PROVINCE OF BRITISH COLUMBIA

Public Service Commission

Fifty-eighth Annual Report

JANUARY 1 TO DECEMBER 31

1976

Printed by K. M. MacDonald, Printer to the Queen's Most Excellent Majesty
in right of the Province of British Columbia.
1977

To Colonel the Honourable WALTER STEWART OWEN, Q.C., LL.D.,
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, 1976.

GRACE M. McCARTHY
Provincial Secretary

Victoria, B.C., January 1977.

The Honourable Grace M. McCarthy,
Provincial Secretary,
Province of British Columbia.

MADAM: 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, 1976.

ARTHUR G. RICHARDSON, *Chairman*
J. M. CAMPBELL, *Commissioner*
R. L. SCHMIDT, *Commissioner*

Victoria, B.C., January 1977.

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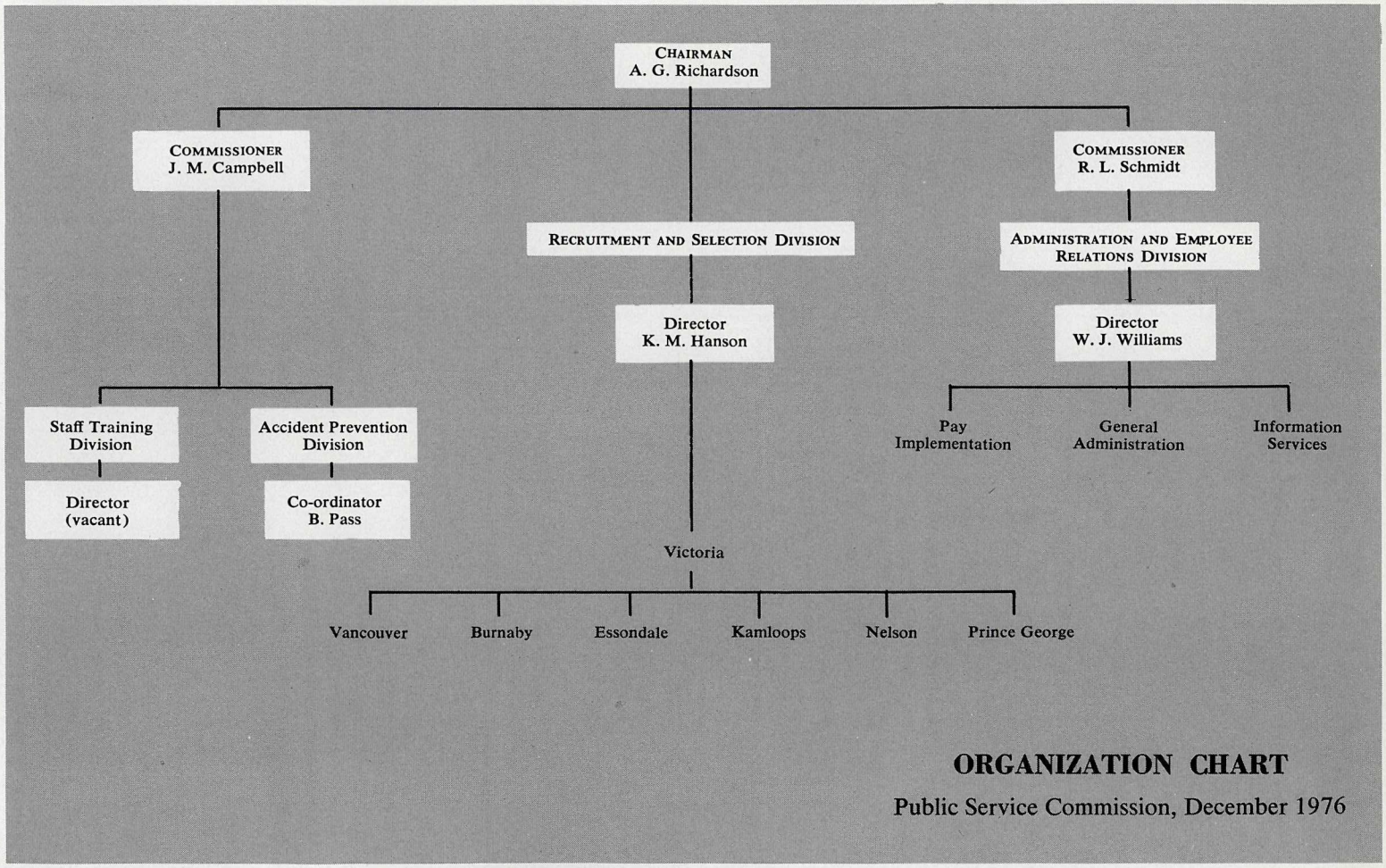


ORGANIZATION CHART

Public Service Commission, December 1976

HIGHLIGHTS DURING 1976

- A new *Public Service Act* was enacted by the Legislature in 1976. The Act is in four parts and Parts I, II, and IV were proclaimed in July 1976. Part I is entitled "Development and Maintenance of Public Service and Conditions of Employment" and is the responsibility of the Public Service Commission along with Part IV, entitled "Miscellaneous." Part II is entitled "Organization of the Public Service" and establishes a Government Employee Relations Bureau with responsibility to administer this part. Part III is entitled "Public Service Adjudication Board," which had not been proclaimed by the end of the year.

- In view of the reorganization of the personnel responsibilities, the Commission seconded Classification, Management Services, and Labour Relations Divisions to the Government Employee Relations Bureau. It also seconded the section administering the Dental Plan and the Extended Health Care Plan to the Superannuation Branch. This Branch is to have responsibility for administering the insurance types of benefits under the *Public Service Benefit Plans Act,* which was also proclaimed in July 1976. The Public Service Commission retains responsibility for the recruiting and selection of public servants, the training of public servants, and the accident prevention program. These programs are reported in detail in this Report.

- Under the terms of the new *Public Service Act* the Commission is to consist of not less than three members. At the end of the year there were four Commissioners: A. G. Richardson, Chairman; J. M. Campbell; R. L. Schmidt; and R. D. Higgins, who is on pre-retirement leave.

- The Commission continued to act as an appeal board and heard eight appeals. Six appeals were referred to the Commission by the Mediation Officer, W. J. Williams, and concerned competitions for promotion. Two appeals concerned classification and salary placement within the salary range. Apart from appeal hearings, the Commission met 42 times during the year.

REPORTS OF DIVISIONS

ADMINISTRATION AND EMPLOYEE RELATIONS

Thirty-five-year continuous service gold watch recipients, December 1, 1976.

Thirty-five-year continuous service gold watch recipients, December 2, 1976.

This Division provided services both to Public Service Commission staff and to personnel branches throughout the departments in the Public Service. There are three sections in the Division: Documentation and Implementation, Administration and Records, and Information Services.

The Director of Administration and Employee Relations served during the year as co-Chairperson of the Joint Committees on Isolation Allowances, Board and Lodging, and Transfer Allowances. He represented the Commission on the Interdepartmental Metric Conversion Co-ordinating Committee and on the Interdepartmental Fitness Program Committee. All committees had recommendations accepted and implemented during the year.

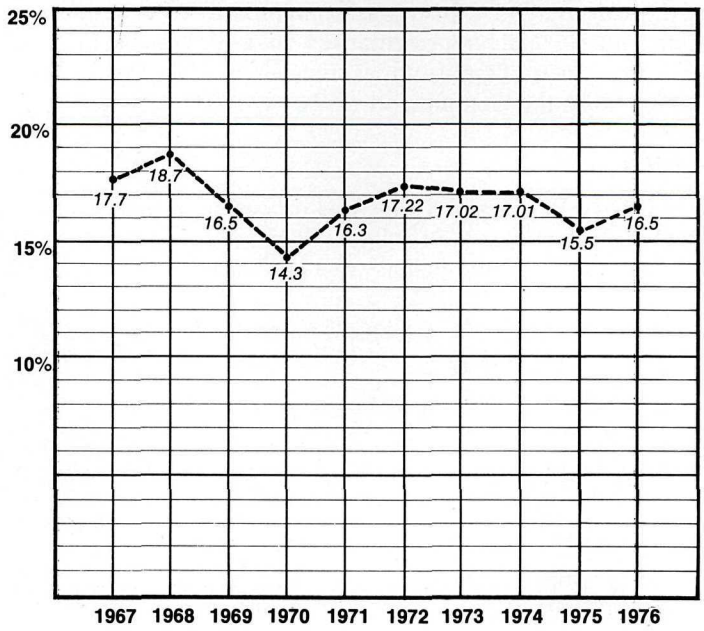
The Director was appointed sole arbitrator in a dispute between the Nurses' Bargaining Unit and the Department of Human Resources.

Following the proclamation and establishment of the Government Employee Relations Bureau, the Director and staff of the Division served both the Commission and the Bureau in all administrative and employee relations matters for the balance of the year pending the final organizational allocation of responsibilities. These involved information services, budget and expenditure matters, adjudication and interpretation of leave, removal expenses, employee appraisals, rejections during probation, deferment of merit increments, implementing a Bureau Bulletin system, maintaining establishment records, preparing a master index and edited manual of personnel policies and procedures, preparing recommendations regarding the adoption of microfiche and computerized pay and information systems, drafting of regulations and Orders in Council, and meeting with Government of Canada officials in unemployment insurance problems.

Staff of the Division also served on the Joint Parking and Screening Committees.

During the year, 4,150 employees left positions in the Public Service. This represents a turnover of 16.5 per cent of Commission-appointed staff.

STAFF TURNOVER RATE



Awards for Continuous Service

Colonel the Honourable Walter S. Owen, Lieutenant-Governor of British Columbia, was host of the 16th annual ceremonies for continuous service for the Province. This year, 239 employees received 25-year certificates and 33 received gold watches for 35 years' service. On behalf of the Government, the presentations were made by the Honourable A. V. Fraser and the Honourable E. M. Wolfe.

Appeals

The Director, as Mediation Officer, held a total of 103 appeals relating to selection, classification, policy, dismissal or rejection, and withheld increments during the past year. A total of 77 was settled, six were referred to the Commission, and 20 are in process. There have been a total of 339 grievances or appeals that have been referred to the Mediation Officer, and one case referred to binding arbitration in the absence of a Public Service Grievance Board, since January 1974.

Information Services

The responsibilities of this office include the Commission Library, publishing, public relations, and co-ordinating seminars, conferences, and meetings.

The Library is now functioning well and staff are increasingly using the periodicals and books which have been purchased over the past two years.

Besides the monthly publication for public servants, *Contact,* an interim BCGEU contract, the *Management/Executive Personnel Policy, Supervisor's Guidelines for Assessing the Use of Sick Leave,* and numerous forms and reports were published during 1976. A master index of policies and regulations has been produced by the section with the assistance of an auxiliary worker and W. R. Henderson, regional representative from Kamloops.

The Information Officer, W. A. Wood, co-ordinated a number of career days programs on behalf of the Government in Victoria and Powell River. She also co-ordinated a number of seminars and conferences for the divisions and the commissioners.

In June the Information Officer was appointed to co-ordinate a delegation of public servants and BCGEU representatives to a Provincial-Federal conference about Equal Employment Opportunities for Women in the Public Service. A report was accepted by the Commission on November 29.

Implementation

A total of 23,042 Pay Action forms was processed in this section during 1976. This represents a decrease of 9,312 from 1975. The largest work load was in March with 2,704 forms and the lightest was in December with 1,386 forms.

Summary of Personnel Transactions

Separations and resignations—	
Resignations	3,581
Retirements	375
Dismissals	113
Deaths (in-service)	81
Total	4,150
Probationary periods extended	144
Increments withheld	155

RECORDS AND LEAVES

	Number of Cases
Retirement Allowance (section 49 (2) of the *Public Service Act*)	166
Death payments to dependents (section 53 of the *Public Service Act*)	81
Pre-retirement leave (time-off)	196
Pre-retirement leave (payment)	326

SCREENING COMMITTEE

The Screening Committee meets each month to consider cases of employees who are no longer able to perform the duties of their positions for health reasons. Chairman of the Committee is Director of Occupational Health, Dr. L. D. Kornder, two members representing the unions, and two members representing the Public Service Commission. During 1976, 149 cases were considered and 116 were concluded.

SELECTION AND RECRUITING

Administration

Selection and Recruiting offices are established in nine locations throughout the Province, including three in the Victoria area (544 Michigan, 525 Superior, 895 Fort), three on the Lower Mainland (Vancouver, Burnaby, Essondale), and three in the Interior (Kamloops, Nelson, Prince George). They are staffed by 57 employees, about half in the Victoria offices, including head office. The staff turnover rate for this Division has been 11.1 per cent during the past year, including promotions and transfers to other units of the Public Service.

The Victoria Direct Recruiting Office, responsible for recruiting, testing, and referring applicants at the Clerk 1 and 2 level and equivalent were relocated from Burnes House, Bastion Square, to 3rd floor, 895 Fort Street. This continues to be a very successful program. Lorna Vinden retains responsibility for that office, in addition to her duties as Special Placement Officer.

Periodic meetings of regional representatives and headquarters staffs were conducted during the year in order to assist in standardizing service and solving common problems. These have proven to be very useful and have resulted in an increasingly professional and consistent standard of regulation and service.

Regional offices located in the Interior face difficult and demanding travel requirements in order to perform their duties, sometimes under hazardous weather conditions.

TWX machines have been removed from our headquarters and regional offices as a cost-reduction measure. Messages will be forwarded through installations located in Government agencies.

Liaison has been established with officers of the Student Summer Employment Program of the Department of Labour in order to establish hiring guidelines and develop areas of co-operation in the recruitment and referral of summer students.

Some regional offices conducted skills testing for the Liquor Administration Branch and supervised Land Registry Office examinations.

Public Relations

Both Victoria and regional offices devoted considerable time and resources to participation in high school vocational days, career counselling, and lectures at community colleges and armed forces recruitment seminars.

Work was carried out in co-operation with Workers' Compensation offices, Canada Manpower, and PREP offices where required or requested. All offices carry out employment counselling for members of the public and Public Service on a group or individual basis.

Considerable resources from both Victoria and Lower Mainland offices were devoted to counselling B.C. Ferries employees who were affected by the staff changes which took place from early summer to early fall.

A number of training programs have been conducted in regional offices in co-operation with the Staff Training Division and with departments.

Special Placements

During 1976 the Special Placements case load grew from 168 to 346. Ninety-three placements were made, of which 72 were made throughout the Province and selection boards were convened in Victoria and Prince George for the purpose of staffing five more positions with the Liquor Administration Board specifically desig-

nated for disabled persons. Talks were given to seven groups and two invitations were accepted to sit on panels concerned with employment problems facing the disadvantaged. Where the disadvantaged client could not be placed, relatives were assisted with finding employment. A large number of referrals have been made from the Department of Human Resources' Provincial Rehabilitation Employment Program, Division for Aid to the Handicapped, and the Canadian Paraplegic Association. Regional offices report increasing time devoted to special placement of cases referred from the Screening Committee.

A Staffing Authorities Revision Program has been initiated as a result of a report requested by A. G. Richardson, prepared by the Recruitment and Selection Division, and submitted to the Commissioners early in December. This will result in a significant change in the organization of the Division early in the new year and preparation for a new emphasis on regulation and control of provisions of the *Public Service Act*.

Recruitment and Selection

Appointment statistics included in the Report reflect appointments made under the sole authority of the Public Service Commission. The number of employees on staff on November 15, 1976, hired under the authority delegated to the various departments, was 14,382, not including the Liquor Administration Branch.

All offices handled a total of 7,997 regular and temporary appointments, an increase of 1.8 per cent over the 1975 figure of 7,859. This probably reflects the fact that most departments met the hiring-level restrictions imposed in June of 1975 and were able to resume normal replacement and temporary hiring. In 1976, 2,025 competitions were conducted reflecting an 11-per-cent decrease from 1975's 2,281.

There continues to be a shortage of applicants for certain professional and technical vacancies. Special advertising campaigns have been launched for these classifications.

An advertising firm has been contracted to handle our accounts for display advertisements in newspapers and journals. They are also available for consultation regarding advertisement design, layout, and other advertising advice.

STAFF TRAINING

Responsibilities

The Staff Training Division of the Public Service Commission is responsible for sponsoring, encouraging, administering, and participating in programs of employee training.

Facilities and Resources

As of December 31, 1976, the staff establishment of the Training Division consisted of one Director of Staff Training (Personnel Officer 6) (position vacant), three Staff Training Officers, one Clerk-Stenographer 3, and one Clerk 3. With the exception of the Clerk 3 position which was reclassified from a Clerk-Typist the establishment is unaltered from previous years.

Staff changes during the year consisted of the departure of D. E. Maxwell, Staff Training Officer, to enter private practice in Ottawa, Ont., and the arrival of D. D. Simmons and R. A. Emperingham as Staff Training Officers.

The Staff Training Centre continued at a high rate of usage. The large training room was occupied approximately 80 per cent of the available time and the small syndicate rooms were used approximately 60 per cent of the available time. These facilities are used by other divisions and departments for sessions involving training.

Training Programs

Executive Development Training Plan

Twenty-four employees enrolled in Class XVIII of the Executive Development Training Plan received their diplomas in public administration at a special assembly held at the University of Victoria on Friday, September 17, 1976. These employees had successfully completed three years of intensive study in subjects related to public administration.

Twenty-three employees are enrolled in Class XIX, the third and final year of the program, and 28 are enrolled in Class XX, second year. Thirty employees who were selected from over 150 applicants, plus three re-entries from previous classes, make up Class XXI, which began the first year of studies in September 1976.

Correspondence Course in Public Administration

Thirty-seven employees enrolled in Class XII of the Correspondence Course in Public Administration received their certificates at a luncheon held on Thursday, April 15, 1976, the final day of a four-day workshop in Staff Management. This course consists of 24 correspondence assignments on Government in Canada at the Three Levels, Organization of the Public Services of the Province of British Columbia, Provincial Fiscal and Accounting Procedures, A Guide to Improved Letter Writing, and Staff Management and Supervision. The course ends with the workshop in Staff Management.

The employees represented 19 different departments and agencies of the Provincial Government, ranged in age from 24 to 55 and length of service varied from 3 to 29 years.

Fifty employees were enrolled in Class XIII of the course and began their studies in September 1976.

Weigh Scaler—Supervision/Staff Management

A short, five-paper Correspondence Course in Supervision and Staff Management was conducted for 12 Weigh Scalers in the Forest Service. The course ended with a three-day workshop held in Kamloops May 4, 5, and 6, 1976.

The Forest Service made this course a condition of promotion to any supervisory position in the Scaling Division.

Secretarial Seminars

Eight senior secretaries attended Executive Secretarial Development Seminars at Banff, Alta., and 11 attended the program at the B.C. Institute of Technology.

Mini-computer Training

The Staff Training Division, in conjunction with Camosun College, developed and sponsored a series of courses designed to introduce employees to the mini-computers with which several offices are now equipped. During the year a total of 40 employees completed these courses, which ranged in length from four days to 14 weeks. A further 37 were enrolled in the courses at year-end.

Consulting Skills for Systems Analysts

In conjunction with Camosun College, the Division developed a program for Systems Analysts to improve their consulting and communications skills. One course was conducted for 12 employees in the latter part of the year and it is planned to hold more in 1977.

Court Training Courses

The Training Division, in co-operation with Camosun College, conducted six courses in Court Procedures for some 68 departmental representatives. The purpose of this course was to familiarize employees, who may be called upon to appear in court during a prosecution of regulatory infractions, with the proper methods of assembling and presenting acceptable evidence.

Communications Skills for Motor-vehicle Branch Office Managers

Responding to a request from the Motor-vehicle Branch, the Staff Training Division provided a short seminar on Communications and Employee Motivation for some 21 District Office Managers of the Branch.

Technical Report Writing

During the year, 48 employees completed the correspondence course in Technical Report Writing. One hundred and eighty-six employees were enrolled at the end of the calendar year.

Instructional Techniques Course

Sixteen employees attended a one-week Instructional Techniques Course. The course was designed for supervisory personnel who are required to instruct in a one-to-one or a one-to-small group situation. Further courses are scheduled for 1977.

Political Science Interns Organization Program

Twelve political science graduates were enrolled in an intern program in 1976. This intern program was organized through the Office of the Speaker of the Legislative Assembly. The Staff Training Division was requested to assist in the orientation of this group and to this end conducted five formal instruction periods on topics such as "Organization of the Public Service," "Legislative Process of the Provincial Government," "In-House Service Departments and Facilities," "The Financial Process of Government," and "The Role of the Public Service Commission." These formal periods of instruction were supplemented by informal lunch-time and coffee-break meetings.

Assistance to and Co-operation With Other Departments

During 1976 the Staff Training Division provided consultative assistance to several other departments, assisting them in the development of training programs for such groups as administrative support personnel, social workers, forestry technicians, and management staff. The assistance ranged from needs identification and course planning through to development of evaluation procedures.

Course Development

Following on the work of Nathan Ory, a consultant from Camosun College, in identifying training needs within the Provincial Government, the Training Division began to develop training modules to fill those needs identified as being of high priority.

To this end, Don Simmons, who joined our staff in January 1976, spent several months in working upon these modules. By this year's end the training modules were approximately 75 per cent complete; however, the recent major reorganization of the Government has necessitated a number of changes in the module content. Updating of this task, and substantial completion, will proceed in 1977.

Revision of Course Material

Following on the heels of the Governmental reorganization, it became necessary to revise major portions of the content and training materials of our courses. While this has been an ongoing task since the inception of the Division, the magnitude of the present reorganization has necessitated the expenditure of much more time and effort than in previous years.

Inter-departmental Training Officers Meetings

The monthly meetings held with the departmental training officers continued in the first part of 1976. These meetings are held for the purpose of exchanging ideas and updating training information.

Counselling

During the year the Staff Training Officers responded to several dozen requests to assist individual employees in planning their own career development.

In addition the Division received daily requests from individuals and departments for detailed information on the Staff Development Appropriation. These inquiries are handled by Administrative Support staff, Valerie Brookman and Michele Brownsey.

Outside Activities

In September, Mr. Simmons represented the Division at the Directors of Training Conference held in Winnipeg. This conference afforded the Provincial Training offices an opportunity to meet and exchange information and views. It also provided an excellent forum for the provinces to discuss problems of mutual concern.

Also in September, K. E. Jackson attended the Annual Conference of the Institute of Public Administration of Canada which was held in Halifax. This institute is composed of members from all levels of government, teachers and administrators in universities and colleges, and others interested in public administration.

Staff Development Appropriation

This fund provides money to pay tuition fees for Government employees who wish to take further training related to their job or the work of their department. Provision is also made to bring specialists in various fields to give "in-house" training.

For the period December 1, 1975, to November 30, 1976, 1,743 employees received training assistance to the total amount of $194,648. Thirty-one group programs involving 871 employees were offered in such topics as Principles of Supervision, Survival First Aid, Managing Young Forests, Communications Skills, and Administration of the Union Contracts.

Fifty to 100 per cent of tuition fees were paid on behalf of employees enrolled in a wide variety of courses offered by recognized post-secondary institutions. Courses taken by individual employees include Underwater Photography, Shorthand, Oil Spill Control, Draughting, and Stream Ecology.

Educational Leave

During 1976, 129 employees were granted leave for educational purposes.

ACCIDENT PREVENTION

In the 1975 Annual Report it was pointed out that the Senior Safety Officer of the Accident Prevention Division had been employed almost exclusively in the capacity of a Departmental Safety Officer in the Forest Service; that situation arose because the Forest Service did not have its own full-time Safety Officer. It is disappointing to report there has been no development during 1976; the Senior Safety Officer continued to fill the gap, reducing the Division's general effectiveness.

Conferences

The Co-ordinator and three Safety Officers in total attended 41 headquarter's safety committee meetings, 302 other meetings, and made 337 field visits. Forty-one per cent of their working-time was spent away from Victoria.

Special Projects

Special projects undertaken in the year included participation in a Forest Service Fire Simulation exercise; technical resource and field inspection work for the interdepartmental High Risk Wilderness Committee; the preparation of a product data catalogue for protective clothing and equipment; initiation and participation in a Safety Headwear Technical Committee planning for hard hat testing early next year; the updating and development of the office safety program involving Public Service Commission Regional Representatives at Nelson, Kamloops, and Prince George, so that they may present the program henceforth in those areas. In addition, the Co-ordinator represented management in discussions with the Union nominee on a small subcommittee to restructure Safety and Health Committees throughout the Service. This is a major change of some complexity; two meetings have been held and considerable progress achieved. A draft working proposal has been submitted to the Union representative for review; when Union concurrence is received the draft will be circulated to all ministries for comment before a consensus recommendation is made to the principal parties. Other affected unions and the Workers' Compensation Board have also to be consulted, so the project will likely not be completed until late 1977.

Staff Training

For the reason outlined in the opening paragraph of this Report, coupled with a very tight budget situation, education of division staff was severely cut back during the year. However, one Safety Officer completed an Advanced Course in Total Loss Control and attended a week-long course in Avalanche Control at Rogers Pass. The Co-ordinator attended the Industrial Accident Prevention Association Conference in Toronto and went on to Ottawa for discussions with appropriate officials of the Federal Treasury Board Secretariat on matters of safety management and administration.

The interdepartmental Workshops for Safety Officers were again held, one at Duncan in the spring and one at Vernon in the fall. These have proved of very great value to the participants. Highlights were a day-long presentation on "Electrical Safety" by A. R. Luck, Chief Electrical Inspector of Safety Engineering Division, Public Works; and an address by Dr. L. L. Kulak of the Division of Occupational Health on the role of the Division in relation to occupational safety.

Defensive Driver Training

The Defensive Driver Training Program had a difficult year because of generally tight staff situations in all departments. As a result, many of the volunteer part-time instructors found less time available to present the course; also, field units were not able to release staff so readily for the program. A total of 1,437 employees received the course in 72 classes, an improvement over the 960 who attended classes during 1975.

The compensable accident frequency rate for the whole Service remained stable at 24.6, while costs were up 21 per cent. A proportion of the cost increase is attributable to inflation, but there was some increase in the severity of injuries. Three employees were killed on duty in the year, compared with two in 1975. The three fatalities involved a charter aircraft accident, a vehicle accident on a mining road, and a heavy equipment accident.

Annual Awards

The Premier's Safety Award competitions were continued in the year. Twenty awards were earned, comprising three Target Zero, 16 On Target, while the Safety Achievement Award went to the Forest Service with a 26-per-cent improvement in frequency rate.

STATISTICS

Annual Sick Leave Report, January 1, 1976 to November 30, 1976

	Number of Employees	Days With Pay	Average per Employee	Days Without Pay	Average per Employee	Total Days Sick Leave	Total Average per Employee
Agriculture	487	2,205	4.53	508	1.04	2,714	5.57
Attorney-General	4,494	28,778	6.40	3,616	0.80	32,394	7.21
Community Health	1,826	5,491	3.01	726	0.40	6,218	3.41
Consumer Services	93	525	5.65	10	0.11	535	5.75
Economic Development	82	546	6.66	12	0.15	548	6.69
Education	746	3,538	4.74	754	1.01	4,291	5.75
Environment	1,112	5,702	5.13	330	0.30	6,032	5.42
Finance	1,002	4,771	4.76	1,267	1.26	6,039	6.03
Forests	3,388	8,545	2.52	659	0.19	9,204	2.72
Highways and Public Works	7,329	37,399	5.10	4,967	0.67	42,366	5.77
Housing	122	775	6.36	42	0.34	818	6.70
Human Resources	3,027	14,885	4.92	4,637	1.53	19,522	6.45
Labour	329	1,653	5.02	44	0.13	1,697	5.16
Mental Health, Medical and Hospital Programs	4,491	37,399	8.33	16,849	3.75	54,248	12.08
Mines and Petroleum Resources	221	863	3.90	340	1.54	1,203	5.45
Municipal Affairs	76	347	4.57	.....	.....	347	4.57
Provincial Secretary and Travel Industry	666	3,921	5.88	368	0.55	4,289	6.43
Recreation and Conservation	937	2,996	3.20	473	0.50	3,469	3.70
Transport and Communications	929	3,957	4.26	548	0.59	4,505	4.85
Liquor Administration Branch	1,840	10,489	5.70	1,317	0.72	11,806	6.42
Totals	33,197	174,795	5.26	37,467	1.12	212,262	6.38
B.C. Ferries	2,285	(1)	(1)	(1)	(1)	(1)	(1)

1 Figures not available.

Screening Committee Statistics, 1976

	Pending Review	Resolved			Reject	Resign	Terminated	Misc.	Total Cases
		Trans.	Rehab.	Pension					
Highways	8	11	5	2	1	2	....	....	29
Human Resources	....	4	4	1	1	1	....	....	11
Ferries	6	9	4	....	2	....	....	....	21
Attorney-General	3	5	8	....	1	1	....	1	19
Forest Service	2	4	3	....	2	1	....	....	12
Agriculture	3	1	1	1	....	....	....	....	6
Public Works	2	3	3	1	....	....	....	1	10
Government health institutions	2	1	2	....	2	2	....	....	9
Glendale	1	3	2	....	....	....	....	....	6
Finance	2	....	....	....	2	....	....	1	5
Liquor Administration Branch	....	....	1	1	4	1	....	....	7
Motor-vehicle Branch	2	1	....	....	....	....	....	....	3
Health	....	1	....	....	1	....	....	....	2
Economic Development	1	....	....	....	....	....	....	....	1
Recreation and Conservation	....	....	1	....	....	1	....	....	2
Labour	....	....	....	....	1	....	....	....	1
Travel Industry	....	1	1	....	1	....	....	....	3
Environment	1	....	....	....	....	....	....	....	1
Superannuation	....	1	....	....	....	....	....	....	1
Totals	33	45	35	5	19	9	....	3	149

Key

Trans.—Within department; to other department.
Rehab.—Returned to duty.
Pension—Service disability; Medical (Canada Pension).
Reject—Transfer request denied; not Committee case.
Terminated—Released by department.
Misc.—Withdrew own case; died.

APPENDIX

EMPLOYEES WITH TWENTY-FIVE YEARS' CONTINUOUS SERVICE, DECEMBER 1976

Agriculture

Andrew Jamieson Caldow
Alfred Charles Carter
John Corner
Herbert Charles Gasperdone

Attorney-General

William Rothwell Dickinson
John Edward English
William King
Lloyd Charles Linn
Donald Alfred McLeod
Leslie Walter Perrett
William Henry Sharun
Florence Ellen Wilson

B.C. Ferries

Joseph Alois Ovenden

Consumer and Corporate Affairs

Liquor Control, Licensing and Distribution Branches

William Meredith Blackey
James MacKenzie Boates
Howard James Boyd
Edward Thomas Cantell
Reginald Lake Cowan
Raymond Cecil Cox
John Henry Dabell
James Foley Jr.
Albert Edgar Forrister
Roderick William Foster
Larrie Vernon Hardman
Herbert Bothwell James
Hecton Ivan Johnston
Archibald Ronald Kerr
John MacDonald MacAulay
Alfred David Maloney
James Frederick Murray
Paul Jeffery Henri Piche
John Alfred Pybus
William John Rawlings
Myles Ulysses Rose
Robert Alexander Shrubsall
Oliver Winstanley
Victor Cyril Woodland

Economic Development

Frederick Cameron MacKay

Education

George Anthony Batterbury
Nancy Helen Hamilton
Rhoda Irene Krowchenko

Environment

Ronald William Anfield
Zena May Bradley
Howard Donald DeBeck
William Stanley Jackson
Victor Gerald Knapik
Charles Frederick Mansfield
David Sterling Preston
John Edward Perdue
Merle Grant West
George Henry Wilson

Finance

Frederick Rodney Carmichael
Orlando George D'Andrea
Walter Evans Fawcus
Gordon Ambrose Jones
William Lawrence McLaren
Marion Jessie Munro
Russell Cedric Robb
Robert Frank Sails

Forest Service

Glen Bartley Allin
Leonard Jack Ashton
John Frederick Joseph Bailey
Fredi Theodore Bereziuk
James Radley Box
Mervyn William Bradshaw
Russell Alexander Campbell
Rolland Joseph Cantin
Walter Stuart Carr
Helen Weddle Cullimore
Barbara Aileen Silvester Davies
Gerald Frederick Dodd
Patrick James Dowling
Norman Patrick Gilgan
William Dean Grainger
Charles Garnet Grimaldi
Ronald Maynor Hawkins
Leonard Otto Hamann
Mary Patricia Howard
John Frederick Joyce
Clifford Claude Jupp
John Kanopski
Allan James LaFortune
Herbert Richard Ponsonby Lloyd
Frank McGregor Longair
John Adam Lucas
James Norman Maxwell
Herbert Henry Mechler
Gordon Pennistone Monteith
William Gordon Mounce
Kenneth Dean McEachern
James Graham McLaren

FOREST SERVICE—*Continued*

Clifford James Newman
Dudley Charles Prideaux
Thomas Rhoslyn Morgan Reynolds
Ronald McLaren Rice
Ralph Walter Robbins
Karl Rohn
Jack Lester Robinson
Donald Frederick Sigler
Frederick Anthony Smale
Peter Small
Sidney James Sykes
Leslie Dean Williams
Raymond Stewart Wilson
Norman Robert Wright
William Henry Wright

HEALTH

Community Health Programs

Shirley Ades
Olive Anderson
David Alfred Clarke
Lavinia Mary Crane
Frances Margaret Giberson
Dorothy Irene Ross-Jones

Hospital Programs

Ernest William Holborn

Medical Services Commission

Lucy Ellen Johnson
Roy Benham Henderson Ralfs

Mental Health

Donald Kenneth Bennett
George Bryce
Allisen Calder
Wallace Edward French
Leonard Knopp
Henry Adam Machmer
Agnes Gray MacLean
Paul Calvin McCloud
John McNiven
Bernard de Courcy Muise
Edward Barr Paulger
Grant Ernest Scott
Hubert Smith

HIGHWAYS

Raymond Frank Andrist
Douglas McKenzie Baird
Robert William Baker
Charles Bertram Blank
Dale George Boutwell
Edwin Julian Braaten
Gerald Leon Bray
Stanley William Cairns
Archibald Marquis Campbell
Robert James Chadwick
Dean Leslie Kendell Corke
Gilbert Crommett
Kenneth Douglas Davis

HIGHWAYS—*Continued*

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John Ewanick
Michael Farynuk
Adam Lees Freebairn
Louis Joseph Bernard Gagne
Gordon Arthur Gann
Alfred Gordon Garlinge
James William Heuston
William Cecil Hollands
Donald Arthur Jacobson
Arthur Jones
Donald Arthur Kirkland
Frank Demerse Laronde
Robert Alexander Lawson
Donald Cameron MacColl
George John Malboeuf
Wallace Leroy Maynard
James Arthur Miller
Robert Mark Noakes
Joseph Thornton Patterson
Ove Pedersen
John Murray Remillard
Ethel M. Rodwell
David Clifford Rogers
Oliver Charles Sanders
Clifford David Schneider
James Edward Simonson
Alvin Wilfred George Smith
Kenneth Stevens
Lawrence Ypres Stilling
Warren David Floyd Stillman
Steve Julius Sviatko
Walter Campbell Thomson
Robert William Veitch
Eric Robert Walmesley
Alfred Henry Watts
Jack Edward Wells
Raymond George White
Thomas James Rhys Williams
McKenzie Stuart Witzel
James Ellis Neeland Wood
Peter John Yells
Johnathon Eugene Richird Zielke

HUMAN RESOURCES

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Raymond Thomas Ballard
Norman Sydney Brooke
Dorothy Alice Ruth Curle
Shirley Maureen Lee
John Archibald Melville
Irene Anne Molitor
William Teichroeb

LABOUR

Roy Anthony MacDonald
Samuel William Simpson

MINES AND PETROLEUM RESOURCES

Atholl Sutherland Brown
George Edmund Peter Eastwood
Thelma May Regan

MUNICIPAL AFFAIRS

Ian Leighton Sutherland

PROVINCIAL SECRETARY

Lillian Rosalie Alice Denbigh
Samuel Gillies
Robert Roy Macdonald
Lilian Mary Metcalfe
Karl Joseph Vizner
A. Lucille Webb
Peter Westoby

Public Service Commission

William Howard Phillips
Walter James Williams

Superannuation

Joyce Milne

PUBLIC WORKS

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Arthur Ernest Comley
Wilfred Arnold Fahlman
Leslie Frederick Goakes
Robert Marvin Gordon
John Lewis Jamieson
William Allen Knox
Nickolas Lennax
Cyril Henry Mills
Robert Miles Parker

PUBLIC WORKS—*Continued*

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David DeRichmonte Richmond
Donald Knowles Thompson (*posthumously*)
William Edward Veach

RECREATION AND CONSERVATION

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Donald Elmer Green
William Henry Hepper
David Robert Hurn
Gordon Frederick Macnab
Francis Joseph McFarland Sr.
Robert Graham McMynn
Thomas Owen Moore
Dennis Gordon Podmore
Philip Vernon Rathbone
Donald Joseph Millar Robinson
Donald Allen Shaw
Milton Wilfred Warren
Godfrey Alan West
Bertram Ernest Wilson

TRANSPORT AND COMMUNICATIONS

Colleen Edith Bliss

Motor-vehicle Branch

Jessie Maud Baird
Ada Mary Hiron

EMPLOYEES WITH THIRTY-FIVE YEARS' CONTINUOUS SERVICE, DECEMBER 1976

AGRICULTURE

Leslie King

ATTORNEY-GENERAL

John Melville McHale
Gerald Marcel Davison Ridout

CONSUMER AND CORPORATE AFFAIRS

Liquor Control, Licensing and Distribution Branches

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Cecil Arnold Ferguson
Margaret Elizabeth Heap
Robert Louis Picotte

EDUCATION

Herbert George Pidcock

ENVIRONMENT

Earle Raymond Gandy
Arthur Walker Lees

FINANCE

George Lawson Brodie
Margaret Therese Hallinan
Isabelle Janet Harbord Harbord
Kenneth Shaw Lawson

FOREST SERVICE

James Ralph Johnston
Robert James Little

HEALTH

Community Health Programs

James Mainguy

Mental Health

Mary Alice Hagen
Marjorie Hawkins
Lois Helen Siddall
Kathleen Smith

HIGHWAYS

Norman Allan
Le Roi Francis Coté

HIGHWAYS—*Continued*

Hilda Maude Haylmore
Robert Lomas
Alan Ernest Rhodes
Neil Clayton Tattrie

HUMAN RESOURCES

Walter Shogan
Joseph Poncelet

PROVINCIAL SECRETARY

Frank Edmund Costello

RECREATION AND CONSERVATION

Siggie John Kristjanson
Robert Walter Sinclair

TRANSPORT AND COMMUNICATIONS

M. Alice Caston

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