

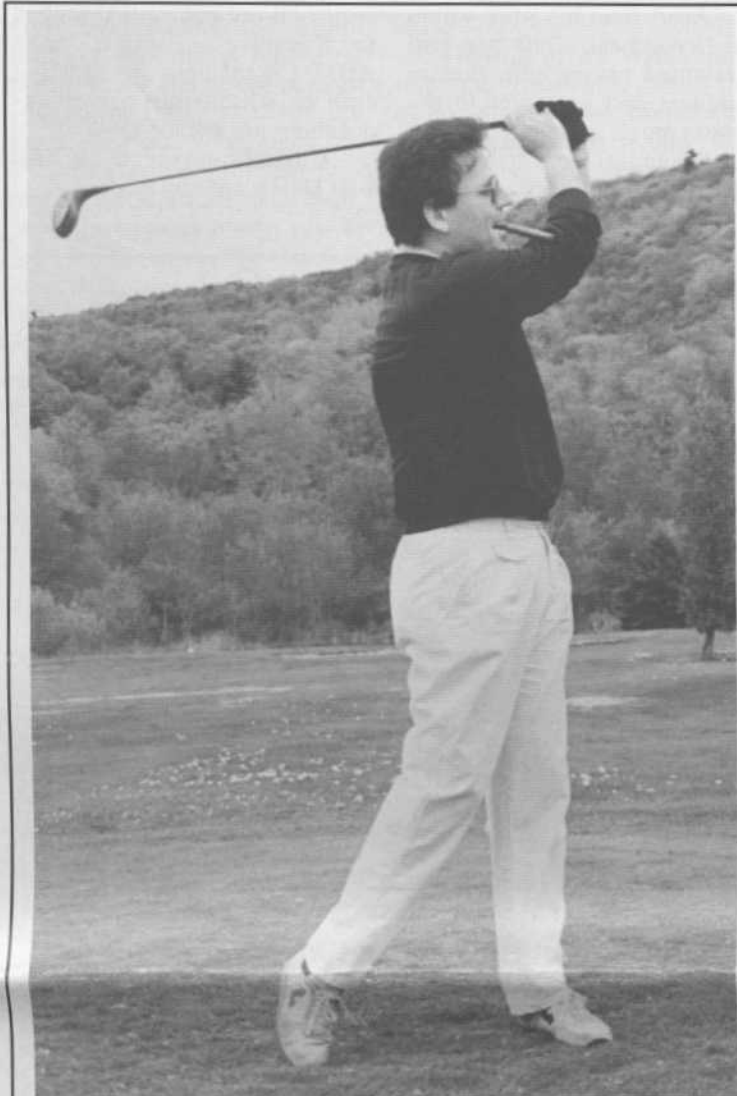
COMMUNICATIONS

July 1988

 Communications
Canada

Express

Canada



Assistant Deputy Minister, Corporate Management, Michael Binder shows star form at the 19th Annual Golf Tournament, May 19. (See story, page 2.)

New policy to strengthen Canadian film industry

Film legislation recently introduced by Communications Minister Flora MacDonald will bring badly-needed revenue to the Canadian film industry by recognizing Canada as a "separate and distinct" market for foreign film products.

"Our distribution sector wasn't functioning as it should to complete the domestic Production/Distribution/Exhibition cycle," says John Watt, Director of Film, Video and Sound Recording Policy and Programs. Canadian distributors can't compete with big American firms, who often only make deals for the U.S. market if Canada is thrown in for free. The revenue the film makes in Canada is sent back to the U.S. and is not reinvested in the Canadian film industry.

Canadian distributors have had marginal success with independent foreign films, says Watt. These films have not generally interested the major distributors because they have been "high-risk and often low budget" without much potential in U.S. markets.

The advent of home video changes that, Watt points out. "Suddenly, a second market was

created. A film now has seven or eight years to make money, so the majors are looking at more of the marginal films and are taking them away from the smaller firms."

As a result, Watt estimates revenue in the Canadian distribution market dropped nearly 40 per cent between 1982 and 1984.

Under the new *Film Products Importation Act*, films coming into Canada for distribution must be brought in under an agreement unconnected with any other distribution contract. The Act applies to independently produced films, not those from studios which have their own distribution companies in Canada.

The distributor must submit an affidavit stating the terms under which the film is being imported. Applications will be either approved or rejected by a newly created Film Products Importation Office. If the procedures are not followed, the distributor is liable for fines of up to \$200,000 a day.

"What independent producers were telling us was that they wanted to deal with Canada and obtain the revenue from our market. They couldn't, though,

because of the eight or nine major distribution companies who were using the U.S. market as leverage to get Canada for free."

Previously, a U.S. firm would sub-distribute a foreign film to a Canadian company which, in turn, would send back to the U.S. any revenue the film made here. Chances were, the foreign producer would never see any of the Canadian revenue, says Watt, because the U.S. company would use it to offset its own promotion costs for the lucrative American market.

The film importation Bill is accompanied by a provision in the *Investment Canada Act* which will prohibit the takeover of any Canadian-owned and controlled distributors and will limit new companies to distributing films for which they have either world-wide rights or at least a 50 per cent investment. Takeovers of foreign-owned, Canadian-based firms will be carefully reviewed.

In addition to the new measures, \$200 million has been allocated over the next five years

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Results of Human Resources questionnaire soon to be released

The Department of Communications Human Resources Survey into employee attitudes to their work is now complete and is being analyzed by the Program Evaluation Branch.

Preliminary results of the survey, conducted in February and March, have been presented to senior management and to select groups of employees.

'Town Hall' meetings are to be scheduled in the coming months so that all employees can hear the survey results. They will then have an opportunity to comment on whether the Department's interpretation of the data is an accurate reflection of their views. In addition, employees will be receiving a written summary of the results.

The survey addressed many areas of concern to employees. Respondents were asked to comment on such concerns as job satisfaction, images of management, opportunity for promotion, stress, motivation and many other issues.

More than 66 per cent of Department of Communications employees from all sectors, regions, offices and job categories

responded to the confidential questionnaire.

The survey also provided a chance for employees to comment on changes they would like to see in the Department. Over half the respondents offered written remarks in this area.

The survey results will be used for future internal Department planning.

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Hepburn: Perfecting the corporate recipe

by Amy Heron

With responsibilities as wide ranging as legal services, information, international affairs and federal-provincial relations in his sector, Senior Assistant Deputy Minister Ken Hepburn is like a master chef who adds the right spice to perfect the sauce.

"We're able to work with a given sector and contribute to their output by saying, 'there's something going on in another sector of the Department you should be aware of and factor in'."

Hepburn says the Corporate Policy sector involves more than just co-ordinating the activities of the Department. "If you simply left it at co-ordinating, I have a vision of somebody gathering three pieces of paper together and then putting a paper clip on them. We do more than that."

And so does Hepburn. As Senior Assistant Deputy Minister, Hepburn is often called on to stand in for the Deputy Minister. He fulfilled the functions of the DM for six months several years ago when the Department was between deputies.

Hepburn joined the Department of Transport (in the Broadcast Engineering group, which later became part of the Department of Communications) in the late 1950s as an engineer. After working in Toronto and Edmonton, he returned to the new Department and advanced through the area of telecommunications policy becoming Director General for that area. He has also held a number of ADM posts including Spectrum Management and what was then called Industry and Technology.

Having worked in nearly every area of the Department is a great advantage for Hepburn in his current position, because many of the Corporate Policy group's responsibilities cut across the whole Department.

"We work towards strengthening the links that exist between

the various sectors in the Department and building on them in such a way that the outputs from the Department are well integrated."

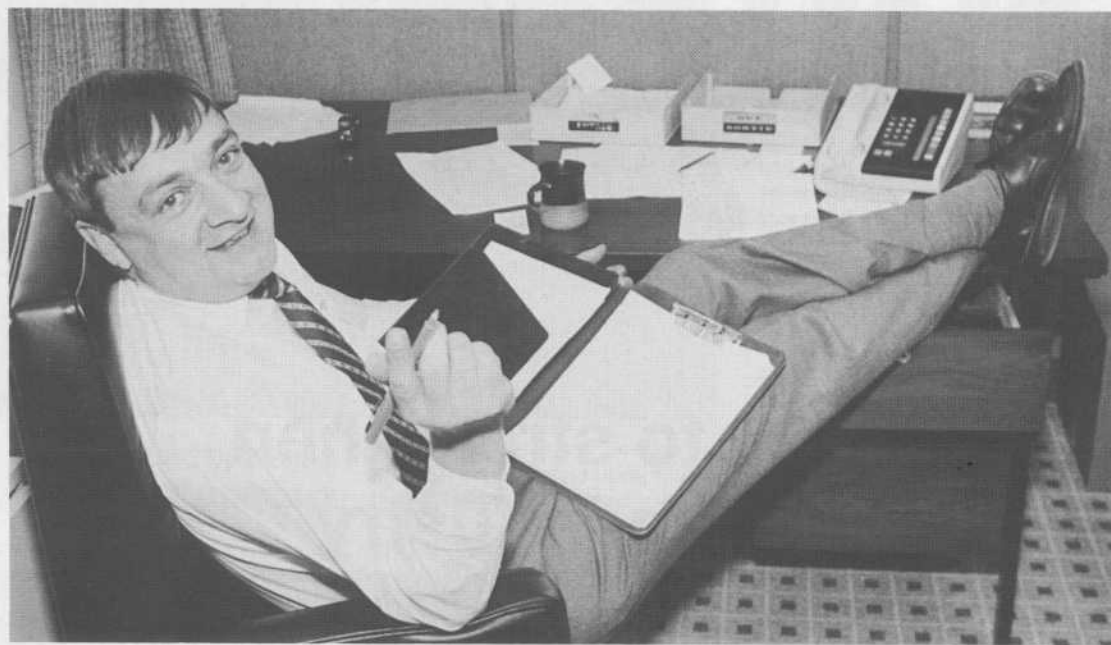
Hepburn
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Senior Assistant Deputy Minister Ken Hepburn.

Have a great vacation!

Department of Communications mourns loss of Chris Burke



Chris Burke's untimely death from a heart attack on Sunday, June 26 is a tremendous loss to the Department.

Those who knew and worked with Chris as Director General, Broadcasting and Cultural Industries, have profound admiration both for the individual he was and for the dedicated service and leadership he brought to the development of government policy in broadcasting and the cultural industries.

Apart from his work within the Department, Chris was also a talented playwright, theatre producer and promoter in the Ottawa area.

Financial contributions from the Department and donations from the theatre communi-

ty will be used to establish a memorial bursary fund in Chris' name. The fund will be used to sponsor an annual award for a promising playwright attending theatre courses at an Ottawa university.

The Burke family asks that, in lieu of flowers, contributions in Chris' name be made to the Heart and Stroke Foundation of Ontario.

Anyone wishing to make a donation can do so through their sector co-ordinator, or through the Executive Assistant of their ADM. Contributors should indicate to which purpose their donations are intended.

Chris is survived by his wife Debby and son Andrew.

Conference focuses on cultural themes

by Carole Grenier

Tourism, culture and multiculturalism. The interplay of these three themes was the focus of a national conference held on April 17, 18 and 19, at Montreal's Palais des Congrès.

The event brought together many organizations directly interested in cultural events. According to some, the fact that 350 people from the various fields interested in these issues were gathered together may represent in itself the weekend's biggest accomplishment. In fact this interaction was the primary objective of the major organizers, Secretary of State, the Department of Regional and Industrial Expansion and the Department of Communications.

Antonine Maillier, renowned Acadian author, and Edmund C. Bovey co-chaired the conference. The opening ceremony was emceed by Henri Bergeron, host of the "Beaux Dimanches",

a weekly program on the French Radio-Canada network.

To obtain an accurate picture of the current situation, several workshops were held in conjunction with the main forum. One workshop focused on major Canadian cultural events, such as the Quebec Carnival, the Montreal International Jazz Festival and Winterlude.

Another brought together representatives from such successful international tourist sites and events as the Avignon Festival, the Berlin International Festival, San Francisco's Chinatown and New Orleans. In addition, nine thematic workshops explored in detail the resources, communications and economic impact of the culture-multiculturalism-tourism triangle.

Several questions were raised toward producing an outline of the ways in which culture, multiculturalism and tourism are interconnected.

Some discussions, for example, explored the necessity to extend the major tourist season (summer) and further exploit the winter. With a tourist potential estimated at 23 million visitors, Canada must maintain the authenticity and quality of its cultural and tourist product.

"We are very happy that this pioneering event has helped us all make connections by bringing the three sectors — culture, tourism and multiculturalism — closer together. The avenues for future co-operation developed these last few days are now clearer to all sectors. This holds great promise for a truly open, rewarding partnership," declared the co-chairpersons at the end of the conference.

An evaluation mechanism has been set in motion to assess the meeting and its impact. Monitoring will continue for a year. An official report on the conference will be published shortly.

Hepburn continued from page 1

Hepburn views the annual strategic planning session as of particular importance. "These planning sessions allow us to reflect in an environmental overview everything that's happening that is important to our mission. When individual sectors come along with their strategic thoughts we can combine them into the plan for the entire Department. What results is, I believe, a comprehensive plan that's not uni-dimensional."

But Hepburn agrees that there is room for improvement. "I think a lot of the planning-oriented discussion is permeating to large areas of the Department, but we need a lot more of it. We need more realization that our own daily tasks affect all parts of the Department and the public. That fact should be reflected in the planning process. It's also a communications exercise that must lead to the realization by

everyone of the importance of public policy and research to influence very basic things in Canadian life."

Strategic planning for the next few years will reflect the convergence of the Department's two main focuses — medium and message. "We've been through a very comprehensive broadcasting review, and an in-depth telecommunications policy review. Now we must look at where these two come together in the area of information systems."

And Hepburn's strategic plan for his personal future?

"There's no doubt that the area I'm in is my favorite. But, yes, I ask myself quite often if it's not time to try something else. So far I have not been able to find anything comparable to what I'm doing now for scope, interest and satisfaction."

Film continued from page 1

to support Canadian film production and distribution, including \$85 million as a film distribution fund. The remaining \$115 million will be available to Canadian producers for film production, dubbing and subtitles.

Watt feels the industry will police itself for compliance with the Act. "Distributors will be good corporate citizens because of the fines involved and because many are public companies with

responsibilities to their shareholders." The information on the affidavits will also be published regularly.

The legislation should result in more, higher quality Canadian films being shown on Canadian screens as distribution revenue is recycled back into the domestic industry. "It won't mean being restricted just to Canadian products," Watt points out. "It will be the best of both worlds."

Anthony (Tony) Fodero

After a lengthy battle with cancer, Tony Fodero passed away on June 27, 1988.

Tony joined the Department in 1972 as a radio inspector in the Toronto District Office. Since 1985 he had been the Regional Emergency Telecommunications Planning Officer, Ontario Region.

Tony was always eager to accept new challenges and will be remembered for his diligence and competence in meeting these tasks.

He is survived by his wife Marney and two children.

The United Way campaign will begin in early September.



So many reasons to give

Golf '88



Winners at 19th Annual National Capital Region Golf Tournament. Left to right: Marg Schur (low gross score, women's), Gisèle St-Amand (low net score, women's), Joe Laroque (low gross score, men's) and Ray Charron (low net score, men's).

There were plenty of winners at the Department of Communication's Nineteenth Annual Golf Tournament. A total of 132 employees took to the fairway of the Kingsway Park Golf Course in the Gatineau Hills on May 19.

In the women's division, Marg Schur, from CRC, won in the Low Gross Score category. Gisèle St-Amand, from Headquarters, clinched the Low Net Score title. Low Gross Score does not include a handicap, while Low Net Score does.

Joe Laroque, from Finance, topped the field, winning the

Men's Low Gross Score. Ray Charron of Headquarters had the best Low Net Score.

The winner of the 50/50 draw (50 per cent of the proceeds from the entrance fees) was Francine Bertrand from DGTP.

The organizing committee, Suzanne Allain and Roy Medaglia, were impressed with the level of support and enthusiasm at this year's tournament.

"Congratulations to all the winners!" exclaimed Allain.

We want to hear from you!

Communications Express welcomes letters to the editors, story suggestions, pictures and articles from all our readers.

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Communications at the Economic Summit

by Marie-Christine Dufour

While the seven leaders at the economic summit discussed trade and third world debt last month in Toronto, Department of Communications staff managed the airwaves for delegations, security personnel and reporters.

Our summit team from the Toronto District Office, Ontario Region Government Telecommunications, and the Acton Monitoring Station lent their expertise and equipment to manage communications for the event.

Mike Power, Toronto District Director, worked with Summit organizers for over a year to plan for the three-day event. A large part of his work was monitoring and allocating the radio spectrum.

"To allocate extra spectrum in a busy area such as Toronto is a task that requires careful planning," he says. "The security measures are rigid and frequency allocations must be free of interference." Toronto is the most crowded area in Canada in terms of radio spectrum, he points out.

Equipment from the Acton Monitoring stations was used to "get a fix" on the frequency pat-

terns in downtown Toronto to determine how best to accommodate the requirements of the delegations.

Special arrangements were made with regular users of the spectrum, such as courier companies and paging systems, to free some bands for summit use. In all, about 400 frequencies were examined and 200 were cleared for the event, Power says.

District office staff monitored the frequencies around the clock during the summit to ensure that no interference was encountered. Generally, the frequencies remained clear with only a few disruptions. "At one point one of our frequencies was interfered with by a garbage collection company from western New York state. Another time a Toronto courier company ended up on one of our security channels."

Foreign delegations used their own communications equipment at the summit. The Department's role was to ensure that it was compatible with the frequencies selected. Power says a great deal of preparation time was spent contacting all the radio equipment suppliers in the

Toronto area and compiling an inventory of available equipment in the case of a break down.

The careful planning paid off, Power notes, when the entire communication system for the Italian delegation had to be replaced because it was incompatible with selected frequencies. "Thankfully, we found everything we needed in a very short time."

The estimated 2,000 delegates and 3,500 journalists on hand for the summit posed a particular challenge to Department of Communications staff. They all needed to use the phone! Ontario Region Government Telecommunications provided over 1,000 Centrex lines and a 24-hour switchboard to be used by delegates. An additional 1,000 private business lines were supplied for journalists.

Telecommunications people were kept busy preparing for the installation of overseas circuits, data lines, electronic mail, and teleconferencing systems.

In addition to the Metro Toronto Convention Centre where the Summit meetings took place, over 13 hotels and special purpose sites as well as Summit Square — a tent for peripheral



Mike Power, Director of the Toronto District Office receives a plaque from RCMP Inspector Barry Scarth recognizing the Department's contribution to the Economic Summit.

Summit activities and entertainment events — required communications services.

"The planning process was fascinating and sometimes frustrating, involving last minute changes in locations of major facilities," says Mike Connolly, Director Government Telecommunications, Ontario Region. "However, John Linde, our telecommunications analyst, rose

to the challenge and did an excellent job co-ordinating the telecommunication activities."

Department of Communications staff were presented with a plaque by the Summit Security Task Force to recognize their efforts in keeping the communications links open and running smoothly during the Economic Summit.

Department of Communications scientists honored by institute

Two Department of Communications employees were honored recently by the Canadian Aeronautics and Space Institute (CASI) for their work in the area of space engineering and aeronautics.

Dex Harrison, Senior Staff Engineer at the David Florida Laboratory and Dr. David Zimcik, a research scientist at the Communications Research Centre, were recognized by CASI.

CASI, founded in 1954, is a non-profit, scientific and technical organization devoted to the advancement of the science and engineering relating to aeronautics, astronautics, associated technologies and their applications.

Harrison was presented with the Romeo Vachon Award in recognition of his talents in the field of spacecraft dynamics and orbital mechanics. His work has

had a particular impact on the development of new techniques for measuring large objects (such as satellites) designed for use in space.

"It's quite an honor," said Harrison. The Romeo Vachon Award was introduced by CASI in 1969 to commemorate one of Canada's outstanding bush pilots. The award recognizes outstanding, long-term contributions in the field of space engineering and aeronautics.

Zimcik received the F. W. (Casey) Baldwin Award for the best paper published in the *Canadian Aeronautics and Space Journal* during 1987.

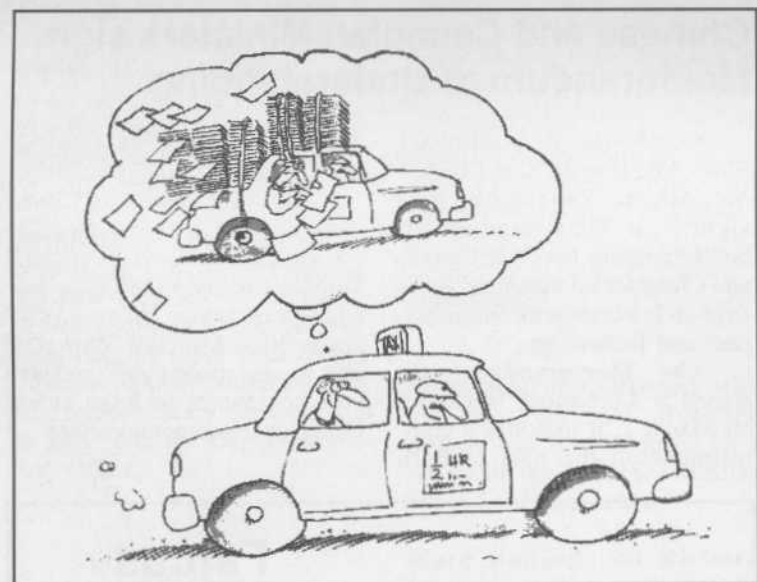
Zimcik's paper was selected from over 30 submissions. Papers were judged on the basis of originality, significance in the field and style. His winning essay, entitled "Effect of Long-term Exposure to Low Earth Orbit (LEO) Space Environment on Spacecraft Materials", compares data compiled from the Solar Max satellite and the Space Shuttle. Zimcik's tests have resulted in a greater understanding of the efficiency of materials used for controlling the temperature of orbiting satellites.

Zimcik enjoyed the opportunity to work with such high profile projects as the Space

Shuttle and the Solar Max. "It was a fun paper to do," he commented.

The F.W. Baldwin Award, established in 1957, is given annually by CASI in memory of Frederick W. Baldwin. Baldwin was the Chief Engineer at the Aerial Experiment Association started by Alexander Graham Bell and was the first Canadian and British subject to fly. The award has a distinguished record of past recipients, including astronaut Marc Garneau.

Both scientists received their awards at the Institute's Annual Awards Dinner on May 17 in Montreal.



New taxi chits simpler to use

It no longer takes half a day of paper work to take a ten minute taxi ride. The Department of Communications has introduced a new and simpler system for using taxis in the National Capital Region.

Until now, there have been a number of frustrating rules and regulations governing the use of taxis. Filling out forms and obtaining prior authorization was the only way to get a cab.

"The message we were sending to everybody, including people handling multi-million dollar budgets, was that we didn't trust them to use a taxi without writing a report," said Assistant Deputy Minister for Corporate Management, Michael Binder.

Under the new system, which began in June, the stan-

dard government two-part form and Blue Line Taxi coupons will be replaced with the Department's own taxi chit. The new vouchers will be honored by all taxi companies in the National Capital Region.

The chits will be issued by the Responsibility Centre Manager, who will be required to sign the simplified Taxi Utilization Log. The log will be completed to record the date, passenger name and chit number used.

"We believe that the new taxi chits and procedure will reduce administration to a minimum, with the co-operation of Responsibility Centre Managers and administrative officers," said Brian Hepworth, Director of Administrative and Technical Services.

Trail Radio

A lifeline for Labrador community

A portable radio-to-telephone system, developed by the Communications Research Centre (CRC) in 1977, has proven to be a vital lifeline for Northern Labrador communities.

Native people in this remote region depend on radio communications to get emergency help, obtain supplies, or contact their families. Fishing and hunting camps are often hundreds of kilometres away from their base communities, making CB radios ineffective.

The portable trail radio automatically connects with the telephone network, and remains on-call 24 hours a day.

The Okalakatiget Society, a local native group in Labrador, convinced Newfoundland Telephone Corporation and the Department of Communications to install the new system as a possible solution to inefficient emergency communications.

Dr. John Belrose, Director of the Radio Propagation Laboratory at CRC, who developed the radio-to-telephone system, is working with Atlantic Region employees Alonzo Boucher and Dale Snowdon to provide technical advice and adjustments.

Testing of the high frequency (HF) radio-to-telephone system began three years ago, and the very high frequency (VHF) equipment will be provided by the manufacturer this summer for further study.

Both systems have unique advantages. "Although VHF units are hand-held and more portable, they have a smaller range than the HF system," says Snowdon.

"We will be testing two mountain-top repeaters (relay

stations), which should give the VHF units greater range," Snowdon says. The new VHF system is also more reliable, with less interference from ionospheric noise.

The Okalakatiget Society and the Department of Communications are anxious to test both systems in side-by-side field evaluations. Community leaders agree that the new radio system has already proven invaluable in several emergency situations.

Department of Communications Turns 20

Preparations are already well under way for the Department's 20th anniversary celebrations next April.

A committee of sector and regional representatives is planning for the event. They will be meeting regularly throughout the year and would like suggestions for the festivities from all Department of Communications employees.

To offer your ideas, contact one of the following committee members in your sector.

The Chairperson of the Anniversary Committee is Philip Kinsman (DGIS). Sector representatives are: Jean Bélanger (ADMCM), Tom Tegtmeier (ADMCM), David Black (SADM), David Waung (ADMCM), Kate Cockerill (ADMCM) and Louise Lafleur, (DGIS).

Regional representatives are: Rose Sirois (Pacific), Tim Hibbard (Central), Marie-Christine Dufour (Ontario), Jean-Guy Beaupré (Quebec) and Camille Leblanc (Atlantic).

Researchers develop life-saving technology

Satellite communications is saving lives in emergency situations, says Dr. Jack Chambers, Director of Satellite Communications at the Department's Communications Research Centre (CRC). This technology can help paramedics treat heart attack victims or assist search and rescue operations.

Chambers and his team of engineers and technicians have helped Canada take a leading role in the development of satellite technology.

"We, of all the developed countries, have perhaps the greatest need for satellites because we are so big and have so many people in remote areas. It is very difficult to install terrestrial (ground) systems to reach them because the terrain is difficult to deal with."

CRC scientists, in co-operation with the Ontario government air ambulance program, are testing the effectiveness of satellites in overcoming these geographical constraints. An antenna developed at CRC is being mounted in the jets and helicopters that are used by Ontario's paramedics as air ambulances.

Paramedics must often speak to doctors in the course of the treatment, but may be beyond the range of normal radio communications.

Using the system developed at CRC, the paramedics can now pick up the phone in the plane to call the doctor. In the intervening seconds, the signal goes from the plane to a satellite located off the Atlantic coast of Africa and back down to the CRC. It is then transmitted through phone lines to a dispatch centre in Toronto and to the doctor who answers the call. Life-saving treatment can be performed without having

to fly a doctor into remote locations at great expense and inconvenience.

The system is currently being tested by CRC staff and should be operational this summer.

Another example of this life-saving technology is SARSAT (Search and Rescue satellite). Canada has been at the forefront of the technological development of search and rescue techniques using satellites. The SARSAT project, developed jointly by the U.S., U.S.S.R., France and Canada, uses beacons which send a signal to the satellite and back down to a base station that can then locate the missing person. Nearly one third of the alarms received through SARSAT are from Canada.

CRC scientists are continuing to find ways to improve the search and rescue process by using higher-altitude satellites and more portable beacons.

"In the long term a person could put a small signalling device into their shirt pocket and head off into the woods," says Chambers. "The beacon will tell you where you are, and if that doesn't help, it will tell someone else where you are."

Co-operation between the federal and provincial governments is typical of this type of work, says Chambers. "These projects also lend themselves to international co-operation for many reasons: cost, the fact the systems are potentially global in nature, and the fact that outer-space is a shared resource."

The Communications Satellite Systems group is developing some experiments which will be carried out by the Olympus satellite in a joint project with the European Space Agency, for



Mobile Satellite Systems Communications Engineer John Sydor conducts tests on the terminal which is used in Ontario air ambulances. The terminal is mounted in the "Bandage 4" (inset), one of several planes and helicopters paramedics fly to provide emergency medical treatment in remote locations.

example. One involves satellite on-board processing (the efficient managing of all the signals that bounce off a satellite). Another involves a common problem encountered with satellites — the fading of the signal that occurs when a rain storm interferes with the transmission.

The satellite industry in Canada continues to be a leader in many areas despite its relatively small size. Chambers estimates there are about 300 satellite researchers in government and 3,000 in private industry in Canada, compared to 20,000 in NASA alone.

"Canada, for the size of its effort and activity, has done very well. A large part of that success has been getting there first. But also, our systems haven't failed: they've worked when many others haven't."

Canada launched its first

satellite, Alouette, in 1962. We were the first to have a commercial communications system — Telesat — and the Department won an Emmy award last year for its pioneering technology for the HERMES system which is used extensively in broadcasting.

Canada continues to break new ground with MSAT — mobile satellite communications — for outlying areas. Using technology similar to the air ambulance project, MSAT capabilities will be applied to the trucking industry as well as marine and air-based industries. MSAT will eventually provide "nation-wide commercial telecommunication services for rural and remote areas and cost-effective mobile radio and telephone services for users on land, at sea and in the air," says Bob Huck, manager of the Mobile Satellite Communications group.

Further efforts in the satellite field may be hindered by the squeeze on resources, Chambers points out. "Downsizing is felt most acutely here because knowledge of this science is gained on the job."

"When new people come in," Chambers explains, "we run the danger of not having anyone to train them. We also lose our competitive edge because we may no longer have an expert in a particular area."

Like most research and development projects, the big pay-off is in the future. "Certainly much of the work we do won't be available commercially for at least five or ten years," notes Ted Hayes, manager of the Advanced Satellite Communications group. "Our work on satellite on-board processing could be applicable to the second or third generation of MSAT technology."

Department of Communications Fitness Program



If you're interested in staying in shape, then the Department of Communications is the place for you. Fully-trained and certified YM-YWCA volunteer instructors lead morning and noon-hour classes for Headquarters employees. There are 18 classes held each week. For more information, call Richard Desmarais at 990-1901. Department of Communications Employee Fitness Program instructors, with Program Co-ordinator Richard Desmarais, are shown here in their new uniforms. Back row (left to right): Christiane Chasle (GTA), Janet Witt (DGTP), Mary Heatley (Trade Negotiations Office), Michel Gaudreau (DGEP), Pierre Gagné (DGIR), Penny Barber (GTA), Jo-Ann Williamson (DGHR), Hélène Cholette-Lacasse (DGIE). Middle row (left to right): Lise Poirier (Justice), Darlene Simms (DGAT), Louise Szabo (DGIM), Annie Dermirjian (PCO), Sylvie Roy (DGRR). Front row (left to right): Patti Street (GTA), Richard Desmarais (DGAT) and Tracy Stewart (DSCS). Absent from the picture is Elizabeth Gilmour (DPE).

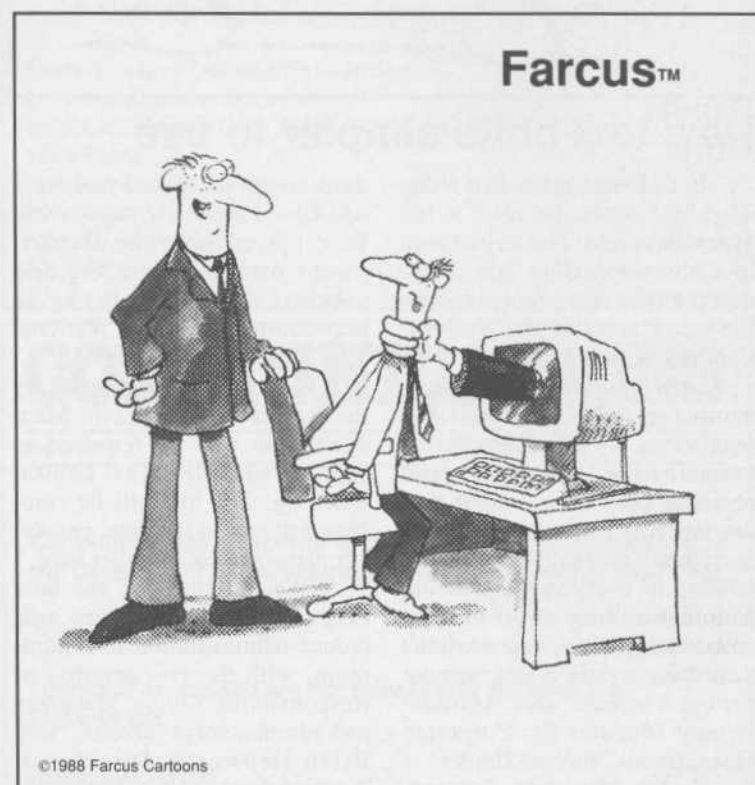
Chinese and Canadian Ministers sign Memorandum of Understanding

Communications Minister Flora MacDonald and Chinese Vice-Minister Zhu Gaofeng have signed a Memorandum of Understanding between Canada and China for co-operation in the field of Telecommunications Science and Technology.

The Memorandum was signed at a ceremony in Ottawa on March 2. It indicates a commitment on the part of both

countries to explore the possibility of future technology transfer.

The Vice-Minister's one-week visit to Canada also included stops in Vancouver and Toronto. Accompanied by a delegation of seven Chinese officials, Vice-Minister Zhu was able to visit many public and private companies to learn about Canadian telecommunications.



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It's our new computer security system!

People and Places

Minister's Office



Bill Musgrove, (centre) Chief of Staff to the Minister, has resigned to accept the position of Vice-President, Human Resources and Administration at the Export Development Corporation. Pictured with Bill are Communications Minister Flora MacDonald and Deputy Minister Alain Gourde.

Anne Harris, formerly with the Office of the Minister, National Revenue, is now assuming Bill Musgrove's former responsibilities.

The following employees have been confirmed in their positions:

Louise Crêtes, Secretary to the Scheduling Assistant

Danielle Amyot, Secretary to the Special Assistant for Cultural Affairs

Nancy Tremblay, Secretary to the Legislative Assistant

Maria Carvalho, previously with the Privy Council Office, is the new secretary to the Policy Advisor, Broadcasting and Cultural Industries and to the Policy Advisor in Telecommunications. She replaces Mary Sarsfield who is now with the Deputy Minister's Office.

Deputy Minister's Office

Mary Sarsfield is the new Secretary to the Deputy Minister's Executive Assistant. She replaces **Lucie Richer-Portugaise**, who left the public service to pursue other interests in private industry.

Francine Gallo has been confirmed in her position as Chief of the Executive Correspondence Secretariat.

Antoinette (Tony) Pilon, Correspondence Officer, was also confirmed in her position.

SADM

Hubert Lussier has accepted the position of Policy Advisor in our Legal Services Branch. He was formerly with the International Cultural Affairs Division.

Madeleine Villeneuve is the new Administrative Assistant to DGSP. She was formerly with the Publications Section of DGAT.

Zelda Heller was promoted to the position of Senior Planning Officer in the Priority Planning and Government Business of DGSP. She previously worked with DGIS.

ADMAC

Barry Fournier, formerly with the Museum and Heritage Branch, has been seconded for a six-month period to the Canadian Museum of Civilization.

Marc Bédard and **Richard Gauthier**, both from the Mobile Exhibits Program, are now working as International Program Officers within DGMH.

Gabrielle Gaudreau, from DMO, is now a Correspondence Officer within the Sectorial Correspondence Unit.

Linda Street is the new Junior Policy Analyst in the Heritage Policy and Programs Division of DGMH. She had been with the International Programme Division of the same branch.

Lynn Sabourin was confirmed in her position as Correspondence Clerk in the Sectorial Correspondence Unit.

Ginette Doré, previously with the Cultural Initiatives Program Division, is now the Policy Liaison Officer in the DGAP's office.

Louise Brunet, Clerical Assistant, has joined the Museum Assistance Program Division of DGMH. She was previously with the Law Reform Commission of Canada.

Yazmine Laroche and **Louise Beaulne**, both Cultural Policy Analysts in the Arts Policy Division of DGAP, have been confirmed in their positions.

Michel Granger has been confirmed in his position as Director, Sector Management.

Brian Moseley is on a one-year secondment as a Financial Clerk at the Canadian Conservation Institute. Brian was previously with the Financial Policy, Systems and Accounting Division of DGFM.

Lise Legault was promoted to the position of Arts Policy Analyst in DGAP. She was previously acting in this position.

Sylvie Lapointe was promoted to the position of Program Analyst in the Publishing Policy and Programs Division of DGBP. She was previously acting in this position.

ADMCM

Andrea Richardson has been promoted to the position of Telecommunications Officer in DGAT. She was formerly acting in the same position.

Ron Mathews is a new Records Systems Clerk in the Record Services of DGAT. He was formerly with Statistics Canada.

Lucie Grandmaitre has been confirmed in her position as Pay and Benefits Clerk in DGHR.

Michel St-Amand was also confirmed in his position as Chief of Staffing Program in DGHR. Michel was formerly with the Department of Justice.

Marcel Brazeau has a 12-month secondment as a technician in the Plant Engineering Services of DGAT at CRC. He was previously with the Mobile Exhibits Program.

Paul Healey was confirmed in his position as Draftsman in the Capital Works Section of DGAT at CRC.

Lucie Drouin from Statistics Canada has accepted the position of Personnel Assistant for the ADMTT Sector.

Roger Vermette has been promoted to Electrical Designer/Estimator in the Capital Works

Section of DGAT at CRC. He was previously Special Advisor in the Security Branch.

Patrick Borbey is the acting Director, Financial Services, Minister's Portfolio, in DGFM. He was formerly with Labour Canada.

Paulette Wilcox, previously with the Department of National Defence, has accepted the position of Pay and Benefits Clerk in DGHR.

Lise Fréchette, formerly with Supply and Services, is the new Sector Personnel Advisor for ADMCM.

Chuck Hunter, Chief, Systems Design in the Security and Communications Support Services Branch of ADMCM, has joined Supply and Services Canada.

Ghyslaine Parent, formerly with Health and Welfare Canada is a new Procurement Officer in Materiel Management Services in DGAT at Headquarters.

Wendy Pride has been confirmed in the position of Director, Personnel Operations in DGHR.

Lise Gray, from the Department of Justice, accepted the position of Personnel Assistant in the Corporate Unit of the Personnel Operations Division of DGHR.

ADMMSM

Jo-Anne Bougie was promoted to the position of Secretary to the DAP. She was previously with DGTA.

Arthur Carew is the new Manager, National and International Regulations in DGRR. He previously worked as Manager of the Frequency Management and Licensing Section of the same branch.

Ron Amero, formerly with the Multilateral Telecommunications Division in DGIR, is the new Manager, Frequency Management and Licensing in DGRR.

Martin Dumas, previously with the Broadcast Applications Engineering Division in DGBR, is now a TV Broadcast Engineer within the same branch.

Marguerite Pearson has assumed the responsibilities of Secretary to the Director, Regulatory Policy and Planning in DGRR. Previously she worked in the Emergency Telecommunications Planning Division.

Kamal Rabbat, previously with the Engineering Laboratory and Certification Division at the Clyde Avenue Laboratory, is the new Certification and Standards Procedures Engineer in the Long Range Planning and Interconnect Division of DGEP.

Paula Ieria, Word Processing Operator in the Broadcast Applications Engineering Division of DGBR, has joined Agriculture Canada.

Johanne Réhel, Word Processing Operator in the Automated Spectrum Management Systems Division of DGEP, has joined the private sector.

ADMTT

Pierre Brazeau has joined the Integrated Systems Division in Laval as a Computer Support Specialist. He was previously with Environment Canada.

Jan Van der Veen recently joined the Information Industries and Economic Development Division of DGIE as an Industry Analyst. He was formerly with Energy, Mines and Resources Canada.

Josée Girard has been confirmed in her position as Personnel Assistant at the CWARC.

Claudine Gérin-Lajoie is the new Materiel Clerk in the Administrative Services Branch at the CWARC. Her former responsibilities as Secretary to the Director, Organizational Research, are now assumed by **Jacynthe Beaupré**, who was formerly with the Auditor General's Office.

François Guoin, previously in the private sector, has joined the Department as an Optoelectronics Research Scientist in DGCD.

Danielle Charpentier, formerly with GTA, has accepted the position of Secretary to the Director of Management and Plans.

Michael Moher is a new Communications Systems Engineer in DGRC. He was previously in the private sector.

Mariella Penna is the new Secretary to DGGT. She was previously Secretary to the Director, Fiscal Strategic Policy Analysis in DGSP.

Lynda Pilon, formerly with Supply and Services Canada, has joined the Telecommunications Systems Management Division of GTA as Editing Clerk.

Donald Ransom has joined the Finance and Administration Division in GTA as a Cost Allocation Clerk. He was previously with the Department of Finance.

Shantnu Mishra is the new Radio Frequency Measurement Specialist in the David Florida Laboratory of DGSTA. He was formerly with the National Research Council of Canada.

People and Places
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People and Places continued from page 5

Amyot Bachand, formerly with the CWARC, has been seconded for a two-year period to the Public Service Commission.

Jocelyne Sylvestre-Lamarche, Secretary to ADMTT, has left the Department to join the Department of Indian and Northern Affairs.

Robert Boucher, a Telecommunications Services Assistant in the National Capital Region's Office of GTA, has joined the National Archives of Canada.

Louise Houle has been promoted to the position of Budget Officer in the Finance and Administration Division of GTA. She previously held another position in the same division.

Molica Lam has accepted a transfer within the Finance and Administration Division of GTA. She is now a Financial Systems Analyst.

Atlantic Region

Lise Sévigny has joined the Saint John District Office as Administrative Assistant. She was previously with the Department of Public Works in Saint John, New Brunswick.

Pierre Boudreau, formerly Deputy Director General in the Moncton Regional Office, has accepted the position of Director General, Atlantic Region.

Quebec Region

Michèle Vanier recently joined GTA as a Systems Consultant in the Montreal District Office. She was formerly with private industry.

June Anderson has a 12-month secondment as Planning Officer with the City of Montreal. She was previously an officer in the Cultural Programs Division in Montreal.

Ontario Region

David Nicholas and **Frank Barron**, Radio Inspectors in the Toronto District Office, have left the Department to join the private sector.

Joan Corcoran-Kearley, formerly Personnel Assistant in the Ontario Regional Office, has joined Agriculture Canada.

James Britton has joined the Ontario Region as Financial Analyst. He was formerly with Employment and Immigration Canada.

Gerald Bonnefoy is the new Inspector-in-Charge in the Kenora Sub-Office. He was formerly working in the Central Region.

Two employees of Customs and Excise Canada have recently joined the Regional Office. They are **Katherine Mathews**, Regional Personnel Advisor, and **Mandy Tam**, Indexing and Maintenance Clerk.

Joining the Administration group as an Indexing and Maintenance Clerk is **Linda Kolli**. She was previously in the private sector.

Pacific Region

Carol McGrath, Regional Manager, Personnel, Finance and Administration, has taken over the responsibility of the Finance Section.

Frank Tusko, Regional Manager, Program Planning, is now responsible for emergency planning, regional planning and review activities and the coordination of the SMIS.

Long Service Awards

35 years — **James Cullen**, Regional Manager, Authorization, in the Moncton Regional Office.

25 years — **Glen Ritchie**, Manager, Regional Spectrum Services at the Acton Centre in Ontario.

25 years — **Lloyd Burton**, Radio Inspector in the Corner Brook Sub-office in Newfoundland.

Retirements

Arnold Duke, Manager, Telecommunications Certification Systems and Standards in DGEP, has retired after 14 years of public service.

Ed Harrison, Director, Security and Communications Support Services in ADMCM, has retired after 44 years in the public service.

Ronald Joseph, Radio Inspector in the Saskatoon District Office, has retired after 30 years of public service.

Russell Webber, Research Scientist in the Radio Propagation Division of DGRC, has retired after 25 years of service.



John Colbert, Manager, Creative Visual Services in DGAT at CRC, has retired after 43 years of public service. He is seen here with a cartoon created by Peter Mitchell which was presented at a recent party.



Leslie Pike, Senior Advisor to the ADMSM Sector Coordinator (DAP), has retired after more than 36 years with the public service. Pictured with Leslie are Assistant Deputy Minister for Spectrum Management and Regional Operations, Robert Gordon and Senior Assistant Deputy Minister, Ken Hepburn.



Ralph Hutchison, Manager in the Radio Propagation Division of DGRC, has retired after 30 years of service. Presenting Ralph with his retirement certificate is Jack Belrose, Director Radio Propagation at CRC.



Suzanne Mauviel, formerly Director, Human Resources and Development in DGHR, has retired from the public service after 14 years of service. Presenting Suzanne with her retirement certificate is Jean-Claude Bouchard, Director General, Human Resources.