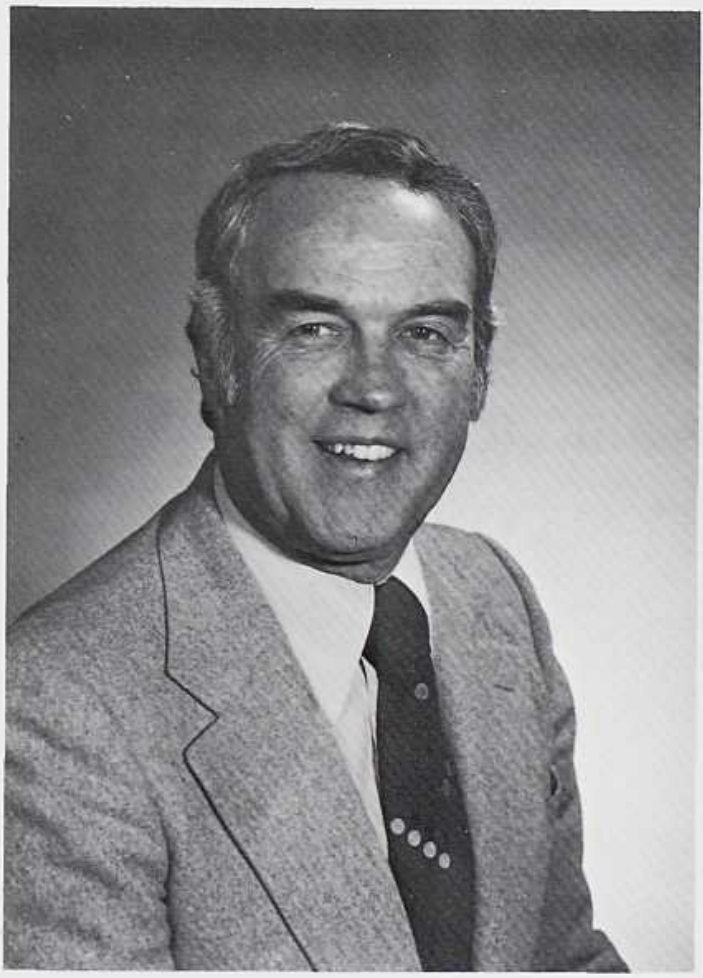
PROVINCE OF BRITISH COLUMBIA

PUBLIC SERVICE COMMISSION SIXTY-SECOND ANNUAL REPORT

JANUARY 1 TO DECEMBER 31, 1980



The Honourable Evan M. Wolfe
Provincial Secretary and Minister of Government Services

The Honourable HENRY P. BELL-IRVING, *Lieutenant Governor*
of the Province of British Columbia

MAY IT PLEASE YOUR HONOUR:

The undersigned respectfully submits the Report of the Public Service Commission, Province of British Columbia, from January 1 to December 31, 1980.

EVAN M. WOLFE
Provincial Secretary and
Minister of Government Services

Victoria, B.C. February, 1981.

R. W. Long
Acting Chairman
Public Service Commission

Marie Taylor
Commissioner
Public Service Commission

W. N. Venables
Commissioner
Public Service Commission

A. G. Richardson
Chairman (Retiring)
Public Service Commission

The Honourable Evan M. Wolfe
Provincial Secretary and Minister of Government Services
Province of British Columbia.

SIR: In conformity with the provisions of Section 9 of the *Public Service Act* (Chapter 45, Statutes of British Columbia, 1976), I have the honour to submit herewith the Report of the proceedings and work of the Public Service Commission from January 1, to December 31, 1980.

R. WILLIAM LONG
Acting Chairman

MARIE TAYLOR
Commissioner

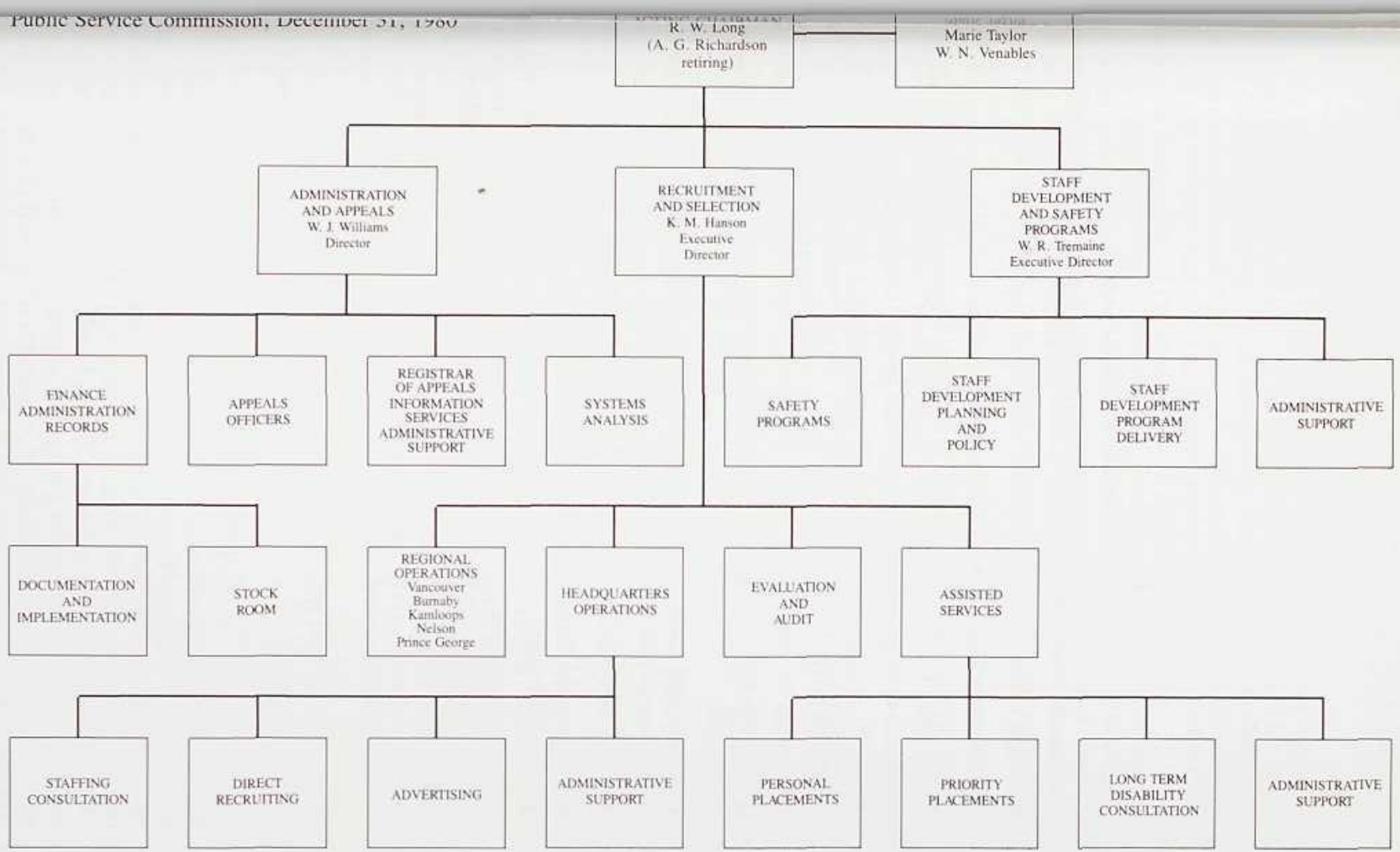
W. N. VENABLES
Commissioner

A. G. RICHARDSON
Chairman (Retiring)

Victoria, B.C. February, 1981.

TABLE OF CONTENTS

	Page
RGANIZATION CHART	9
IGHLIGHTS DURING 1980	10
EPORTS OF DIVISIONS—	
ADMINISTRATION AND APPEALS	11
RECRUITMENT AND SELECTION	13
STAFF DEVELOPMENT AND SAFETY PROGRAMS	15
CKNOWLEDGMENTS	17
PPENDIX	23


R. W. Long
(A. G. Richardson retiring)
Marie Taylor
W. N. Venables
ADMINISTRATION AND APPEALS
W. J. Williams
Director
RECRUITMENT AND SELECTION
K. M. Hanson
Executive Director
STAFF DEVELOPMENT AND SAFETY PROGRAMS
W. R. Tremaine
Executive Director
FINANCE ADMINISTRATION RECORDS
APPEALS OFFICERS
REGISTRAR OF APPEALS INFORMATION SERVICES ADMINISTRATIVE SUPPORT
SYSTEMS ANALYSIS
SAFETY PROGRAMS
STAFF DEVELOPMENT PLANNING AND POLICY
STAFF DEVELOPMENT PROGRAM DELIVERY
ADMINISTRATIVE SUPPORT
DOCUMENTATION AND IMPLEMENTATION
STOCK ROOM
REGIONAL OPERATIONS
Vancouver
Burnaby
Kamloops
Nelson
Prince George
HEADQUARTERS OPERATIONS
EVALUATION AND AUDIT
ASSISTED SERVICES
STAFFING CONSULTATION
DIRECT RECRUITING
ADVERTISING
ADMINISTRATIVE SUPPORT
PERSONAL PLACEMENTS
PRIORITY PLACEMENTS
LONG TERM DISABILITY CONSULTATION
ADMINISTRATIVE SUPPORT

HIGHLIGHTS DURING 1980

- Arthur G. Richardson, Chairman, commenced pre-retirement leave.
- Gerald Cross and George Geddes resigned as Commissioners.
- R. William Long was appointed Acting Chairman.
- Mrs. Marie Taylor and William N. Venables were appointed Commissioners.
- Eight formal policy meetings were held by the Commission.
- The Commission heard 42 appeals during the year and settled an additional 5 appeals without hearings.
- Assisted Services section placed 176 disabled clients in government jobs.
- 2,067 public service employees received training as Safety Committee members.
- Over 1,300 government employees received Defensive Driving and Driving Training in 1980.
- There were three work related fatalities during the year.
- Diplomas in Public Administration were awarded to 25 employees.
- Al Davies, Regional Representative in Burnaby, acted as Conference Chairman for the first National Conference of the Canadian Public Personnel Management Association in Vancouver in May. He also serves as national president of this professional association.

ADMINISTRATION AND APPEALS

This Division continues to be responsible for the statutory and regulatory provisions of Part 1 of the *Public Service Act,* and provides services to the Public Service Commission and ministries through four sections — Documentation and Appointment Implementation, Finance, Administration and Records, Information Services and Systems Analysis. The Division also provides services to the Commission for the registration and investigation of appeals.

During the year the Divisional staff was strengthened with the addition of two appeals officers and a systems analyst. The appeals officers hold appeal hearings or investigations throughout the province against appointments to positions or against alleged contravention of the *Public Service Act* or Regulations. The systems analyst is involved in the review and development of internal systems to meet current and future needs.

Commission policies continued to be introduced and/or amended. Included were revised Separation Reports, bridging of time while raising children; employment status of Long Term Disability benefit recipients and amendments to the Operations Manual. Indexed Appeal summaries were prepared and distributed.

The Division Director continued to represent the Commission on the Personnel Appraisal Review Committee and Personnel Policy Advisory Committee, and other staff members participated in a variety of committees, including the Screening Committee.

There was a turn-over rate of 14.2 per cent of staff appointed by the Commission with a total of 4,496 staff leaving positions in the Public Service. During 1979 the turn-over rate was 12.9 per cent. (See tables on page 31.)

A total of 113 requests was received from public servants seeking approval to engage in remunerative employment with other employers or receive remuneration from public funds. Pursuant to section 50 and 51 of the *Public Service Act,* 100 requests were approved and 13 were refused.

Under the provisions of section 49 (1) of the *Public Service Act,* the effective date of retirement was extended for 14 employees who had attained the age of 65 years.

During 1980, under the provisions of section 49 (2) of the *Public Service Act* a total of $1,153,350.00 was paid in retiring allowance to 250 employees. Death benefit payments, in accordance with section 53 of the *Public Service Act,* totalled $690,296.00. Eighty-one payments were made. The Superannuation Branch administers section 49 (2) and 53 of the *Public Service Act* under authority delegated by the Commission.

At the end of the year, Commission establishment totalled 109 regular positions.

AWARDS FOR LONG SERVICE

Again, in 1980, His Honour Lieutenant Governor Henry P. Bell-Irving and Mrs. Bell-Irving hosted ceremonies at Government House for Public Service employees who had completed 25 and 35 years of continuous service with the Provincial Government. The Honourable William R. Bennett, Premier, presented certificates to 289 employees with 25 years of continuous service, and watches to 42 employees with 35 years of service. Master of Ceremonies was the Honourable Evan M. Wolfe. Following the ceremonies, recipients and guests enjoyed a reception and dinner where they were joined by their ministers and deputy ministers.

APPEALS

Exclusive of appeals redirected to ministries and resolved there, 177 competition and policy appeals were filed with the Division Director, reflecting a 6.5 per cent increase over 1979. The proportion of cases appealed to the Commission from the Director's findings decreased slightly from the previous year. One challenge of the Commission through judicial review was initiated in court.

INFORMATION SERVICES

Various forms and pamphlets were updated and printed during the year, and the Annual Report for 1979 prepared.

IMPLEMENTATION

Appointment Action forms processed between December 1, 1979 and November 30, 1980 totalled 30,799, an increase of over two per cent from the previous period. April 1980 was the heaviest month with 3,762 forms processed, while the lowest was in August with 1,891 forms.

During the same period, 582 employees had salary increments withheld, probationary periods were extended for 136 employees, and 36 employees were rejected on probation.

SCREENING COMMITTEE

The Screening Committee continued to meet monthly to consider cases of employees who no longer can perform the duties of their positions for health reasons. Dr. L. D. Kornder, Director of Occupational Health, is Committee chairman, and membership comprises four other members—two who represent the unions and two who represent the employer. A total of 228 cases were considered during the year, of which 82 were resolved. The Commission provided secretarial and administrative services to the committee.

RECRUITMENT AND SELECTION

Recruitment and Selection Offices are established in six locations throughout province. The six offices are located in Vancouver, Burnaby, Nelson, Kamops, Prince George and Victoria.

The tempo in all offices increased considerably during the year, particularly in Kamloops and Prince George area. Apart from chairing selection panels the gional Representatives spent considerable time discussing job prospects with the blic as well as counselling employees of the Public Service.

Regional offices other than Victoria handled 52% of all competitions and were sponsible for 63% of all appointments in the Public Service. The total number of ular and auxiliary appointments was 14,716, an increase of 15% over 1979. The mber of competitions closing increased by 3% to 3,405.

During the year consulting activities performed by Public Service Commis- Staffing Officers included:

- the design and presentation of staffing and training workshops for personnel officers and line managers. Fourteen of these were presented to 205 participants;
- participation with ministry representatives in the development of a pilot program for delegation of selection authority to ministries;
- development of computer assisted candidate referral system to be used initially in junior clerical referrals;
- development of a staffing standard guide for the Ministry of Human Resources for occupations primarily employed by that Ministry. This will serve as a model for other standards developed with ministries;
- the completion and implementation of a recommendation regarding the systematic and consistent application of merit in the entry level positions of Corrections Institutions.

There is still a shortage of applicants for certain professional positions, such as ountants and certain types of engineers. Special advertising campaigns were nducted to obtain applicants in these positions which were only partially success- . Registered nurses, speech therapists, audiologists, physiotherapists and court orters are still in short supply.

ASSISTED SERVICES

1980 saw the amalgamation of the major growth areas of Priority Placements Personal Placements and the review for possible placement of Long Term ability recipients. Assisted Services now has a staff of six officers, two to vice each of the specific programs.

During 1980 the Personal Placements area was responsible for 176 placements hin the service of their disabled and disadvantaged clientele from within their eload of more than 1,600 clients. A major portion of this program is the Work in vernment component which proved extremely successful and which gained ler acceptance and credibility within all ministries.

Priority Placements was responsible for the successful relocation of 68 employees whose positions had become redundant or who were relocated under those sections of the Act set in place to protect specific situations requiring relocation.

The Long Term Disability Officers employed late in 1980 have moved toward effective procedures for the retraining and relocation of recipients of benefits under the Short Term Illness and Injury Plan and Long Term Disability Plan.

As 1981 is the International Year of Disabled Persons it is recognized that the programs of the Assisted Services Section and the officers within will be required to respond to an increasing demand as resource persons province-wide.

STAFF COMPLEMENT

The table on page 32 in the Appendix indicates the staff complement in the various ministries as at December 31, 1980, compared to that as at December 31, 1979. Direct comparisons within the ministries are not possible due to organizational changes and changes in reporting procedures. These changes include the following:

- Deregulation has been disbanded.
- Public Service Commission positions are now included within Provincial Secretary and Government Services.
- Superannuation Branch positions are now included within Provincial Secretary and Government Services.

Overall, the number of persons paid as at December 31, 1980 increased from December 31, 1979 by 1,428 persons or approximately 3.43 per cent.

STAFF DEVELOPMENT AND SAFETY PROGRAMS

A number of major changes to the organization and operation of the Staff Development and Safety Programs took place in 1980. In September 1980 the Staff Development and Safety Programs were amalgamated under a new Executive Director—Mr. W. R. Tremaine—who immediately began a complete review of the goals and objectives of the organization and the establishment of new operating roles for both divisions. While retaining its original operating roles and a general audit and evaluation function for ministry safety and training programs, there has been a new emphasis added, one of collaboration with ministries and agencies in the design and operation of their in-house programs.

This report will review operational activities both before and after the preliminary reorganization which took place in September 1980. It will examine training and safety activities separately, and then will combine all of the available operating statistics for the division in a single display (See Page 35). The final section of the report will outline some of the new roles and directions for the division which were in the planning stages at year-end.

TRAINING AND DEVELOPMENT ACTIVITIES

The Executive Development Training Program (E.D.T.P.) continued in full operation during 1980. This three-year program is administered for the Public Service Commission by the University of Victoria under a continuing contract. The program, which has been in operation for some twenty-five years, is intended to broaden the knowledge and the capacity of prospective executives through an academic program. Successful completion of the program leads to the award of a Diploma in Public Administration. At the close of the year plans were under development to conduct a full scale evaluation of the E.D.T.P. in cooperation with the University of Victoria, in order to update the subject matter and format of the program where necessary.

The Correspondence Course in Public Administration was discontinued during the current year after the graduation of Class 16A in March and Class 16B in April. It will be replaced by a series of self-study courses which can be taken individually by participants either at home or in strategically located walk-in learning centres to be established throughout the province. At year-end project design for the establishment of these centres was in the planning stage.

At the end of the year a competition had been completed to bring additional staff development consultants into the division to assume the new training and development roles forseen in 1981 and beyond.

SAFETY PROGRAMS ACTIVITIES

In 1980 Safety Programs carried on their originally mandated activities and met demands for increased safety training. Normal training programs in First Aid (both Industrial and Survival) as well as a program in Cardio-pulmonary Resuscitation were continued. Defensive Driving and Driver Training instruction resulted in the training or retraining of more than 1,300 drivers. Perhaps the most significant change in Safety Programs for 1980 was the requirement to operate a training program jointly with the British Columbia Government Employees Union and the

Workers' Compensation Board under the provisions of the B.C.G.E.U. Master Agreement.

The 22.09 Program was designed to train Safety Committee members at local and second levels, including trainees from both management and the union. In order to complete the required training to a rigid timetable, 19 instructors were seconded from ministries to carry out the training across the Province. One full-time support staff member was required as registrar and coordinator, and various expenses for course operation were borne by the division. At year end more than 2,000 management and union committee members had been trained, and following discussions with ministries and the W.C.B. plans were being developed to operate an on-going 22.09 training program for new committee members. The full framework for the on-going program will be put in place early in the new year after appropriate consultation with all of the participating organizations and agencies.

As a part of the 22.09 program the Executive Director of Staff Development and Safety Programs holds a position as co-chairman on the Permanent Joint Committee for Occupational Health and Safety. This committee, consisting of both union and management representatives is charged with the implementation and monitoring of on-going activities of the 22.09 program.

The division continued to sponsor an annual workshop for all government safety officers. This year the meeting was held in Kamloops. A variety of special speakers presented short seminars on "Occupational Health," "Transportation and Handling of Dangerous Goods," and "Cancer in the Workplace." A new format for future workshops was agreed upon which would see more involvement of ministry safety officers in determing workshop agendas and in ensuring resolutions proposed at workshops would be acted upon quickly. This broader involvement of all safety officers should ensure greater continuity between workshops, and an increasing professional attitude among all government safety officers in the Province.

Safety Programs continued its roles as coordinator of investigations of accidents involving serious injury or death. Four detailed accident investigations were carried out in 1980, three of which had been fatalities. The number of fatal accidents was down considerably from the six which the division was required to investigate the previous year.

One of the members of the division served as the Public Service Commission representative on the *ad hoc* Safety Advisory Committee established at B.C.I.T. This committee examined the curriculum requirements for a professional certificate program in Occupational Health and Safety Technology, which resulted in the establishment of a course to commence in September 1981. Safety Programs will continue to be represented on this committee as the program is developed in the coming year, and will retain a full-time advisory role after the course begins.

FUTURE DIRECTIONS FOR THE DIVISION

In 1981 Staff Development and Safety Programs will begin to take on new roles in safety and in staff training for the Province of British Columbia. In Safety Programs, Safety Officers will be assigned consultative responsibilities for groups of ministries to provide them with in-house development and implementation assistance for their full range of occupational health and safety programs. Following a needs study, additional safety training needs were identified service-wide.

These needs will be met through the division. The division will also assume broader responsibilities in providing ministries with evaluation assistance to ensure greater efficiency and effectiveness of all their in-house safety programs.

In Staff Development, greater emphasis will be placed on assisting ministries to identify and train senior managers to assume executive roles. Increased emphasis will also be placed on assisting ministries to make better use of their existing human resources, and to plan new human resource needs more effectively. There will be a concentration on training to enhance career development for all public servants, with special attention to the careers of women, disabled persons and disadvantaged groups employed in government. The division will continue to provide, and indeed, will expand its capabilities to design, develop, and operate training courses to meet existing and newly emerging needs. At year-end plans were well along to establish learning centres in various locations in the province through which individualized, self-instructional training packages would provide greater access to much needed training for employees anywhere in the province. It is intended to expand activities to include the provision of consultative services to ministries where training programs are required to meet their unique needs. Plans are also under development to provide training-audit and evaluation services to ministries to help measure the efficiency and the effectiveness of all training carried on anywhere in government. Finally for fiscal year 1981/82 division plans will include the development of the capability to offer up to 20,000 participant days of training and development to employees across government.

ACKNOWLEDGMENTS

The Chairman wishes to record his sincere appreciation to his colleagues on the Commission, to each member of the Commission's staff, the Government Agents, the ministerial personnel officers, the solicitors of the Attorney General's Ministry, to the Civil Service Commissioners of other provinces and the Federal Government for their able assistance, and to you, Mr. Minister, for your sympathetic appreciation of the Commission's problems.

PUBLIC SERVICE COMMISSION
R. William Long, *Acting Chairman.*

Class XXII —Graduates of Executive Development Training Program

Front row from left to right—L. Akam, Deregulation; S. Kerr, Public Service Commission; M. Marriott, Superannuation; P. Battison, Provincial Secretary and Government Services; R. Magnusson, Health; R. Lowdon, Consumer and Corporate Affairs; D. Sands, Agriculture and Food.

Second row from left to right—P. Thomas, Labour; G. Biggs, Labour; P. Bell, Health; P. Forseth, Attorney General; W. Peters, Legislative Library; R. Joyce, Consumer and Corporate Affairs; H. Wildam, Human Resources.

Third row from left to right—K. Bishop, Environment; M. Thomas, Municipal Affairs; W. Bailey, Environment; G. Holland, Energy, Mines and Petroleum Resources.

Fourth row from left to right—T. Roberts, Environment; R. Graham, Attorney General; J. Hill, Education; L. Ohlmann, Human Resources; W. Pearson, Forests.

Missing—J. Little, Forests; G. Shuttleworth, Consumer and Corporate Affairs.

Correspondence Course in Public Administration, Class 16 (A)

nt row from left to right—Dodie Murphy; Joan McCorry; Mary Linn; Yvonne Schlyecher; Audrey Scholtens; Barbara Klein; Phyllis Pollard, Staff Development; Patricia Keegan; Mary Johnson; Marjorie Olson; Elizabeth Elliott; Helen Olson.

nd row from left to right—Ken Jackson, Staff Development; Al Fatt, Staff Development; Bill O'Neill; Terry Goulet; John Callender; Debbie Sharp; Arlene Hartley; Anne Webster; David Dyke; Barry Hansen; Bob Fenn; David Melnychuk; Donald Simmons, Staff Development.

k row from left to right—Roy Benson; Patrick O'Mara; Les Molnar; Bruce Morgan; Andrew Brett; Barry Akehurst; Francis Caouette; Wayne Morrison; Terry Lim; Richard Heatherington; Fred Miller; Ken Bowman.

Correspondence Course in Public Administration, Class 16 (B)

Front row from left to right—Sylvia Porter; Robin Bender; Dolores McKinney; Ken Jackson, Staff Development; Al Fatt, Staff Development; Phyllis Pollard, Staff Development; Don Simmons, Staff Development; Mary Dubuc, Lynda Dreyer; Margaret Bowman.

Second row from left to right—Helen Pedneault; Lynn McCaughey; Lois Borradaile; Sybil Cusworth; Richard Knowles; Dick Martin; Bruce Holloway; Myrna Cresswell; Barbara Johnson; Marian Gorsline; Barbara Huntley; Gail Cochrane.

Back row from left to right—Frank D'Argis; Tom Manion; Bob Goy; Ron Huck; Bob Spyksma; Al Spidel; Dean Davis; Mike Maglio; Ken Bruickshank; Rod Harris; Gordon Bloxom; Brian Wakeford.

Missing—Christina King.

35 Year Long Service Awards, 1980

ack row from left to right—Jack Agnew, Forests; Frank Clapp, Transportation and Highways; Benjamin Keith Oxendale, Agriculture and Food; George Edgar Douglas, Transportation and Highways; Clarence Dunkin Thompson, Forests.

ont row from left to right—Montague Herbert Mudge, Forests; William Daniel Stansbury Hoggan, Transportation and Highways; Herbert Laurence Coles, Forests; James Howard Nuttall, Environment; The Honourable William R. Bennett; His Honour Lt. Governor Henry Bell-Irving; Ronald Frederick Mousley, Environment; Henry Kenneth Kidd, Lands, Parks and Housing; Lew Berry Donavan, Transportation and Highways; Thomas Alfred Jacklin, Transportation and Highways.

35 Year Long Service Awards, 1980

Back row from left to right—Arthur Harold Redding, Human Resources; Frederick James Mallett, Consumer and Corporate Affairs; Gordon Mabbett, Attorney General; John Campbell Ross, Consumer and Corporate Affairs; Sidney Allan Percy Birchfield, Attorney General; John Nat Rosso, Consumer and Corporate Affairs; Edward James Bedford, Consumer and Corporate Affairs; James Peter Erickson, Attorney General; Sidney Albert Louis Hamblin, Attorney General; Kenneth George Langrish, Consumer and Corporate Affairs; Norman James Lloyd, Consumer and Corporate Affairs; Jerry Everett Warren, Consumer and Corporate Affairs; George Wilbert Miller, Consumer and Corporate Affairs.

Front row from left to right—Edith Mary Helmcken, Finance; Phyllis Harding Jenner, Finance; Margaret Taylor, Human Resources; Marta Otilija Piper, Human Resources; Irene Aimee Brown, Health; The Honourable William R. Bennett; His Honour Lt. Governor Henry Bell-Irving; Daryl Freeborn Jenkins, Provincial Secretary and Government Services; Leslie James Granger, Consumer and Corporate Affairs; Robert John Patrick Donohue, Consumer and Corporate Affairs; Tom Marsland, Consumer and Corporate Affairs.

APPENDIX

EMPLOYEES WITH TWENTY-FIVE YEARS' CONTINUOUS SERVICE

AGRICULTURE AND FOOD

Alfred Harold Bawtree
Kamloops
William Henry Burr
Delta
Alan Bruce Dawson
Kelowna

ATTORNEY GENERAL

Nick Adams
Prince George
Helen Anne Austin
Richmond
Garfield Baker
Surrey
Vaughn Blackman
Vancouver
Robert Stanley Burton
Burnaby
Allan Lewis Cobbin
Vancouver
Martin Horace Coleman
Coquitlam
John Thomas Droy
Victoria
Charles Theodule Pierre Fouquette
New Westminster
John Malcolm Gillis
Vancouver
Walter Emil Gottschau
North Burnaby
Oswald Edward Hollands
Victoria
Lloyd Chesley Hopper
Abbotsford
Archie Kay
Port Coquitlam
Willie Kwiatkowski
Prince George
Neil Angus McCuish
Clearwater
Glen McDonald
Vancouver
John Henry McMullen
Burnaby
Karl Miller
Surrey
Francesco Martino Salvatore Mongiardo
Victoria
Stanley Lawrence Ogibowski
New Westminster
Creighton Hugh O'Mailey
Burnaby
Harold Henry Philbrook
Nanaimo
Arthur Pickering
North Vancouver
Archibald Gordon Robertson
Burnaby
Kenneth Rumsey
Sardis
George Marmaduke Shoebotham
Burnaby
Philip Anthony Soehn
Prince George
William Strutinski
Surrey
George Robert Toner
Whonnock
Donald Trigg
Maple Ridge
Francis Patrick Turner
Kamloops
Stanley Walton
New Westminster
William George Watson
Coquitlam
John Wiebe
Kelowna
Edward Gordon Wright
Surrey

CONSUMER AND CORPORATE AFFAIRS

Liquor Distribution Branch
Robert Wilfred Blow
Armstrong
Lucien Carriere
Coquitlam
Robert Andrew Cochlan
Clearwater
Cecil Albert Cunning
Powell River
Joseph Dalston
North Vancouver
Robert Gee
Victoria

CONSUMER AND CORPORATE AFFAIRS—Continued

Arthur Robert Grant
Vancouver

Arthur Ernest Horsley
Lantzville

Melville Crummer Huston
Fruitvale

William Morrison Kernahan
North Vancouver

John David MacKenzie
Vancouver

Thomas Eugene McCarthy
Ladner

Albert Keith McKee
South Burnaby

Walter McMechan
New Westminster

Joseph Robert Morton
Lantzville

William Gerald Radigan
Duncan

Charles Ernest Ratcliffe
Vancouver

John Allen Ryder
Aldergrove

Harold Ward
West Bank

Elmer William Webb
Vancouver

Herbert Howard Whitehead
Kimberley

EDUCATION

Jack Fred Fillipoff
Vancouver

Victor Ernest Rickard
Victoria

Elsie Evelyn Sowerby
Delta

ENERGY MINES AND PETROLEUM RESOURCES

Patrick Knud Huus
Victoria

Norman Dean Smith
Victoria

Howard Scott Turner
Kamloops

ENVIRONMENT

Patrick Joseph Brennan
Victoria

Frank William Danks
Victoria

George Colin Daniel Edge
Penticton

Jack Frederick George Kemp
Brentwood Bay

Alexander Sigmund Stencel
Victoria

Anne Twamley
Victoria

FINANCE

Eileen Joan Dudley
Victoria

William Martin Joseph Finlay
Victoria

Ethel Grace Henderson
Victoria

John Harold Hoem
Williams Lake

John Alexander Lambeth
Victoria

William Laurie Marshall
Princeton

Alan Frank Messent
Langley

John Fredrick Schaufele
Victoria

Glen Erwin Tapping
North Vancouver

FORESTS

Sigmund Edwin Anderson
Fort St. John
Wilfred Charles Archer
Sayward
G. Max Beeson
Kamloops
John Richard Bendick
Crofton
Delvin Hunter Blackstock
Prince George
Fredrick Brahniuk
Victoria
Ian Douglas Brown
Kitimat
Arthur Tracy Budden
Nelson
Patricia Doreen Clarke
Victoria
George Francois Emile Commandeur
Nelson
James Roy Crawford
Victoria
John Conway Dearing
Kamloops
D'Arcy Dehart
Campbell River
Errol Charles Fulcher
Campbell River
Theodore Robert Gibbs
Dawson Creek
Gordon Stanley Hames
Quesnel
Sheldon E. Hansen
Kelowna
Bruce Douglas Horning
Powell River
Keith Illingworth
Victoria
Sheila Margaret Jackson
North Vancouver
William T. S. Jackson
Prince Rupert
Melvin Robert Larue
Vancouver
Yulee Hoy Leong
Victoria
Ian Alexander Morrison
Victoria
Marvin Norris Neighbor
Squamish
Clint Lars Nelson
Mackenzie
Maureen Evelyn O'Brien
Prince George
Michael John Orason
Coquitlam
Joan Gwendoline Parfitt
Prince George
Raymond G. Pederson
Kamloops
Torsti Kalirvo Ponkka
Victoria
Herb Walter Quast
Terrace
Robert L. Ramsay
Nelson
Gordon William Reynolds
Richmond
Peter William Robin
Victoria
Tony Robinson
Kamloops
Einar Roed
Nanaimo
Walter Shupbach
Brentwood Bay
Gerald Steel
Campbell River
George Stefanac
Lillooet
T. W. (Tom) Stevenson
Richmond
Robert Stewart
Victoria
Junior F. Thom
Rock Creek
Rainald Webb Thomas
Ganges
Russell Gilbert Trenaman
Prince George
Lydia Tusar
Victoria
George Ralph Van Tine
Smithers
Dawson Wallin
Prince George
Roseann Nolan Weldon
Victoria

HEALTH

Health Districts

Muriel Ruth Brodie
Surrey
Elsie Louise Gerdes
Prince George
John Mackenzie McConchie
Delta

Vancouver Bureau

George Donald Morison Kettyls
North Vancouver
Elsie Margaret Stansfield
Vancouver
Joyce Anna Winter
Burnaby

Supply and Services

James Findlay Jack
Surrey
Henry Taylor Reid
New Westminster

Mental Health

Eileen May Lovett
Kamloops
Thomas Edward Russell
Coquitlam

Forensic Psychiatric Services

Eric William Olson
North Surrey

Dellview

Carl Schneider
Vernon
Mary-Ann Charlotte Shinduke
Vernon

Valleyview

Thelma Muriel Murphy
Port Coquitlam

Pearson

Reginald Barker
Vancouver
Annie Brisbane Beairsto
Burnaby
Millett Joanna Johnson
Vancouver
Yasuhiko Machushita
Vancouver
Chester Tench
Surrey

Riverview

Mary Catherine Barr
New Westminster
Anne Bloudoff
Port Coquitlam
Lila May Cardinell
Maple Ridge
Margaret Fahr
Maple Ridge
Harold Lloyd Fisk
Maple Ridge
Marguerite Evelyn Forsyth
Burnaby
Astri Elizabeth French
Coquitlam
Ronald Gordon Graham
Port Coquitlam
Dorothy Hazel Guy
Coquitlam
Woodrow Parker Lemke
Coquitlam
Lillian Ruth Logan
Port Coquitlam
Gordon Earl Moore
Port Coquitlam
Stella Motyka
New Westminster
Anne MacIntyre
Port Coquitlam
Leopold Pastorek
Maple Ridge
William Wenceslas Pastorek
Maple Ridge
George Wesley Prior
New Westminster
Beverley Joan Snook
Surrey
Wilhelmina Unland
Maple Ridge
Jack Stephen Vaughan
Port Coquitlam

HUMAN RESOURCES

John Arding
South Burnaby
Norman Everett Bradley
Salmon Arm
Hilda Connell
New Westminster
Janis Stratton Cook
West Vancouver
Francis Alexander Davidson
Brentwood Bay
Violet Cathcart Dinnes
Vancouver
Miriam Ann Dobrowolski
Surrey
Joan Catherine Ellingham
Victoria
Frederick Ellis
Burnaby
Anne Rebecca Fahrig
Vancouver
Eleanor Jane Fisher
Vancouver
Vivian Fredrickson
North Burnaby
Peggy Winnifred Gauthier
Vancouver
Gary Warren Hargie
New Westminster

HUMAN RESOURCES—Continued

Ralph James Hogg
Burnaby
Catherine Dorothy Johnson
Vancouver
George Alexander Jones
Coquitlam
David John Kimpton
Richmond
Eleanor Sherwood Maxwell
New Westminster
Sheila McDiarmid
West Vancouver
John Allister Mollberg
Victoria
Muriel Elizabeth Murdoch
Vancouver
Myrtle Doreen Nicholson
Vanderhoof
Donald Pinkham
New Westminster
Curtis Ansel Randall
Langley
Phyllis Gertrude Roberts
Victoria
Sidney Cyril Linley Shelton
Vancouver
Laura Cecil Shore
New Westminster
Sheila Skelton
Vancouver
Myrna White
Burnaby

LABOUR

Joseph Herman Connors
Vancouver
Erskine Hamilton Harper
Vancouver
Stanley Neville McIntyre
Burnaby
John Ernest Smith
Courtenay
Norman Matthew Stephenson
North Delta

LANDS, PARKS AND HOUSING

Norris Elder
Comox
Douglas Irvine Snider
Kamloops
William Manser Spriggs
Victoria
John Marcus Tipton
Victoria

PROVINCIAL SECRETARY AND GOVERNMENT SERVICES

Geoffrey Castle
Victoria
Marjorie David
Victoria
Leslie Jonah Harper
Victoria
Thomas Martin Liddell
Victoria
Lillian Maxine Smith
Burnaby
James Lawrence Thompson
Victoria

TRANSPORTATION AND HIGHWAYS

George Francis Aitken
Sooke
Domino Alimonti
Kelowna
Oscar Valdimar Arndt
Pouce Coupe
Kenneth Harper Arnott
Victoria
Alfred Roy Atkins
Prince George
Bernard Lloyd Bergstrom
Hope
Joseph Broderick
Savona
Eugene George Butterfield
Nanaimo
Franklyn Joseph Charlesworth
Gibsons
Robert David Clarke
Kamloops
Raymond Frank Clarkston
Smithers
Arthur Louis Perry Davis
Trout Lake
Wesley Allan Dillabough
Clinton
Clifford Harvey Dodge
Williams Lake
Joseph Gerald Dougan
Rossland
Aaron Eugene Dube
North Castlegar

John Leslie Edgar
Kamloops
James Ernest Ferrier
Kamloops
John Steven Fifer
Vernon
George Austin Flack
Gibsons
Bryan Eugene Robert Flynn
Rossland
Lloyd Charles Fowler
Ladysmith
Joseph Louis Franceschini
Cumberland
William Friesen
Langford
Edwin Bernard Gaarden
Bella Coola
Norman Claire Gallagher
Grand Forks
Ludvik Amideus Garay
Squamish
Gordon Alfred Garner
Enderby
William Edward Gloyn
Salmon Arm
Stanley George Gold
Savona
James Mack Gurr
Surrey
Eric Helmer Hammarberg
Southbank
Alfred Hammer
Surrey
Robert George Higginson
Golden
Clifford Norman Hobbs
Salmon Arm
John Peter Horcoff
Victoria
William Hucul
Salmon Arm
Denis John Jones
Kamloops
Joseph Henry Knight
Fernie
Leslie Steve Kosiec
Revelstoke
John Westwick Lay
Revelstoke
Fredrick James Lewis
Kamloops
George Henry Lieutard
Victoria
Stanley Alfred Lindahl
Kelowna
David Logan
Victoria
John Alexander MacDonald
Vanderhoof
James William MacKay
Alexis Creek
Leroy Vair McNicholas
Creston
Charles William Moorwood
Revelstoke
John Gordon Morrow
South Castlegar
Albert John Mucha
Revelstoke
Donald Matthew Munce
Cobble Hill
Dennis Lawrence Oliver
Courtenay
Lyle Nelson Oliver
Rossland
Monte Hamilton Olson
Langley
Joseph Alan Pabin
Surrey
Frederick Ferdinand Rauch
Wilmer
Elmer Stanley Raven
Inveremere
Elwood Samuel Reid
Merritt
Merton Robert Rowley
Penticton
William Henry Ryan
Nanaimo
Arthur Irvin Sankey
Victoria
Sylvester David Saunderson
Prince George
Walter Georcey Schmidt
Denman Island
Harro Hans Alexander Starck
West Vancouver
Rudolph Stenerson
Vancouver
David Warren Stillman
Victoria
Douglas Lee Van Tine
Enderby
Robert James Wallace
Chetwynd
Robert Andrew Williams
Nanaimo
Egon Willig
Langley
Cameron Cecil Wilson
Falkland
Elmer Helmut Winnig
Fernie
Robin Stanley Wright
Quesnel

EMPLOYEES WITH THIRTY-FIVE YEARS' CONTINUOUS SERVICE

AGRICULTURE AND FOOD

Benjamin Keith Oxendale
Victoria

ATTORNEY GENERAL

Mathew Patrick Allen
North Vancouver
Sidney Allan Percy Birchfield
New Westminster
James Peter Erickson
New Westminster
Sidney Albert Louis Hamblin
Victoria
Gordon Mabbett
Courtenay

CONSUMER AND CORPORATE AFFAIRS

Liquor Distribution Branch

Edward James Bedford
North Vancouver
Robert John Patrick Donohue
Vancouver
Leslie James Granger
Burnaby
Kenneth George Langrish
Victoria
Norman James Lloyd
Port Coquitlam
Frederick James Mallett
Kelowna
Tom Marsland
Vernon
George Wilbert Miller
Vancouver
John Campbell Ross
North Vancouver
John Nat Rosso
New Westminster

Liquor Control and Licensing Branch

Jerry Everett Warren
Victoria

ENERGY MINES AND PETROLEUM RESOURCES

Edward John Bowles
Victoria

ENVIRONMENT

Ronald Frederick Mousley
Victoria
James Howard Nuttall
Victoria

FINANCE

Edith Mary Helmcken
Victoria
Phyllis Harding Jenner
Victoria
Doris Grace Veale
Victoria

FORESTS

Jack Pearson Agnew
North Vancouver
Herbert Laurence Coles
West Vancouver
Geoffrey Dean Harris
Victoria
Isobel Lucille Long
Vancouver
Montague Herbert Mudge
Coquitlam
John Oliver Noble
Chase
Clarence Dunkin Thompson
Victoria

HEALTH

Irene Aimee Brown
Vancouver

HUMAN RESOURCES

Frank John Chapman
Nanaimo
Marta Otilija Piper
North Surrey
Arthur Harold Redding
Richmond
Margaret Taylor
Vancouver

LANDS, PARKS AND HOUSING

Henry Kenneth Kidd
Kamloops

PROVINCIAL SECRETARY AND GOVERNMENT SERVICES

Daryl Freeborn Jenkins
Victoria

TRANSPORTATION AND HIGHWAYS

Frank Arthur Clapp
Victoria

Lew Berry Donovan
Pouce Coupe

George Edgar Douglas
Victoria

William Daniel Stansbury Hoggan
Hope

Thomas Alfred Jacklin
Victoria

COMPETITIONS AND APPOINTMENTS

(Regular and Temporary)

Year	Number of Competitions	Percentage of Change From Previous Year (Per Cent)	Number of Appointments	Percentage of Change From Previous Year (Per Cent)
1971	3,311	—	5,900	—
1972	1,445	−56	5,764	−2
1973	1,969	+36	7,904	+37
1974	3,166	+61	9,635	+22
1975	2,281	−28	7,859	−18
1976	2,025	−11	7,997	+2
1977	2,560	+26	9,992	+25
1978	3,096	+21	12,345	+24
1979	3,296	+6	12,760	+3
1980	3,405	+3	14,716	+15

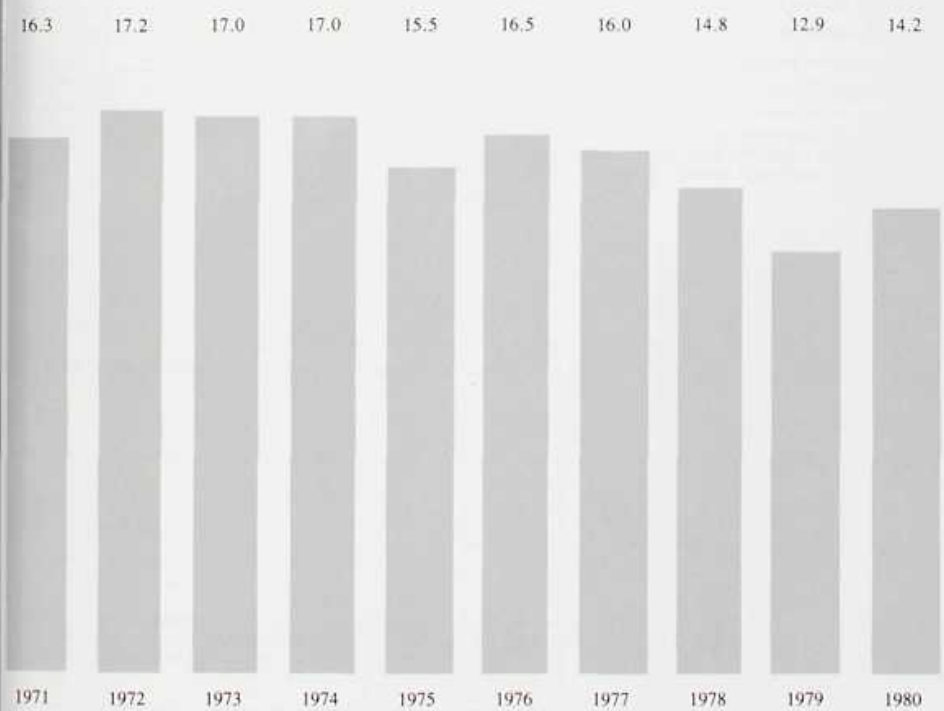
SEPARATION STATISTICS, 1980

Month	1	2	3	4	5	6	7	8
ember 1979	4	8	20	188	243	57	2	—
uary 1980	7	8	30	141	274	66	1	1
ruary	1	12	20	164	192	96	2	2
rch	6	4	33	190	227	78	—	3
il	3	17	44	250	321	64	10	5
y	5	5	41	148	289	83	5	8
e	8	12	35	185	330	78	4	11
y	9	14	40	171	428	90	4	9
gust	4	17	15	304	393	72	3	2
tember	6	14	35	406	482	83	4	2
tober	5	21	41	269	434	102	1	7
vember	2	9	30	119	203	63	—	9
Totals	60	141	384	2,535	3,816	932	36	59

Statistics as reported by ministries to the Public Service Commission.

CODES — 1. Deceased. 2. Dismissed. 3. Retired. 4. Job Completed. 5. Resigned. 6. Transferred. 7. Employee released hin first six months probationary period. 8. Long Term Disability.

PERCENTAGE OF STAFF TURNOVER RATE, 1971 – 80



STAFFING REPORT AS AT DECEMBER 31, 1980

	Total Paid in Established Positions	Total Paid in Temporary Positions	1980 Total Paid	1979 Total Paid
Legislation	49	55[1]	104	91
Auditor General	66	1	67	55
Executive Council	18	—	18	26
Deregulation	—	—	—	32
Agriculture and Food	525	106	631	586
Ombudsman	28	4	32	32
Attorney General	4,523	589	5,112	5,049
Consumer and Corporate Affairs	443	107	550	475
Industry and Small Business Development	123	86	209	175
Education	505	73	578	606
Finance	1,105	114	1,219	1,159
Community Health Services	3,018	315	3,333	3,579
Direct Care Community Services	3,470	479	3,949	3,569
Hospital Programs	200	6	206	206
Forensic Psychiatric Services	—	—	—	192
Highways	5,207	1,754	6,961	6,866
Human Resources	4,337	1,827[2]	6,164	6,007
Intergovernmental Relations	19	5	24	—
Labour	568	173	741	700
Environment	1,293	338	1,631	1,633
Forests	2,639	2,006	4,645	4,181
Energy, Mines and Petroleum Resources	296	36	332	318
Municipal Affairs	103	1	104	100
Provincial Secretary and Government Services	853	250[3]	1,103	914
Public Service Commission	—	—	—	102
Superannuation Branch	—	—	—	100
Lands, Parks and Housing	949	309	1,258	1,177
Transportation	894	61	955	1,027
Tourism	83	58	141	156
Universities, Science and Communications	96	36	132	1
Subtotals	31,410	8,789	40,199	39,114
Liquor Distribution Branch (November 30/80)	1,655	1,216	2,871	2,528
Totals	33,065	10,005	43,070	41,642

[1] 33 regular employees in temporary positions (sessional clerical assistants).
[2] 559 regular employees in temporary positions (Glendale Lodge Society).
[3] 96 regular employees in temporary positions (Queen's Printer).

RELOCATION ASSISTANCE — NEW EMPLOYEES

January 1 to December 31, 1980

Ministry	Cost	Employees	Average per Move
	$		$
ests	89,600.00	20	4,480
alth	79,150.00	34	2,328
nsportation and Highways	76,500.00	26	2,942
ergy, Mines and Petroleum Resources	57,613.93	10	5,761
ditor General	52,669.81	16	3,292
vironment	52,600.00	17	3,094
nds, Parks and Housing	52,418.23	17	3,083
torney General	51,514.25	20	2,576
bour	48,375.68	10	4,838
ovincial Secretary and Government Services	48,168.71	12	4,014
man Resources	36,985.87	20	1,849
riculture and Food	36,100.00	18	2,006
ance	33,880.43	10	3,388
dustry and Small Business Development	26,300.00	7	3,757
spital Programs	13,200.00	6	2,200
nsumer and Corporate Affairs	12,597.64	1	12,598
gislation (Crown Corporation)	12,415.61	4	3,104
lucation	10,400.00	4	2,600
nbudsman	10,328.43	2	5,164
urism	9,300.00	4	2,325
tergovernmental Relations	7,500.00	1	7,500
nergency Health	5,914.94	1	5,915
emier's Office	1,118.75	1	1,119
niversities, Science and Communications	450.00	1	450
unicipal Affairs	—	—	—
Totals, 1980	825,102.28	262	3,149
1979	874,275.12	340	2,600
1978	602,780.59	245	2,460
1977	223,316.92	150	1,487
1976	162,950.83	133	1,225

APPEALS

December 1, 1979 to November 30, 1980

	BCGEU	Licensed Professionals	Nurses	Excluded	Total
bject—					
Selection	150	11	—	13	174
Policy	3	—	—	—	3
Totals	153	11	—	13	177
esult—					
Settled by Appeals Officer	107	5	—	7	119
Pending or in process with Appeals Officer	2	2	—	1	5
Pursued to PSC for hearing or action	44	4	—	5	53
Totals	153	11	—	13	177

SCREENING COMMITTEE STATISTICS, 1980 BCGEU

December 1979 to November 1980

Ministry	Pending Review	Resolved			Reject	Resign	Terminated	Miscellaneous	Total Cases
		Transferred	Rehabilitated	Pension					
Agriculture and Food	2	—	—	—	—	—	—	—	2
Attorney General	9	8	4	1	2	1	—	2	27
Consumer and Corporate Affairs	1	—	3	—	—	1	—	—	5
Education	1	—	1	—	—	—	—	—	2
Energy, Mines and Petroleum Resources	1	—	—	—	—	—	—	—	1
Environment	—	1	1	—	1	—	—	—	3
Finance	2	2	1	—	—	—	—	—	5
Forests	6	2	1	—	2	—	—	3	14
Glendale	11	2	1	—	1	3	—	—	18
Health	17	9	1	4	2	2	—	2	37
Human Resources	10	8	1	—	3	1	—	4	27
Industry and Small Business Development	2	—	—	—	—	—	—	—	2
Labour	2	—	—	—	—	—	—	2	4
Lands, Parks and Housing	2	1	—	1	—	—	—	—	4
Liquor Distribution Branch	5	3	1	—	3	1	—	3	16
Municipal Affairs	—	—	—	—	1	—	—	—	1
Provincial Secretary and Government Services	7	2	1	1	—	—	—	1	12
Transportation and Highways	22	14	2	2	2	1	—	2	47
Totals	99	52	18	9	17	10	—	19	224

KEY: Transferred—within Ministry—to other ministry. Rehabilitated—returned to duty. Pension—service disability—medical retirement. Reject—transfer request denied—does not qualify—refused job offers. Terminated—terminated by Ministry. Miscellaneous—died—withdrew case—compulsory retirement—early retirement—to principals.

SCREENING COMMITTEE STATISTICS, 1980 NURSES

December 1979 to November 1980

Ministry	Pending Review	Resolved			Reject	Resign	Terminated	Miscellaneous	Total Cases
		Transferred	Rehabilitated	Pension					
Glendale	—	—	—	—	—	—	—	—	—
Health	1	—	—	2	—	—	—	—	3
Human Resources	—	—	—	1	—	—	—	—	1
Totals	1	—	—	3	—	—	—	—	4

KEY: Transferred—within Ministry—to other ministry. Rehabilitated—returned to duty. Pension—service disability—medical retirement. Reject—transfer request denied—does not qualify—refused job offers. Terminated—terminated by Ministry. Miscellaneous—died—withdrew case—compulsory retirement—early retirement—to principals.

STAFF DEVELOPMENT AND SAFETY PROGRAMS

Training and Development Activities 1980

Training Activity	Number of Courses	Number of Participants	Number of[1] Participant Days	Expenditures[2]
egular, division-sponsored management and general courses	69	1,038	4,360	113,956
-house programs operated for ministries	9	150	630	35,440
ition subsidies for attendance at educational institutions	1,913	1,726	—	227,758
xecutive Development (EDTP)	4[3]	104	549	47,160
.09 Safety Program	186	2,067[4]	6,201	N/A[5]
rst Aid Programs	12	249[6]	957	N/A
efensive Driving	72	1,308[7]	2,624	N/A
Totals	352[8]	4,916[9]	15,321	428,314

[1] Participant Day = one participant in attendance for one day on any course.

[2] Includes only direct costs or operating expenses.

[3] Includes:
Graduating Class — 25 participants
3rd Year Class — 21 participants
2nd Year Class — 27 participants
1st Year Class — 31 participants.

[4] Includes 1,916 Local Level, and 151 Second Level committee members.

[5] Exact direct costs for operations for all programs marked N/A are unavailable. Revised systems will allow for more complete ta presentation in future reports.

[6] Includes 82 Industrial First Aid, 107 Survival First Aid, and 60 Cardio-Pulmonary Resuscitation participants.

[7] Includes 8 trainee instructors in Defensive Driving.

[8] Does not include the 1,913 courses taken at educational institutions under tuition subsidy arrangements.

[9] Does not include the 1,726 employees attending outside programs at educational institutions under tuition subsidy rangements.

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Victoria, 1981

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