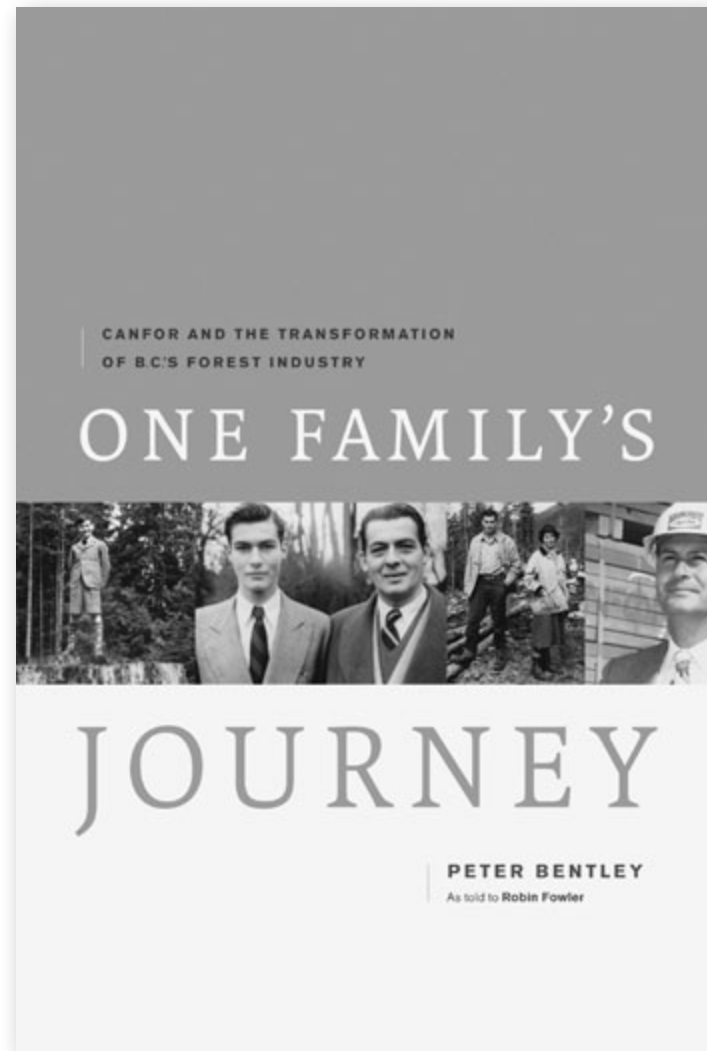
Readers will learn little about woods operations in BC's forest industry from this book, though Canfor does have a worthwhile story to tell. However, they will learn a great deal about corporate management; the significance of connections, networking and the people involved (yes even on the golf course!); uncompromising standards; clear communication and concern for people as employees. They will also glean insight into backroom affairs of the softwood lumber dispute and stumpage, reflections on the pros and cons of log exports and on tenures.

Understandably, the 18 short chapters do not follow a strict chronology but the linked timelines for both the author's career and Canfor's growth are clearly developed from the beginnings in 1938 through to today. It's encouraging that Peter Bentley can conclude with an optimistic view of forestry in BC and, by implication Canfor, as it adapts to a changing world.

He is incorrect in his assertion that the Harcourt government erred in not allowing logging in Tweedsmuir Park in 1995 so as to halt the spread of mountain pine beetle; outbreaks occurred more or less simultaneously throughout the Interior. Also, perhaps wood products scientists such as Dr. Otto Forgacs and his colleagues might raise an eyebrow at the rather cavalier dismissal of wood products research. These flaws aside, this is an interesting and informative account and our newest generations of foresters can learn much about the development of BC's forest industry from it.

There are a lengthy acknowledgement, with generous reference to many Canfor employees and others, and a detailed index but, regrettably, no map.

Reviewed by Roy Strang, PhD, RPF(Ret)



Hard Realities continued from Page 13

It also created a very competitive environment between the remaining licensees. This coupled with the MPB gold-rush mentality has left many forest professionals shaking their heads at the current state of forest management. Fortunately, my experience with other forest professionals has largely been positive; but I know there are others who cannot say the same. I like to use a sports analogy of fair play and how it relates to a professional's behaviour in a competitive arena. You can either be one of those players who knocks your opponent over as he has tripped and is getting up, or you can help him up and then beat him to the finish line.

Going forward I think things could be greatly improved by going to area-based tenures, setting some meaningful landscape level objectives and determining an appropriate and sustainable AAC, based on an accurate inventory our forests. I believe we have talked, thought and wondered about these issues long enough. We need to make the necessary changes now because I would like the forests we are left with to be able to support a reduced but healthy forest industry, along with healthy forest ecosystems.

Mauro Calabrese, RPF, RPBio, works as a planning forester with West Fraser Mills in Williams Lake.

# Dishonest but not Illegal: Maintaining the Public Trust

IN A PREVIOUS COLUMN I STATED SOMETHING TO THE EFFECT THAT CONDUCT unbecoming a member of the ABCFP was conduct that undermined the public's trust in the ABCFP.

In a recent decision, the BC Supreme court commented upon the role and importance of public trust in another aspect of the forest industry. While the case (referenced as *R. v. Anderson*) had nothing to do with the practice of professional forestry it is, nevertheless, of critical importance to the forest industry.

The decision explores the boundary between legitimate (even if sharp) stumpage minimization practices, and practices that cross the line into fraud. The three co-accused were all charged and convicted of fraud under the *Criminal Code* on account of their manipulation of scaling practices to minimize their stumpage payments. In the Interior, timber scaling is undertaken on the basis of weight. The volume of logs harvested in the Interior makes a more accurate 'stick-scale' or 'piece-scale' unduly expensive and impractical. Obviously the weight of a truck load of timber says nothing about the quality of timber on that truck, so sample loads are stick-scaled, and the grade percentages found in those sample loads are applied to the entire population of timber that is weight scaled from that given cutting authority.

To ensure a satisfactory statistical level of reliability, the process is iterative and government computer software chooses sample loads at random. The different stumpage rates applicable to various grades of timber harvested under a given cutting authority are then applied to all of the timber that is weight-scaled in proportion with the grades reflected in the sample loads.

In the Anderson case, the co-accused figured out how to predict the loads that the government's software would designate as 'sample loads' for stick scaling. Once they knew in advance that the software would designate a particular load as a sample, the co-accused could manipulate the timber delivered to the scale in that load so that it consisted of a disproportionate amount of low-grade timber that would attract minimum stumpage. Accordingly, the grade percentages reflected in the sample loads and applied to the larger population of timber artificially reflected low grade, low stumpage timber, even though the larger population of timber, in fact, actually included a high proportion of high-grade timber that should have attracted full stumpage.

In sentencing the accused, the court commented that the system of scaling timber in the Interior was a compromise to avoid the necessity of stick-scaling every piece of wood, but that for this compromise to work "a degree of trust is reposed in those given permission to harvest

Crown wood." The fact that the fraud was "perpetuated on the public" was, in the court's view, an aggravating factor. However, the fact that the co-accused believed what they had done was not illegal was a mitigating factor in sentencing. The court saw a difference between someone who knew that a practice was dishonest and illegal (the court used the example of someone who had stamped stumpage baring timber with a non-stumpage baring timber mark), and someone who knew something was dishonest, but believed that it was permissible under the rules. However, while this was a mitigating factor for the Court in sentencing, it did not mitigate against a conviction.

Even though this case had nothing to do with the practice of professional forestry (none of the accused were members), there are still important lessons forestry professionals can take from it. First, like the scaling system used in the Interior, the existence of the ABCFP is a compromise whereby government does not have to bother with governance of forestry professionals, and those most interested in that governance—forestry professionals—are able to self-govern. However, just as the Interior scaling system depends upon a degree of trust, so does the compromise that allows the ABCFP to self-govern and depend on the public's trust. Second, professionals need to stay alert as to when the line between formal, technical compliance blurs into dishonesty. While a court may have some sympathy for an accused who thought his or her behaviour was within the rules, the public may not react so sympathetically if it still perceives the behaviour as dishonest.

Jeff Waatainen is an adjunct professor of law at UBC, has practiced law in the forest sector for over fifteen years, and currently works in the Forestry Law Practice Group of Davis LLP's Vancouver offices.

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### Professional Practice Standards continued from Page 14

due to perceptions about holding professionals to account?

Late in the 2000s, a series of challenges and myths were beginning to compromise implementation of forests legislation (*Assessing Professional Reliance in the Forest Sector*, ABCFP, January 2010). As a person, whose role in the civil service includes encouraging, informing, and supporting resource stewardship initiatives, I consider the initiatives sponsored by the ABCFP in collaboration with government and the forest sector to establish core principles of professional reliance and in building practice standards, to be absolutely on point for realizing the benefits of FRPA working in complement with professional reliance.

Further, we now see that advancing professional reliance will assist with the necessary convergence of resource stewardship responsibilities with protection of Aboriginal rights through conserving the abundance and distribution of wildlife resources (Tsilhqot'in Nation [Roger William] vs British Columbia 2007 BCSC 1700 ["William"], William vs BC Government 2012 BCCA 285).

The transparency by which professional reliance issues are being examined bodes well for building trust and respect among stakeholders in our forest resources. Policy such as the *Principles of Forest Stewardship* (ABCFP, May 2012) and the discussion on matters such as non-statutory expectations, documented rationales and measuring/verifying will cement the fundamental cornerstones of professional reliance as a core element of effective forest resource stewardship.

I am optimistic that with sustained effort we will demonstrate continuous improvement of natural resource stewardship while increasing public understanding, confidence and trust in professionals. I hope my optimism will be upheld by delivery of material, visible outcomes indicative of true integration of legislative intent with professional reliance, duly informed and reinforced by rigorous professional practice standards. 🌱

*For years Rodger Stewart worked face down in the water as a fish biologist: environmental assessments, First Nations fisheries and salmon farm management. After joining the provincial civil service 18 years ago, he is now the director, resource management for the Ministry of Forests, Lands and Natural Resource Operations, Cariboo Region. Rodger and Tanis reside in 150 Mile House, with two kids now fully fledged.*

with the most recent polls, it is my hope that regardless of the party, the importance of forest professionals and professional reliance in the management of BC forests is a common platform in next year's provincial election. It may be a wild notion now, but the continuum of professional reliance could move to a place where professionals carry on their work without the need for approved authorizations for permits with a simple notification that the work is taking place. 🌱

*Bob Craven, RPF, works in Campbell River as manager of forest policy and land use for Interfor's coastal woodlands division. He is a past president of the ABCFP and has over 32 years of experience in the forest sector.*

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### Hey Bob continued from Page 12

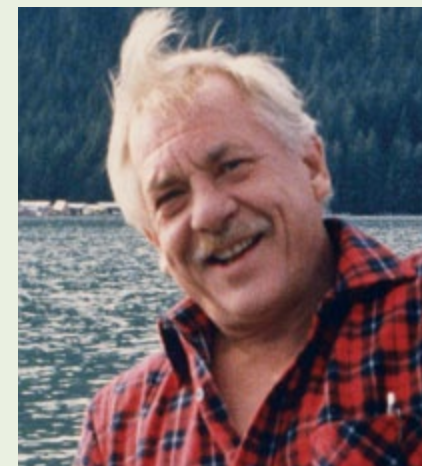
with this responsibility; it is one that I take seriously each and every day on the job.

Ten years after starting to work on FRPA, I can say with confidence that reliance on professionals has significantly improved over what I experienced in 1995. I would argue however, that FRPA and other legislation impacting forest operations can and need to move further on the continuum of professional reliance. Recent changes to the *Wildfire Act* specifically empowering professionals in the forest sector and current work underway to increase professional reliance in the pricing of the resource are good examples building on the original FRPA model. While political party's ratings ebb and flow

It is very important to many members to receive word of the passing of a colleague. Members have the opportunity to publish their memories by sending photos and obituaries to **BC Forest Professional**. The association sends condolences to the family and friends of the following member:

### Grant Lee Ainscough

RPF (Ret) #211 (Life Member)  
 1926-2012



Grant is survived by his children: Tom (Heather), Chris (Nicole), Kathy (Steve), Louise (Scott), and grandchildren: Jaki, William, Grady, Maximilian and Josephine. He was predeceased by his wife, Jacquie.

A man's man, capable of surviving in the bush or the boardroom, he loved his wife and family, his friends, his garden, his cats and the great outdoors. He was a generous mentor and a loyal friend.

After graduating from UBC Forestry, Class of '51, he had a long career; first with the BC Forest Service and then with MacMillan Bloedel (MB). He was the recipient of the association's Distinguished Forester Award in 1988. Grant retired from MB as the vice president of forestry, with an arboretum named in his honour. He was a passionate forester

## In Memorium

and directly and indirectly helped plant millions of trees with MB and the Tree Canada Foundation. He served on numerous boards such as Flying Tankers, Lions Gate Hospital Foundation and Variety Children's Charity.

His sense of humour and sharp wit was there to the end with stories retold and enhanced with more detail each time. His deep baritone singing voice graced many ears over the years (with favorite songs embellished sometimes with his own lyrics).

Ready to be reunited with Jacquie, his wife of 57 years, he dreamed of going swimming with her in the ocean, taking her dancing and riding off in a Cadillac.

Thank you to the staff at the O'Keefe where Grant lived and the medical team who cared for him at Vancouver General Hospital.

## Membership Statistics

ABCFP—August 2012

### NEW RFT

Melissa Nicole Grogan, RFT

### NEW ENROLLED MEMBERS

- Keiko Arakawa, FIT
- Leah Anneliese Ballin, FIT
- Tasha Dawn Brekkas, TFT
- Christopher Neville Burke, FIT
- Hao-Yu Huang, FIT
- Kyle Gregory Luyten, TFT
- Charlotte Marie Mellstrom, FIT
- Carlos Molina, FIT
- Andrew Scott Murphy, FIT
- Acacia Rae Nethercut-Wells, FIT
- Tracy W.H. Ng, FIT
- Thomas Bradley Pollard, FIT
- Navdeep Kaur Saini, FIT
- David Douglas Strahl, FIT
- Lauren Hanna Thompson, FIT
- Chelsey Toth, FIT
- David Anthony Underwood, FIT
- Colin Philip Wenman, FIT
- David Brent Zurevinski, FIT

### REINSTATEMENTS

- Michael Fred Dittaro, RFT
  - Scott Barton Lindeburgh, RPF
  - Caroline M. MacLeod, RPF
  - Gordon Howard Wall, RFT
- RESIGNED FIT**  
 Curtis Aaron Ofstie, ABCFP Limited Licensee, RFT\*  
 \*active ABCFP Limited Licensee and RFT
- DECEASED**  
 Daniel E. Alexander, RPF

The following people are not entitled to practise professional forestry in BC:

### REMOVALS

- Jane E. Lloyd-Smith
- Brent Gregory May

## Membership Statistics

ABCFP—September 2012

### NEW RPF

Athena Grace Andritz, RPF

### NEW ENROLLED MEMBERS

- Laurel M. Akehurst, FIT
- William Graham Brown, TFT
- Simone Leanne Crook, TFT
- Viviana Flores, TFT
- Thomas Finn Haukaas, TFT
- Roseanne Bridget Keatley, FIT
- Daniel Richard Oxland, FIT
- Nadia Davina Ramnarine, TFT
- Aiden Janusz Plant Wiechula, FIT

### NEW ASSOCIATE MEMBER

Sebastien Lecours, SAS

### REINSTATEMENTS

- Heather J. Cullen, RPF
- Yousry A. El-Kassaby, RPF PhD

### REINSTATEMENTS FROM LOA

Aaron Todd Cutler, RFT

### DECEASED

Howard B. Gibson, RPF (Ret)

A Moment in Forestry

Submit your moment in forestry to Brenda Martin at: [editor@abcfp.ca](mailto:editor@abcfp.ca)



**Tree Breeding** Submitted by Gerhard Eichel, RPF(Ret)

Rare illustration of tree breeding in action is exposed in this photograph by Gerhard Eichel, RPF(Ret), taken in the Wilkinson creek area of the West Kettle River. No evidence of hybrid Douglas-fir-Larch seedlings was found.

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Mackenzie continued from Page 19

for the pilot led to a higher workload during the pilot period. Another key element was the need for a defined accountability framework. Pilot participants agreed to an escalating accountability framework. Any apparent error or omission would require a professional conversation between the submitting and reviewing professionals with an expectation of resolution and actions to improve. Failure to reach resolution or repeated errors or omissions would require the involvement of the supervisors of both the submitting and reviewing professionals. The Association of BC Forest Professionals' discipline procedures would be applied in the case of significant errors or omissions.

Most elements of the permit and appraisal pilot were quite successful; timber cruising proved to be the most problematic. Cruising is a complex field activity often performed by junior staff or contractors but it provides critical data inputs to the appraisal process. Only rarely has the submitting professional been directly involved in the timber cruising. Organizations with a robust internal quality assurance process fared considerably better than those without one.

The accountability framework created some concern in the early stages, but the individuals involved reported that the professional conversations had gone very well. The conversations focused on the following: Was there a real error or omission? What was the root cause? How could it

be prevented from recurring? Only a couple of issues elevated to the second stage involving supervisors and none elevated beyond that stage. The pilot experience has advanced the development of trust and a cooperative working relationship among forest professionals.

The results of the pilot will be discussed at the Operational Issues Forum and Provincial Forest Forum to develop recommendations on whether they should be applied more broadly. Implementing the Mackenzie pilot processes broadly, without modification, would create a major workload problem during transition. Some modification of the pilot specifics and/or scheduling implementation over time will likely be necessary. However, forest professionals in the Mackenzie area have seen significant benefits from professional reliance over several years. Developing professional reliance isn't easy and it isn't fast but, as the work done in Mackenzie shows, it can make lasting improvements to the relationship between professionals and on the general practice of forestry in BC.

*Dave Francis, RPF, is a BC boy who began his forestry career in 1974, as a compassman on the coast. Dave eventually made his way back to school for a forestry degree and became a Registered Professional Forester in 1988. After graduation, Dave joined the Forest Service and has worked in Squamish, Smithers, Houston and Mackenzie. He has been the district manager in Mackenzie since 1997.*



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