

# COMMUNICATIONS

December 1989



## Express

Canada

PY's a concern

## Expanding role of district office explored

District offices face a challenging future as the Department continues to decentralize its programs and services, say district directors who met recently in Ottawa.

Twenty-eight district directors attended the second National Meeting of District Directors, held on the occasion of the Department's 20th anniversary, October 29 to November 3.

Most district office employees have a working background in spectrum management, but are becoming increasingly involved in delivering programs in arts and culture, telecommunications policy and broadcast regulation.

**"We're just suffering growing pains because the whole district office environment is changing."**

"They don't just handle Spectrum Management issues, such as licensing and the location of radio interference," says Maurice Nunas, Director of

Spectrum Management Operations and chairman of the meeting. "They're getting involved in everything from the promotion of research and development, to the delivery of communications and culture programs."

The Ontario North District Office, for example, is administering Economic and Regional Development Agreement (ERDA) grants for two local projects that promote the development of cultural institutions; a museum and a centre for the performing arts.

"Although people expressed concern about having the necessary training and expertise for projects like these, we came to the consensus that you learn by doing things. As each district becomes more involved with the various programs and projects, their knowledge and expertise will grow," says Bud Campbell, Director of the Ontario North District Office.

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District directors from all over Canada recently joined in discussions at the National Meeting of District Directors in Ottawa. Shown, from the North, South, East and West parts of the country (left to right) are Bob Lukie, from Skeena (Prince Rupert, B.C.), Jenne Loofer from London, Terry Keim from Yellowknife and Roger Squires from St. John's.

## More women needed in scientific fields

by Sue Vaughn

The Department of Communications has more work to do when it comes to hiring women in the Scientific and Professional category.

Human Resources Branch statistics show women represent only 9.9 per cent of employees in the Scientific and Professional category, compared to 24.4 per cent for the public service overall. The narrow base of Department positions in this category could be an explanation for this gap.

"Despite our best efforts, we have not done well enough at improving the presence of women in the scientific and professional

fields, even though we have done very well in other categories," admits Deputy Minister Alain Gourd.

According to a study prepared by the Professional Institute of the Public Service, the percentage of women graduating from university and college in the science and professional fields is much higher than the percentage of women hired in those categories. Women represented 10 per cent of engineering graduates in 1986, but only 4.5 per cent of engineers in the public service in 1988.

Michèle Guillet, a level four engineer with the Communications Research Centre, says her

male colleagues appear to receive promotions sooner.

"I get the feeling I have to fight more to get ahead and get my ideas listened to. It's hard to pinpoint, but men who were hired around the same time were promoted before I was. Of course, it's hard to tell if the fact I am a woman had anything to do with it," explains Guillet. In the public service, only 1.5 per cent of the employees at her level are women.

Lucie Deschênes, a research analyst with the Canadian Workplace Automation Research Centre, says women occupy

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## Preliminary cancer study results ease fears

by Beth Thompson

An investigation sparked by concerns over the cancer rate at the Communications Research Centre (CRC) has so far given the facility a clean bill of health.

Health and Welfare Canada has tested all known sources of

radiation, analysed the drinking water, completed an environmental study including PCB storage and asbestos levels, and found nothing likely to cause cancer. Queen's University did a soil sample analysis of old chemical dumpsites at CRC and found no health hazards. Results of a preliminary ground water study, are expected this month.

Statistics Canada is preparing an analysis of the types of cancer contracted by present and former CRC employees. The results of the statistical analysis are expected by April 1, 1990.

Health and Welfare Canada initially recommended that medical records of all CRC employees in its 35-year history be compared to the Canadian Mortality Data Base or one of the provincial cancer registries. Such a survey is impossible, however, because personnel records are destroyed five years after an employee retires. When an employee transfers to another department, their personnel file goes with them.

"The fact that we can't do a complete study shows there are gaps in record-keeping for public

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## Museum consultants move to regions

The Department is improving regional access to the Museum Assistance Program (MAP) by moving the Program's five museum consultants from Headquarters into the field.

"Moving the consultants out to the regions allows us to meet them halfway. It's part of making Ottawa and the public service more responsive and accessible to the public," says Charles McGee, Director General of Museums and Heritage Policy and Programs.

Besides improving the level of service to museums, the regionalization of MAP will help ensure regional equity. "It's also our job to ensure regional equity, to make sure that everyone is

getting their fair share of assistance. MAP museum consultants will do the same thing they did here, they'll just be a little closer to their clients."

**"Our first concern is our people. If they choose to go, we will help them. If they don't, then there is a place here for them."**

Museum consultants currently maintain contact with museums, art galleries and related organizations by making frequent trips to each region. The co-ordinators provide a liaison

for these organizations to apply for financial and technical assistance under a series of nine programs.

May Morpaw, Manager of Regional Development, Planning and Co-ordination in ADMSP, says transferring some responsibility for MAP to the regions is a positive development. "Moving the consultants will allow us to consolidate delivery of the Department's cultural programs within the regional offices. Now they'll be able to offer a fuller range of cultural services."

McGee says consultants are not being pressured to move to a regional office, but some have expressed concerns about it. "Staff have the choice to go or stay. Our first concern is our people. If they choose to go, we will help them. If they don't want to go, then there will

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## Season's Greetings







## from the suggestion box

### Participation

*Why don't we improve the fitness level of employees in this Department by purchasing better training equipment for the exercise room?*

Treasury Board policy doesn't allow for the purchase of equipment for employee fitness programs.

The equipment in the basement of the Journal Tower North was purchased with funds from employee memberships in the Department's fitness program. The purchase of additional equipment depends on the amount of money available, the wishes of the membership and the availability of space. Currently, there is no money for new equipment, except for an additional exercise bicycle next year.

### Water quality

*What is being done to improve the quality of water in the Journal Tower North?*

We have taken water samples from various floors because of a number of complaints about the taste and smell of drinking water in the building. Although preliminary test results from the Ontario Ministry of Health show the water is not polluted, they do not judge the quality of the drinking water.

Therefore, additional samples have been sent to Health and Welfare Canada for a chemical analysis. Appropriate action, such as the cleaning or replacement of water fountains, will be taken once these test results have been received in mid-December.

### Moving pictures

*Is it possible to rotate the exhibits of caricatures and photographs at Headquarters to give employees a better appreciation of the Department's history?*

We took your suggestion to Bryan Hepworth, Director General of Administration and Technical Services, and he agrees with it. A rotation of photographs and caricatures will begin soon.

### Elevator woes

*Could we install floor numbers on the outside frames of elevators so passengers can make sure they are getting off on the right floor? Frequently, the floor numbers inside the elevators fail to light up.*

We like the idea. So did Public Works Canada and Campeau Corporation. We expect numbers to be installed in the next few weeks.

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changing," says Mike Power, Director of the Toronto District Office. "It's important that we broaden our perspectives, because decentralization is here to stay."

While many directors believe the district offices are capable of doing the extra work, others are skeptical about their ability to do the job with limited resources. Robert Gordon, Assistant Deputy Minister of Spectrum Management and Regional Operations, admits the diversity and demands of decentralization during a period of restraint are a challenge.

"People are being asked to do more, to be more multiskilled, with less resources. There will be variations because not every

district office will be able to handle the same programs," said Gordon in a speech at the conference.

Power says that discussions at the conference indicate a concern among directors about trying to get the work done with reduced person-years. His office is operating a pilot project that has staff handling applications for festival funding in the Ontario Region. It will be evaluated based on the amount of time required to train an employee and the number of applications received.

Halifax District Director Ronald Wilcox says his district office cannot handle more work from Headquarters and the Re-

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service employees, something we'll have to look at improving in the future," says Public Service Alliance of Canada representative Bill Brady.

The investigation was launched last spring after Brady and three CRC employees wrote a letter to departmental management expressing concern about

46 suspected or confirmed cancer cases among present and former CRC employees. "The study was initiated because people were genuinely concerned about the cancer rates at the CRC. It had been a nagging problem for years," says Brady.

"This response to employees' concerns about cancer has been

## You asked us

### No Surprises

**Q:** What can I do if my supervisor doesn't provide ongoing feedback on my job performance, and the comments in my annual written appraisal come as a surprise. It's frustrating to know that I could have improved my performance earlier if I'd known what needed improvement.

**A:** The Department's Performance Review and Employee Appraisal Policy requires that ongoing performance-related discussions take place between a supervisor and employee prior to the annual written appraisal.

If you're not getting this feedback, you may request a meeting with your supervisor to

discuss your performance. At this meeting, ask which aspects of your work are best and why, and which need improvement. Set specific goals and agree on a plan of action which includes further meetings.

### Electronic Mail

**Q:** Since many Department of Communications staff now have a computer hooked into a Local Area Network (LAN), can I use electronic mail to communicate with other employees outside my immediate work area?

**A:** The answer depends on the type of network you use. About 800 of the 1700 computers at the Department will be interconnected by year's end through Banyan or Novell LANs.

With the national implementation of a Banyan Wide-Area Network (WAN) in ADMSR, the ability to communicate easily from coast to coast will be a reality.

You will be able to tap into the WAN provided your computer is currently connected to a Banyan LAN and your network server, the special computer running your Banyan network, is connected to the WAN.

If you are connected to a Novell network, as is the case in ADMAC and GTA, you cannot easily interconnect with the Banyan environment.

To determine the extent of your "electronic reach" within the Department, check with your local network administrator.

## Help Wanted

### Career Opportunity

To staff present and future vacancies at the ST-SCY-04 level in the National Capital Region, we wish to establish an inventory of individuals with well-developed skills and good interpersonal relationships.

If you would enjoy the challenge and opportunity provided by a dynamic and fast-paced environment, you owe it to yourself to explore this further. The positions to be staffed, both permanently and on an assignment basis, are all in a senior, high profile milieu; a minister, deputy or assistant deputy minister's office.

You are a bilingual, highly motivated individual with a good appreciation of the Department's mandate. Moreover, you are willing to devote some of your own time to meet the objectives of the organisation.

### Drivers needed

From departmental employees, we wish to establish a list of back-up chauffeurs for both the Minister and Deputy Minister to occasionally replace the permanent chauffeur during his annual and other leaves. The assignments will be on an "as required" basis and those assuming this responsibility will be compensated accordingly.

Qualifications: valid driver's licence; neat and professional appearance (tie and jacket for men); fluently bilingual; good knowledge of Ottawa; security clearance: secret level (will be done if you are selected).

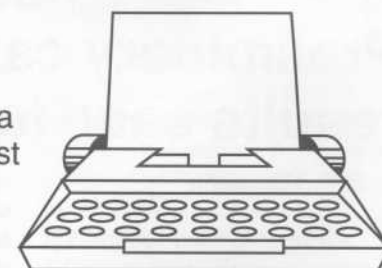
On occasion, there may be a requirement to carry heavy briefcases.

If you are interested in either opportunity, or have questions, do not hesitate to contact Michel St-Amand, Chief, Staffing Program at (613) 990-4545.



## What's news?

If you have a story idea that's informative or just plain fun, let us know.



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# Canadian and Japanese companies strengthen ties

by Brenda Patterson

Members of Canada and Japan's communications industry met recently to discuss opportunities for technical, trade and research collaboration at the second Canada-Japan Communications Industry Technical Seminar, held at the Canadian Museum of Civilization, October 23-24, 1989.

"We wanted to build on the ties developed during the previous Technical Seminar, held in Tokyo in 1987," says David Mulcaster, Director General of Communications Development and Planning. "The overall objective is to further

technical and industry co-operation and to identify follow-up opportunities for new business ventures and long-term joint research and development."

About 70 Canadian and 40 Japanese participants attended the Seminar, which was organized by the departments of Communications and External Affairs and International Trade, in co-operation with the Canadian Advanced Technology Association (CATA) and the Electronic and Electrical Manufacturers Association of Canada (EEMAC).

A series of technical presentations by Canadian and Japanese companies provided participants with information on

developments and opportunities in a number of areas, including ISDN, value-added networks, satellites, data communications and mobile communications.

Initial response from Canadian and Japanese participants has been positive. Canadian companies were also pleased with the outcome of the meetings held with representatives of Nippon Telegraph and Telephone. These meetings, which ran concurrently with the seminar, explored potential procurement opportunities.

Haruo Ozawa, President of the Communications Industry Association of Japan, praised the seminar and the success

achieved in the telecommunications field in Canada.

"Telecommunications services and technologies have attained excellent development through the most appropriate guidance and leadership of the Government of Canada," said Ozawa, in a letter to Mulcaster following the seminar.

Mulcaster has already been contacted by Ozawa about a third seminar, to be held in Tokyo in 1990. Meetings will be held early in the new year with CATA and EEMAC, as well as other federal departments, to assess the 1989 seminar and set objectives for any future Canada-Japan meetings.

## Another successful campaign for the United Way

The Federal Service Division raised more than \$5,760,000 for the United Way campaign this year, surpassing its goal by at least \$35,000.

More than \$4.7 million was pledged to the Ottawa-Carleton campaign and \$1,055,000 went to the West Quebec campaign.

"It was particularly gratifying to have had the privilege of assisting our communities by being the host department in the year of our 20th anniversary celebration," said Deputy Minister Alain Gourd at a wrap-up meeting of campaign workers.



The public service raised \$360,000 more this year than last, despite having 3,000 fewer employees. The average donation increased by seven per cent, from \$75.25 to \$80.50.



The closing ceremonies for the United Way campaign were held November 15 at the R.A. Centre. Shown (from left to right) holding a United Way cheque of \$5,560,000 from the federal service campaign are Jean-Pierre Soublière, Chairman of the Ottawa-Carleton campaign, Alain Gourd, Chairman of the Federal Service Division and Gilbert Lacasse, Chairman of the West Quebec campaign.

Employees in Human Resources Management, above, baked enticing muffins and desserts for their October 6 bake sale, which raised more than \$400 for the United Way. The Mickey Mouse cake was baked by Michel Martin and won by Ginette Larcher in a raffle. Pictured from left to right are bake sale helpers Denis Gosselin, Michel Granger, Lysiane Laplante, Jo-Ann Williamson, Lisette Brazeau, Josée Laperrière and Gina Papailiadis. Missing from the photograph are Guy Bédard, Carmen Centofanti and Carole Laurin.



The Government Telecommunications Agency's (GTA) annual car rally, held October 21 in the National Capital Region, attracted about 50 participants this year. Brenda Sievert (left) and Betty Cormier from GTA staffed the checkpoint at the Galetta power station. The rally, which started at Alexander's Restaurant on the Champlain Bridge and ended at the Walter Baker Centre in Nepean, included treasure hunts and games. Winners were Robert St Laurent from GTA, his wife Lorraine, and sisters-in-law Nicole and Hélène Johnson.

## Team at work on artist initiative

A committed team in ADMAC's Arts Policy Branch (DPA) is engaged in a long process towards improving the status of professional artists in Canada.

The 10-member team, under the guidance of Don Stephenson, Director of Arts Policy, is assisting Communications Minister Marcel Masse in developing legislative and program proposals, on which Masse addressed a Parliamentary Standing Committee, November 7.

The group has worked full-time since June seeking opinions of cultural industry groups and artists' associations across Canada about the proposed legislation, intended to help artists obtain adequate social and economic benefits.

The team — Lise Legault, Karyna Laroche, Jane Condon, John Foote, Louise Beaulne, Allan Higdon, Mireille Meunier, Harriet Lafortune and Caroline Demars — also consulted federal departments and agencies the legislation would affect, including Labour Canada, Employment and

Immigration Canada, the National Film Board and the Canadian Broadcasting Corporation.

"Our job was to participate in consultations, gather data, analyze the main issues and then brief the Minister and his colleagues on different ways to address the problems professional artists face," says Stephenson.

"It's makes fascinating work because we're dealing with issues such as the structure and intent of labour relations legislation and social programs that require us to learn a lot of new things," he notes.

The team was assigned to this project full time when Masse made a commitment to improving the status of Canadian artists in a speech at the Canadian Conference of the Arts last May.

In 1986, the Siren-Gélinas Task Force on the Status of the Artist recommended a broad range of measures designed to achieve solutions to problems such as the tax treatment of artists, labour relations, fluctuating income and inadequate

access to social benefits, including unemployment insurance, disability insurance and pension income.

As a result of the task force, an advisory committee was established to advise the Minister on promoting and strengthening the position of professional artists.

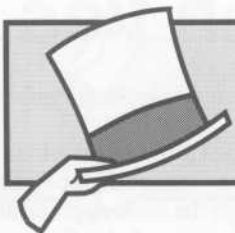
An independent statistical report, entitled *Rethinking the Status of the Artist*, was commissioned by the Department to complement the committee's legislative recommendations.

"We commissioned this research so we could have some hard numbers, not just the advice of the task force, to inform our judgements," says Stephenson.

The Parliamentary Standing Committee must now consider measures the government should enact. It is expected to present a report by Christmas, to which the government will have 150 days to respond.

The DPA team will also help prepare the government's response and will work to table legislation by next June.





## tip of the hat

Mr. Robert Gordon  
Assistant Deputy Minister  
Spectrum Management

Dear Mr. Gordon:

During the past three years our company has struggled through two applications to the CRTC, with many revisions to the technical applications, in an effort to bring a new FM radio service to Greater Victoria. CKKQ FM is now a reality!

The co-operation your department has extended has been appreciated. Several months ago my wife, Linda, and I visited your Ottawa offices to meet with various members of the Department. I later had several telephone conversations with Ron Begley, Sami Zeitouni and Ralph Zeitoun in Ottawa, and John Quigley and Bruce Drake in the Pacific Region. In all the meetings and conversations, I felt that your department did a great deal to assist the broadcasters, and therefore I wish to commend and thank you for the spirit of co-operation which we found at all levels.

On behalf of the people employed by our companies, please accept my sincere appreciation for the manner in which you have treated us. It has been a pleasure.

Sincerely,

Roger Charest  
President  
CKKQ FM Radio  
Victoria, B.C.

Department of Communications  
Belleville, Ontario

Gentlemen:

Please convey my thanks to your Mr. Clint Guy, who appears to have solved our problem of picking up transmissions from my neighbour's ham radio.

Thanks to Mr. Guy's persistent, efficient investigations, it appears that annoying interference can be solved by installing shielded cable on the speaker wires.

I particularly appreciate Mr. Guy's staying with the resolution of the problem, when I was quite convinced that it couldn't be solved, because four local repair companies and even the purchase of a new receiver, were unable to avoid reception of the ham signals.

Thanks again for the blessed relief you have provided.

Yours truly,

Larry Ball

## Local hero

Acting Senior Financial Advisor Guy Boisvenu, might be able to say "yes" to a few more financial requests this year after saving the Department more than half a million dollars.

When the Department closed its 1988-89 books this summer, they didn't balance because of a technical problem.

Boisvenu found a solution that fixed the difficulty. It was acceptable to the Treasury Board and saved the Department \$625,000.

In appreciation of his troubleshooting, Boisvenu has been sighting game this hunting season through a new rifle scope presented to him by the Department.

## MAP continues from page 1

be a place for them here," he explains.

The different programs cover areas such as exhibition, conservation, training and special activities assistance. Museum consultants offer clients advice about preparing individual proposals for the assistance program.

The Museum Consultant for British Columbia/Yukon, Tara Douglas, has already moved to Vancouver.

"I have had a lot of support and assistance from Headquarters, and the Region has made me feel very welcome. So far, it has been a relatively painless relocation process."

McGee hopes to have all the consultants in place over the next few months. "We think we'll come out with a better system this way, but the only way to tell is to continue to evaluate it."

# Lalonde elected VP of influential francophone council

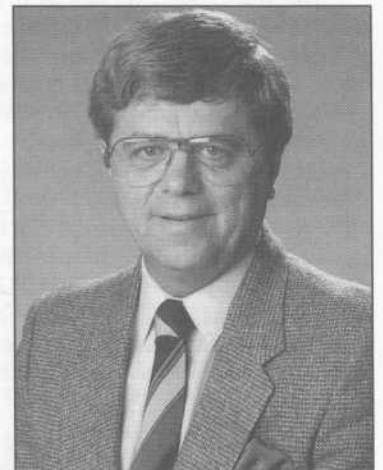
Jacques Lalonde, Project Director, Francophone Summits in DGIR has been elected Vice-president of the *Conseil de la vie française en Amérique*, a network of 35 key people from French-speaking communities across North America.

The Council, which celebrated its 50th anniversary in 1987, works to promote the development of French culture in Canada and the U.S.

Since its foundation, the group has helped create several Canadian associations such as the *Fédération des francophones hors Québec*, the *Association*

*canadienne d'éducation de langue française* and the *Société nationale des Acadiens*. The Council also organized the financing for French-language radio stations in Manitoba, Saskatchewan and Alberta. It also spoke in favour of the TV5 project at the Francophone Summit and in front of the CRTC.

Each year, the Council presents a literary award, *Le prix Champlain*. In 1987-88, Lalonde was jury chairman and the award was given to Ronald Lavallée for his novel *Tchipayuk, Le Chemin du Loup*.



Jacques Lalonde

# Zeitoun honoured by the CCIR

Ralph Zeitoun, Director of Broadcast Applications Engineering, was one of three Canadians

to receive an award from the International Radio Consultative Committee (CCIR) for his

technical work on CCIR studies related to broadcasting and broadcast satellites.



Ralph Zeitoun (second from right), Director of Broadcast Applications Engineering, displays the award he received from the International Radio Consultative Committee (CCIR) in Geneva. Zeitoun is surrounded by (from left to right) Pekka Tarjanne, Secretary General of the International Telecommunication Union (ITU), Richard Butler, Past Secretary of the ITU and Richard Kirby, Director of the CCIR.

The award, presented in Geneva October 5, also commended Zeitoun for his contribution to preparatory meetings prior to the World Administrative Radio Conference, WARC-77, and the Regional Administrative Radio Conference (RARC-83), both of which resulted in plans for broadcast satellites, as well as WARC-ORB(1)85 and WARC-ORB(2)88, two conferences about the planning of space services, and the 1979 WARC on general allocations.

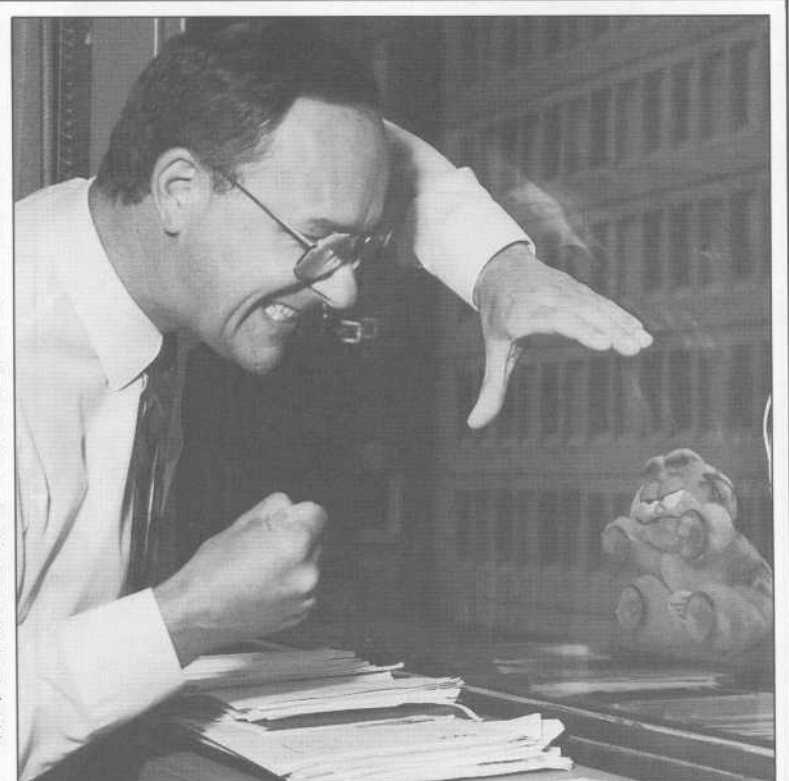
The CCIR, which is part of the International Telecommunication Union, studies radiocommunications and makes recommendations for world-wide standardization. The awards, which recognize long-term outstanding technical contributions or leadership of CCIR activities, were presented to 65 honourees from around the world, to mark CCIR's 60th anniversary.

Zeitoun has been Vice-Chairman of CCIR's Study Group on Television Broadcasting and Chairman of the Joint Study Group on Broadcasting Satellites since 1984.

# Who's that cat in the window?

A year-and-a-half ago, Maurice Nunas made the mistake of telling co-workers he couldn't stand Garfield — especially the suction-cupped variety found on many car windows. Thanks to the persistent efforts of co-workers, Nunas now has a Garfield plastered on the outside of his third floor office window. "I can't get anyone to take him down. It's hard to have a serious meeting with Garfield staring at the boardroom table," jokes Nunas, Director of Spectrum Management Operations.

Nunas was talking on the phone a few months ago when he saw a window cleaner pull a Garfield out of his pocket, lick its paws and place it on the window pane. Thinking there must be some mistake, Nunas gestured wildly at the worker to remove the offensive feline. Instead, the cleaner just smiled and moved the scaffolding down to the floor below. As it



turns out, his colleagues had been concocting the plot for some time. But when Nunas recently moved into a new office, he unwittingly foiled their plans. Not easily discouraged, however, they still managed to carry out the task. "It's amazing how long the staff plotted this caper. They're really a spirited bunch," says a bewildered Nunas.





## Son talks to dad in Morse code

Even though his father works half-way around the world in Morocco, Andrew Krochko can speak to him whenever he wants to — in Morse code. Andrew, 11, completed all requirements for his Amateur Radio Operator's Certificate on his first try September 11.

Dale Donnelly, Amateur Exam Co-ordinator for the Toronto District, believes Krochko is the youngest amateur ever certified in the district. Krochko studied for three years with the help of his father, Paul Krochko, also an enthusiastic amateur.

Andrew said after the examination that the hardest part was learning Morse code. His



Mike Power, District Director Toronto, presents Andrew Krochko with his Amateur Radio Operator Certificate, as Paul Krochko, Andrew's father, looks on.

father said learning to print fast enough to take down the messages was another big accom-

plishment for his son. Andrew's seven-year-old sister is also learning Morse code.

## Okanagan employees ground freelance air traffic controller

Okanagan District employees helped recover a stolen radio transmitter from an unlicensed operator suspected of using it to make unauthorized transmissions to pilots and redirect air traffic at a local airport in early October.

The radio was reported stolen October 3 from the Oliver B.C. airport. The next day, several local pilots received suspicious transmissions as they approached the airstrip.

Using special equipment, Okanagan District Director Jim Whiteside and Supervising In-

spector Gordon Herrmann cruised Oliver's streets attempting to trace the transmissions, while local pilots tried to keep the mysterious operator talking long enough to track the radio down.

"Our main concern was getting the transmitter off the air as soon as possible," says Whiteside. "The potential danger in any non-professional or illegal radio transmitter talking to aircraft pilots is that the pilots may be misdirected or confused and make an error. It's difficult enough for pilots to fly under the

best of conditions without someone misleading them."

After two days of flying and tracking, investigators confirmed that the transmissions were coming from a duplex occupied by a 21-year-old man and his mother. The RCMP found the stolen equipment in the garage.

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lower positions in the professional hierarchy because of limited vertical mobility and fewer chances to network with people at more senior levels.

Deschênes says concrete measures are needed to improve the situation. "Specific goals have to be reached by managers, such as an affirmative action program. We also need more flexibility in reclassifying positions. I wonder how many people are under-classified for the work they do."

Deschênes notes that women may quit to accept a more attractive job in the private sector.

Although women occupy less than 25 per cent of professional jobs in the public service, they resign from the public service at a rate of more than 50 per cent.

Gourd says a possible reason for the low proportion of women in the Department's scientific and professional positions is the low

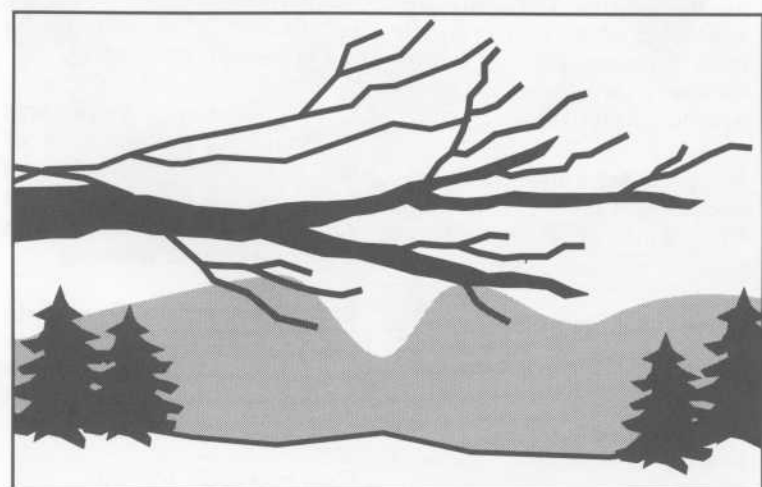
turnover rate of staff.

"What we need is a very aggressive, pro-active approach. Everytime we have a management position open, particularly in science, we should continue to go out of our way to make sure there are a certain number of women on the short list," says Gourd.

Dorothy Phillips, Director of Behavioral Research in the Broadcasting Technologies Research branch, says a major barrier for women is the lack of day care facilities at work.

"I think a lot of women just don't have the energy to be superwomen. It's difficult to be married, have children and still be a successful professional."

Gourd says effective solutions may require more flexible work and time-sharing arrangements. "We need to go through a corporate culture change."



## Greetham in winners' circle

Larry Greetham and his horse, Netherbrae Irish Miss, won the Pre-training Class in the Quebec Provincial Equestrian Eventing Championship September 10 in Napierville, Quebec.

Greetham, who has been riding for five years, competed in a combination of dressage, cross-country, and show jumping with 29 other riders. Greetham, Training Co-ordinator, Sector Policy, Planning and Assessment Branch, ADMSR, and his mount

won a trophy and horse rug for finishing with the fewest penalty points.

"We went to get some experience," says Greetham, who has only owned seven-year-old Irish since May and began working with her in July. He says he was surprised and very pleased to do so well in the team's second competition. On their first time out, they placed second.



Netherbrae Irish Miss sports her new horse rug, as Larry Greetham receives the trophy for placing first in the Pre-training Class of the Quebec Provincial Equestrian Eventing Championship. Lysel Landry, event organizer, presented the award.



### the anonymous editor

Almost everyone has a horror story about the elevators at Headquarters. My favorite is Claudie Perreault's. She nearly lost her cookies after being zoomed from the 19th to the ground floor. The force of the drop caused her to fall to the floor. Needless to say, she was a little shaken up.

Then there's Nina Dell. She was stuck in the elevator one evening for almost three hours. Her husband kept her company on the emergency telephone while they waited for the repair service.

Some people, like Louise Philippe, are just elevator shy. She walks to her 20th floor office every day. No explanation needed.

Ask anyone responsible for these notorious elevators, and they'll likely say: "Problem with the elevators? I haven't heard of any problem. Besides, the situation has significantly improved."

A more appropriate explanation is that there is nothing the Department can do. The whole mess originates from a contractual dispute between the owner of the building, Campeau Corporation, and Dover Elevator Inc. After a corporate tiff, Campeau discontinued its maintenance contract with Dover, and hired Schindler Elevator to service the elevators. For uncertain reasons, Dover Elevator did not supply Campeau and the new contractor with the plans for the elevator computer system.

Experts like Larry Ormsbee, the Department's Chief of Security and Safety Operations, assure us that the elevators are safe. But a faulty computer program may cause the elevator to lose its memory and malfunction, sending nervous

passengers on a thrill-seeking joy ride to unknown destinations.

In a recent meeting between Public Works Canada and the Department, the problem was discussed. They agreed the situation is unacceptable, and Public Works asked for time to fix the problem... Let's hope.

If not, there are suggestions that the elevators could be used for astronaut training. Or, perhaps the Department could profit from the millions of people who already pay for similar rides at amusement parks.

But if all you want is a boring elevator ride to smoothly transport you between floors, consider writing to Campeau, c/o Michael Binder, ADM Corporate Management. I'm sure Michael will pass the message on to the landlord.



**Hey, is this the right elevator?**



# People and Places

## Minister's Office

**Suzanne Carpentier**, formerly with Canada Post, was appointed to the position of Secretary.

## SADM

**Lucie Colle** has been appointed on an indeterminate basis to the position of Word Processing Operator with the International Relations Branch.

**Céline Verret** has transferred from DGBP to the position of Correspondence Secretary in the SADM's Office.

**Sylvie Isaacs** has transferred from Environment Canada to the position of Secretary to the Director General Federal-Provincial Relations.

**Francine Chabot-Plante** was promoted to the position of Director, Program Evaluation. She was previously with Industry, Science and Technology Canada.

**Louise Larocque** has transferred from the Public Service Commission to the Legal Services Division into the position of Secretary to the Director.

**Francine Lecours** has been appointed on an indeterminate basis to the position of Policy Advisor with DGIR.

**Raymond Lepage** has transferred from the Copyright Division of DGAP to the position of Officer, Bilateral Telecommunications, Planning and Development in DGIR.

**Sylvie Seguin** has transferred from the Department of Finance to the Multilateral Telecommunications Division of DGIR into the position of Secretary.

**Louise Phillippe** was confirmed as Executive Assistant to SADM.

**Jean-Pierre Couillard** was confirmed within the Strategy and Plans Branch as Senior Strategic Planning Officer.

## ADMCM

**Ron Mathews** has transferred within the Administrative Documents Services Division of DGAT to the position of Manager, Mailroom and Messenger Service.

**Rachelle Galvin** was appointed to the position of Administrative Clerk in the Financial Policy, Systems and Accounting Division of DGMH.

**Ginette Potvin** has been appointed on an indeterminate basis to the position of Senior Graphic Artist in the Graphic Arts Section of DCAT at CRC.

**Sylvie Rochon (Sanctuaire)** has been appointed to the position of Corporate Management Information Officer in the Sector Management and Departmental Co-ordination Division.

**Wayne Edwards** has transferred from the Plant Engineering Services Section to the Prototype Development Services Section of DGAT, into the position of Design Technologist.

**Jocelyne Rochon**, formerly with the Broadcasting Policy Division of DGBP, was appointed to the position of Secretary to the Director General, Financial Management.

**Chantale Riopel Piché** was appointed from within the Administrative and Technical Services Division of DGAT to the position of Administrative Support Clerk.

**Denis Gosselin**, Special Advisor to DGHR, has left the Department to join Energy, Mines and Resources as a Staff Relations Officer.

**Sherril Minns**, Financial Analyst in the Financial Planning and Resource Utilization Division of DGMH, is on education leave for seven months at Carleton University.

**Aldorie Colette** has been seconded for six months from the Regional Office in Moncton to the Financial Planning and Resource Utilization Division of DGMH as a Budget Analyst.

**Suzanne Marleau**, Chief, Management Category, in the Personnel Operations Division of DGHR, has left the Department to join the Treasury Board.

**Claire Patry**, formerly Assistant Cataloguer in the Library at Headquarters, is on leave to further her education.

**Carol Donkin**, Personnel Advisor with DGHR in the ADMTR sector, has accepted a position with Revenue Canada.

**Jean Papineau**, Stockroom Storeman with DGAT, has transferred to the Canadian Museum of Civilization.

## ADMCM

**Gisèle St-Amand** was promoted to the position of Administrative Assistant to the Executive Director, Museums and Heritage Policy and Programs.

**Della Dupuis** was promoted within the Sector Management Division to the position of Data and Information Co-ordination Clerk.

**Yvette Legal** has transferred from the Privy Council Office to the Heritage Policy and Programs Division of DGMH into the position of Heritage Policy Analyst.

**Season Tse** has been promoted within the Canadian Conservation Institute to the position of Senior Assistant Conservation Scientist.

**Ginette Doré**, Assistant to the Director General, Arts and Policy Planning, has been seconded for one year to Environment Canada.

**Anne Séguin**, formerly Chief, Strategic Planning in DGCI, has been seconded for six months to the Canadian Radio-Television and Telecommunications Commission.

**John Watt**, has been promoted to the position of Director General, Cultural Industries.

## ADMTR

**Morag Cavers**, formerly with Carleton University, was appointed to the Client Services Division of DGGT, as a Telecommunications Analyst.

**George Dutch**, formerly with the Ontario Ministry of Culture and Communications in Toronto, was appointed to the position of Telecommunications Analyst in the Client Services Division of DGGT.

**Lise Tremblay** was promoted to the position of Accounting Clerk in the Finance and Administration Division of DGGT.

**Fernand Léger** was promoted to the position of Director, Spectrum and Orbit Policy in the Telecommunications Policy Branch.

**Catherine Amyotte-Gigon** has transferred from GTA to the position of Secretary to the Director, Management and Plans.

**James Tam Wa**, on a Visiting Fellowship from York University, has joined the Behavioural Research Division of DGBT as Behavioural Research Scientist for one year.

**Adam Ostry** was promoted to the position of Manager, Policy Planning, in the Industry Structure and Services Division of DGTP.

## SMAQ

**André Dubois**, formerly Public Affairs Manager in the Ontario Regional Office, has transferred to the position of Senior Planning Advisor in the SMAQ's Office.

**Francine Côté** has transferred from the Cultural Initiatives Program Division of DGAP to the SMAQ's Office into the position of Secretary.

## ADMSTR

**André Pilon** has transferred from the Quebec Regional Office to the Sector Policy Planning and Assessment Branch into the position of Computer and Management Information Systems Advisor.

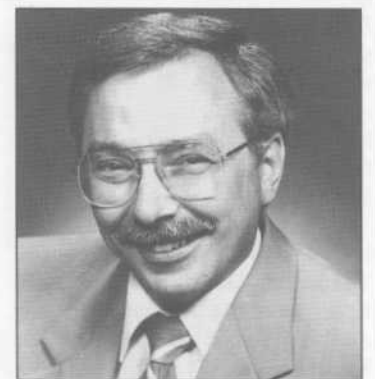
**Steven McNeil** has transferred within the Spectrum Engineering Division of DGEP to the position of Junior Spectrum Engineer.

**Vassillios Mimis** has been promoted from within the Spectrum Engineering Division of DGEP to the position of Senior Spectrum Engineer.

## Séguin appointed Director General, Human Resources

Michel Séguin is the new Director General of the Human Resources Management Branch.

Séguin, who was appointed November 6, comes from the Canadian Centre for Management Development (CCMD). As a faculty member of the CCMD, he was assigned to the orientation courses and other management development programs for the Management Category. He brings with him years of experience in the field of human resources management.



Séguin has a Bachelor of Commerce Degree from the University of Ottawa and a Master's Degree in Public Administration from Syracuse University in New York.

**Colette Tremblay** has been promoted from within the Automated Applications Division of DGRR to the position of Administrator, System Procedures and Data Control.

## Atlantic Region

**Lise Brisson**, formerly Laboratory Technician with DGEP, has transferred to the Halifax District Office into the position of Radio Inspector-in-Training.

**David Taylor**, formerly with the Province of Newfoundland, was appointed to the position of Telecommunications Manager in the GTA Office in St. John's.

**Carol Sparkes**, previously District Office Clerk, was promoted to the position of Operations Officer in the GTA Office in St. John's.

**Robert Simpson**, formerly with the Department of National Defence, was appointed to the position of Radio Inspector-in-Training in the Halifax District Office.

## Quebec Region

**Kathleen McCrea** has joined the Montreal District Office as a Radio Inspector-in-Training.

**Martin Tremblay**, formerly with the Canadian Armed Forces, has joined the Montreal GTA Office as a Telecommunications Analyst.

**Claude Auger**, formerly with the Montreal District Office, was promoted to the position of Microwave Analyst and Advisor in the Regional Office.

**Jean-Jacques Thibault** was appointed on an indeterminate basis to the position of Communications Development Officer with the Regional Office.

**Bernard Schumph** has transferred from the Val d'Or Sub-Office to the Sherbrooke District Office as a Radio Inspector.

## Ontario Region

**Jeanne Drouillard** has transferred from Environment Canada to the Regional Office into the position of Public Affairs Manager.

**Penelope Taylor** has transferred from the Personnel Services Division of the Regional Office in Toronto to Environment Canada.

**Christopher Julien**, formerly with the private sector, has joined the Toronto District Office as Radio Inspector-in-Training.

**Eléna Major**, previously with Transport Canada, has joined the Toronto District Office as Radio Inspector-in-Training.

**Ricci Burton** has been appointed on an indeterminate basis to the position of Radio Inspector-in-Training with the Sudbury Sub-Office.

**Andrew Thornley**, previously Telecommunications Analyst in the Government Telecommunications Division of the Toronto Regional Office, has resigned to join the private sector.

**Gilles Berube**, formerly Radio Inspector with the Toronto District Office, has resigned his position to join the private sector.

**Peter Allen** has transferred from the Authorization Division of the Regional Office in Toronto to the London District Office into the position of District Supervisor.

**Marc Mineault** and **Michael Lang** have joined the Toronto District Office as Radio Inspectors-in-Training.

## Central Region

**Darryl De Forest** has transferred from the Toronto District Office to the Calgary District Office as Radio Inspector-in-Training.

**Sean Renwick** has joined the Grande Prairie District Office as Radio Inspector-in-Training.

**Louise Buchner-Pujo** was promoted to the position of Manager, Arts, Heritage and Culture in the Communications and Culture Division of the Regional Office in Winnipeg.

**Bonita Pedersen**, previously Receptionist/Authorization Clerk in the Calgary District Office has transferred to Environment Canada.

See page 7: People



# Retirements

**Ted Devey**, Microwave Engineer, Spectrum Engineering Division of DGEP, has retired after 43 years of service.



**John Ohnmacht** (second from left), District Supervisor in the London District Office, has retired after 36 years of service. Ohnmacht was presented with his retirement certificate at a luncheon held in his honour. On hand for the occasion were (from left to right): **Dave Lyon**, Director General, Ontario Region, **Gerry Brushett**, Deputy Director General, Ontario Region and **Jenne Looper**, Director, London District Office.



**Dr. Peter Robinson** (centre), Special Advisor to the Director General of International Relations, enjoyed a feast of oysters at his retirement party. **Alain Bergeron** (left) and **Vladimir Skok** (right), helped Robinson celebrate his retirement after 35 years of public service.

**Andy Dickie** (centre), Officer in the Canada/US Co-ordination Group of DGRR, has retired after 40 years of service. He is seen here with (left) **Maurice Nunas**, Director of Spectrum Management Operations and (right) Assistant Deputy Minister, Spectrum Management and Regional Operations, **Robert Gordon**.



**Patricia Butler**, seen here at work as a Technologist in the Advanced Devices and Reliability Division of DGCD, has retired after 30 years of service.

## People continues from page 6

The following Radio Inspectors have been promoted through the EL underfill program: **Gerald Fortier** and **Anthony Hayduk**, Regina District Office; **Ron Hamelin**, Saskatoon District Office; **Andrew Bewernick** and **Diane Hotra**, Calgary District Office; **Michel Landry**, **Shaun Morgan** and **Gerald Noordhof**, Edmonton District Office; **Yvon Haché**, Grande Prairie District Office.

**Marie Riege**, Junior Classifier, Central Registry, has left the Winnipeg Regional Office to pursue other interests.

**Ron Adolphe** has transferred from the Telecommunications Systems Management Division of DGGT to the Edmonton GTA Office, into the position of Telecommunications Systems Analyst.

### Pacific Region

**Barry Isherwood** has transferred from the Lower Mainland District Office to the Vancouver Island District Office as a Radio Inspector.

**Kulwant Gill**, formerly with the Finance Section of the Regional Office, was promoted to the

**Donald Gow**, Designer, Administrative and Technical Services Branch at CRC, has retired after 37 years of service.

position of Office Manager in the Lower Mainland District Office.

**Carl Munn** was appointed to the position of Radio Inspector-in-Training in the Vancouver Island District Office.

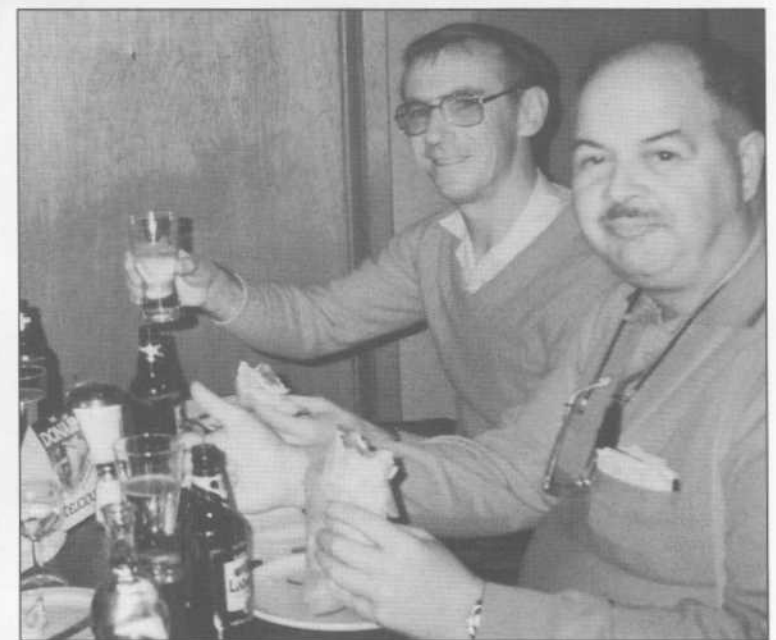
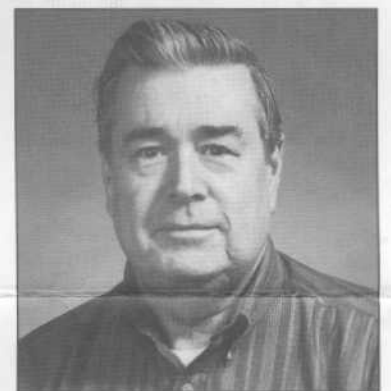
**Maureen Nash** has transferred from the Lower Mainland District Office to the Communications and Culture Section of the Regional Office as an Administrative Assistant.

**Cathy Stevens** has transferred from the Lower Mainland District Office to the Finance Section of the Regional Office as a Supervisor of Accounting Operations.

**Mayur Kothary** was appointed on an indeterminate basis to the position of Radio Inspector-in-Training in the Lower Mainland District Office.

**David Sinclair** was promoted from within the Vancouver Island District Office to the position of District Supervisor, Control.

**Harminder Thind**, Radio Inspector in the Lower Mainland District Office, was promoted through the EL Underfill Program.



**Gerald Jewers**, Radio Inspector in the Ottawa District Office, celebrates his retirement over lunch with colleague **Robert Coxe**. Jewers is retiring after 35 years of public service.

## Long Service Awards



**Maurice Drew**, Manager, Technical Services and Standards, in the Automated Applications Division of DGRR, recently received a 25-year service award.

**35 years**

**David M. Cave**, Radio Inspector in the Saskatoon District Office.



## Employees honoured for outstanding contribution

Winners in the first annual Employee Recognition Awards Program were honoured for various personal and professional activities at ceremonies held November 8 at the CRC and November 9 at Headquarters. Deputy Minister Alain Gourd presented awards in the regions.

The Program, established to mark the Department's 20th anniversary, recognizes groups and individuals who have demonstrated outstanding work performance or conduct. This year, six groups and 19 individuals were honoured.

More than 40 nominations were received from employees at all levels. Employees recommended for an award had to meet one or more of five eligibility criteria. For example, the criteria included the completion of a project or extra duties exceeding normal expectations, or the performance of a humanitarian deed or a significant contribution that improved the quality of working life or morale of personnel.

This year's selection committee was composed of Luc Boucher, Diane Lacombe, Anne Séguin, Raynald Turgeon and Jean-Maurice Walsh. The committee reviewed all nominations and presented recommendations to senior management, who made the final decision.

Employees such as John Ohnmacht, Joanne McCourt and Ginette Larcher typify the "above and beyond the call of duty" contributions that all the winners made.

Group awards will be featured in the February issue.

John Ohnmacht, recently retired District Supervisor from the London District Office, was honoured for establishing a communications link between Canada and Mexico City, after a devastating earthquake two years ago.

"A communications system was set up between ham operators here and in Mexico City. Information was provided to friends and relatives about the safety of people and the extent of the damage to the city," says Ohnmacht, who used his own ham radio during the crisis.

Joanne McCourt, a Radio Inspector at the Toronto District Office, was surprised to win an award for her after-hours work with the motorcycle unit of the Metropolitan Toronto Auxiliary Police Force. McCourt, who worked with the volunteer force for four years, was the first female to join the motorcycle unit. She was honoured for her work in public safety, crowd control, special events and searches for missing persons.

"The auxiliary force helps out the parent force whenever they are short-handed. The work involves everything from directing traffic during special events to searching for missing people," says McCourt.

Ginette Larcher, Manager of Administration in ADMTR, was recognized for strengthening morale in the Government Telecommunications Agency (GTA). Besides participating in numerous GTA committees during her spare time, Larcher helps managers, directors and staff do a good job with limited resources.



John Ohnmacht, from the London District Office, established a communications link between Canadians and victims of an earthquake in Mexico City.

John Ohnmacht, du bureau de district de London, a établi une liaison qui a permis le dialogue entre les Canadiens et les victimes d'un tremblement de terre dans la ville de Mexico.



An exceptional electronic filing system for the regional offices was created by Battista Foderaro from the Central Regional Office in Winnipeg.

Un système de classement électronique destiné aux bureaux de district a été créé par Battista Foderaro du bureau régional du Centre à Winnipeg.



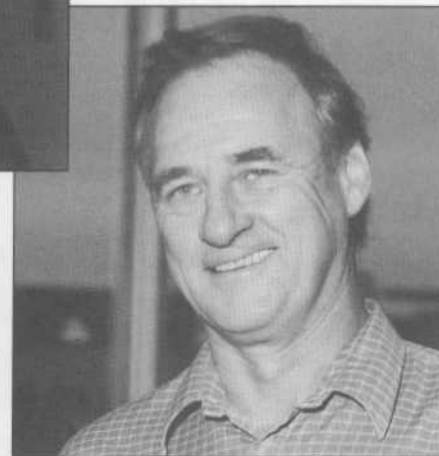
New accommodations for the National Archives were successfully negotiated by Nadine La Belle from the Heritage Policy and Programs division of DGHM.

Le financement de la construction de nouveaux locaux pour les Archives nationales du Canada a été négocié avec succès par Nadine La Belle de la Division des programmes des musées et du patrimoine de la DGHM.



François deBeck from the Systems Development division of DGIM made an outstanding contribution to the Allotment Reporting and Control System (ARCS) project.

François deBeck, de la Division du développement des systèmes de la DGIM, a fait une contribution remarquable au Système d'enregistrement et de contrôle des affectations (SECA).



Donald B. Muldrew, from Radio Propagation, developed a theory about the role of ionization irregularities in ionospheric heating.

Donald B. Muldrew, de la division de la Propagation radioélectrique, a élaboré une théorie sur le rôle des irrégularités de l'ionisation dans le réchauffement de l'ionosphère.



Jacques Lyrette, Assistant Deputy Minister, Quebec, received an award for creating the Canadian Workplace Automation Research Centre.

Jacques Lyrette, sous-ministre adjoint, Québec, s'est distingué pour avoir mis sur pied le Centre canadien de recherche sur l'informatisation du travail.



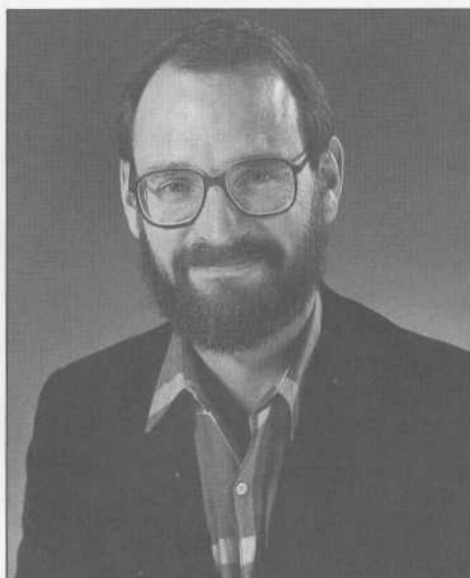
Michel Milot, from the Quebec Regional Office, co-ordinated all the emergency telecommunications activities and installation of telephone and radio-communications equipment during the PCB warehouse fire in St.-Basile-le-Grand.

Michel Milot, du bureau régional du Québec, a coordonné toutes les activités reliées aux télécommunications d'urgence et à l'installation d'équipements téléphoniques et de radiocommunications lors de l'incendie de l'entrepôt contenant des BPC à St-Basile-le-Grand.



Members of the INTERACT Project Designer Group did a superb job of conceptualizing, designing, constructing and implementing INTERACT, a Department project that allows personnel to remotely control and access radio gear in an area outside the local coverage range. From left to right are Martin MacLellan, Michel LeBlanc and René Guérrette.

Les membres du groupe responsable de la conception du projet INTERACT ont effectué un travail splendide dans le domaine de la conceptualisation, de l'élaboration de plans, de la construction et de la mise en œuvre d'INTERACT, un système qui permet au personnel d'accéder au matériel radio et de le commander à distance et ce, à l'extérieur de la zone de diffusion locale. De gauche à droite, Martin MacLellan, Michel LeBlanc et René Guérrette.



Ian H.M. Wainwright, from the Canadian Conservation Institute, successfully replicated the Tsimshian Stone Mask using photogrammetric techniques.

Ian H.M. Wainwright, de l'Institut canadien de conservation, a réussi à créer une copie exacte du Masque tsimshian de pierre au moyen de procédés photogrammétriques.





Ginette Larcher from the Government Telecommunications Agency (GTA) was praised for taking on extra duties that helped strengthen morale within GTA.

Ginette Larcher, de l'Agence des télécommunications gouvernementales (ATG), a été félicitée pour avoir assumé des tâches additionnelles qui ont contribué à rehausser le moral des employés de l'ATG.



Charles McGee, Director General of Museums and Heritage Policy and Programs, received top marks for successfully transferring employees from the National Museums Corporation of Canada to the Department of Communications.

Charles McGee, directeur général des Politiques et programmes des musées et du patrimoine, s'est distingué pour avoir mené à bien la mutation des employés des Musées nationaux du Canada au ministère des Communications.

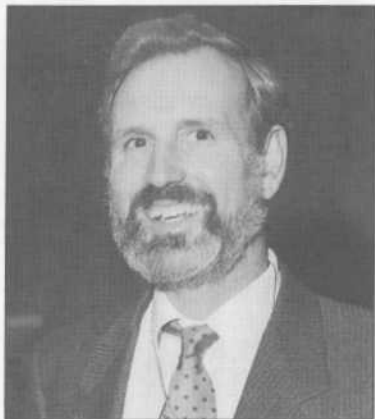
## Employés honorés pour leur contribution

Les employés qui se sont distingués par leurs diverses activités personnelles et professionnelles ont été honorés dans le cadre du Programme d'attestation du mérite des employés. Cet événement annuel, tenu la première fois cette année, a été souligné à l'occasion de cérémonies les 8 et 9 novembre au CRC et à l'Administration centrale respectivement. Le sous-ministre, M. Alain Gourd, a remis les prix dans les régions.

Le Programme, qui a été créé pour marquer le 20<sup>e</sup> anniversaire du Ministère, permet de reconnaître la conduite exceptionnelle ou le rendement supérieur de groupes et de personnes. Cette année, le mérite de six groupes et de dix-neuf personnes a été reconnu.

Roy Marsh, from the Communications Development Branch, was rewarded for the development of the Bliss phone for handicapped persons.

Roy Marsh, de la Direction générale du développement des communications, a été honoré pour avoir mis au point le téléphone Bliss à l'intention des personnes handicapées.



Jeet Hothi from the Policy and Planning division of DGTA, developed a technique to plan the 12 GHz Broadcasting Satellite service during an International Telecommunication Union conference.

Jeet Hothi, de la Division de la politique et de la planification de la DGTA, a mis au point une technique permettant de planifier le service de diffusion par satellite en 12GHz dans un cadre d'utilisation de l'Union internationale des télécommunications.



Yun-Foo Lum, from Systems and Network Research division of DGBT, was the key strategist in establishing national and international standards based on videotex/teletext technology developed at CRC.

Yun-Foo Lum, de la Division de la recherche des systèmes et réseaux à la DGBT, a été un intervenant clé dans l'établissement de normes nationales et internationales fondées sur la technologie du vidéotex/téletext mise au point au CRC.



Ron Simko, from Financial Planning and Resource Utilization, was honoured for his involvement in the the successful negotiations of an ADMSR Treasury Board submission.

Ron Simko, de la Planification financière et exploitation des ressources, a reçu des félicitations pour sa participation aux négociations entourant une présentation de l'ADMSR au Conseil du Trésor.

Les photos des groupes gagnants seront publiées dans la livraison de février.



Tom Racine, from the Automated Spectrum Mangement Systems division, demonstrated outstanding involvement in the development and implementation of the Automated Spectrum Management System (ALS).

Tom Racine, de la Division des systèmes automatisés de gestion du spectre, a fait preuve d'un dévouement exceptionnel dans l'élaboration et la mise en œuvre du Système automatisé de gestion du spectre.



John Nosotti, from the Toronto District Office, was honoured for his work as a Commending Officer and Instructor to junior officers at the Militia Staff School in Toronto.

John Nosotti, du bureau de district de Toronto, a été honoré pour son travail à titre de commandant et moniteur des officiers subalternes à l'école de la milice de Toronto.

honoré pour avoir constitué une liaison entre le Canada et Mexico à la suite d'un tremblement de terre dévastateur, il y a deux ans.

« Des radio-amateurs d'ici ont pu communiquer avec des radio-amateurs de la ville de Mexico. Grâce à ce système de communications, les parents et amis pouvaient se renseigner sur la sécurité de leurs proches et sur l'étendue des dommages », affirme John, qui s'est servi de sa propre radio-amateur durant la crise.

Joanne McCourt, inspecteur radio dans le bureau de district de Toronto, a été surprise de recevoir un prix pour avoir travaillé après les heures de bureau au sein de l'escouade motorisée du corps de policiers auxiliaires volontaires du grand Toronto. Joanne, qui a oeuvré auprès de ce groupe durant quatre ans, a été la première femme à se joindre à l'escouade motorisée. On a souligné la qualité de son travail dans le domaine de la sécurité publique, du contrôle des foules, des événements spéciaux et des recherches entreprises pour retrouver les personnes manquantes.

« Les policiers auxiliaires volontaires viennent prêter main-forte à la police lorsque celle-ci est à court de personnel. Les tâches comprennent un peu de tout, depuis le contrôle de la circulation durant les événements spéciaux jusqu'à la recherche de personnes manquantes », affirme Joanne.

Ginette Larcher, gestionnaire, administration (ADMTR), s'est distinguée pour avoir rehaussé le moral du personnel de l'Agence des télécommunications gouvernementales (ATG). En plus de prendre part à de nombreux comités de l'ATG durant ses heures de loisirs, Ginette aide les gestionnaires, les directeurs et le personnel à accomplir du bon travail en dépit du peu de ressources disponibles.



Angèle Bourgeois from the Atlantic Regional Office in Moncton received a recognition award for her special contribution to the establishment of the St. Andrews Chapel Historical Centre in New Brunswick.

Angèle Bourgeois, du bureau régional de l'Atlantique à Moncton, a contribué à l'établissement d'un centre d'interprétation et d'apprentissage à St. Andrews (Nouveau-Brunswick).

