

Funding approved for firefighter training facility

The JI recently received a BC 21 grant of \$1.5 million to help expand the BC Safety Training Centre in Maple Ridge to include a land-based fire fighter training facility. The Centre is currently equipped to accommodate only marine and industrial fire fighting and incidents involving hazardous materials.

In 1991, the Fire Safety Advisory Council recommended the creation of a provincial facility responsible for land-based fire fighting. This grant follows that recommendation.

In announcing the grant, Municipal Affairs Minister Darlene Marzari noted that, "The new



JI Chair Bob Stewart, Mission-Kent MLA Dennis Strelfel, and Maple Ridge-Pitt Meadows MLA Bill Hartley at the ceremonies announcing the grant.

facility will provide pre-employment training for prospective fire fighters and help experienced fire fighters improve their skills." BC's fire fighters are currently trained in each municipality according to local resources.

The Justice Institute's Fire Academy will administer the new facility, which will include a controlled environment using propane burners. Propane

reduces the risk of hydrocarbon pollutants — by-products that endanger fire fighters and contaminate the environment.

Photos: John Lynn Marketing □

Municipal Affairs Minister Darlene Marzari with JI Board Chair, Bob Stewart (left), and Paul Smith, Director of the Fire Academy.



Courts Academy produces defensive tactics video

by Irwin DeVries

- A client in a court registry is intoxicated and becomes loud and abusive to a registry clerk. His shouting draws the attention of a nearby Deputy Sheriff, who defuses the situation with his uniformed presence and a few calm words.
- An accused is led into a holding cell to await his trial. He stubbornly refuses to enter the cell and tries to pull away from the Deputy Sheriff. With a simple wrist lock, she overcomes his resistance and escorts him into the cell.
- A prisoner attacks a cellmate in a holding cell, and an extrication team is required to remove the assailant from the cell.

These are a few examples of scenarios that appear in a new videotape by the Courts Academy. The videotape is part of the Defensive Tactics program, which trains Deputy Sheriffs in the timely and appropriate use of force.

The purpose of the video is to introduce the general concepts of the program to Deputies, as well as provide general information for all Court Services Branch staff on the nature of the program.

In the scenarios that are portrayed, Deputy Sheriffs are required to use various techniques and levels of force to ensure their own safety and that of the public. The videotape emphasizes the need to respond immediately and appropriately to the many situations that could be encountered on the job.

A large portion of the videotape was shot on site at the Justice Institute, during actual training sessions conducted by Deputy Sheriffs in the gym and on the JI grounds. Another sub-

stantial part was shot in the Surrey Provincial Courts. Due to the locations required, most of the location shoot in Surrey was conducted after hours and on Saturdays.

All Deputy Sheriffs portrayed in the video are the "genuine article." Professional actors and an occasional staff member were used to portray other characters.

All after-hours work by the Deputies was performed on a volunteer basis, evidence of the commitment of Deputy Sheriffs to the defensive tactics program.

The video is in final review stages and is scheduled for release by the end of June.

Irwin DeVries is Program Director in Courts Academy. □

Margaret Owens helps to educate JI educators

With professional experience as an instructional designer, teacher, and trainer, spanning audiences from graduate-level university students to grassroots community workers, Margaret Owens is well qualified for her new part-time role providing faculty development services to Justice Institute instructional staff.

Margaret's association with the JI began in December 1993. Over the term of her contract, her responsibilities for new instructors may include conducting needs assessments, designing and delivering instructional skills workshops, and providing follow-up consultation. With experienced staff, she may be involved in assessing professional development needs, and in designing and delivering workshops or other educational programs to address those needs.

Margaret's background includes formal, graduate-level training in adult education theory and practice, and experience in the design, instruction, and evaluation of courses, workshops, seminars, and conferences. She has designed and taught short- and long-term courses for both face-to-face instruction and dis-



Margaret Owens

tance education, and has conducted educational research.

Margaret has a special interest in international education and distance education. Her work abroad includes co-ordinating a training project which linked a Canadian university with a distance education institution in Northeastern Brazil, and conducting research on distance education in several Southeast Asian countries.

For the future, Margaret has expressed a particular interest in the growing need for continuous learning as a response to the rapid rate of change in both the workplace and the world in general. Through her involvement with the JI, Margaret will be working with an organization that has recognized and is responding to that need. □

On staff

Changes ...

On April 18, **Lynda Stecyk** joined IDS as a program assistant. She works with Patricia McNeill on a part-time basis. Lynda has most recently worked in the Human Resources Department of the engineering firm of Fluor Daniel Wright Ltd. Prior to that she worked in various departments at the Red Cross. Lynda is a resident of New Westminster.

Barbara Hunter, Supervisor, Administrative Services, Paramedic Academy, and **Marika Morissette**, from the Fire Academy were the successful candidates for two new Program Planner positions in Paramedic Academy. (See story, page 5.)

Sally McMurray, who worked

as a program assistant with IDS, has moved to Victoria. **Susan Burks** has transferred to the position from Paramedic Academy.

Finance and Administration Division has made a number of staff changes. Effective June 7, **Kirsti Renwall** will assume the accounts receivable function in addition to her duties as part-time receptionist in Blake Hall. In her accounts receivable function, Kirsti will process all invoice requests and deposits. Also effective June 7, **Debbie Watts** will work three days a week (Tuesday through Thursday) in data entry, and **Lisa Gigliotti** will split her day between reception duties and data entry.

Recognition ...

During National Volunteer Week, April 17-23, North Shore

Community Services honoured six volunteers from various organizations in North and West Vancouver. **Sally Pollock**, a PEP Academy Emergency Social Services Instructor who works with volunteer organizations and municipal staff, was one of the six. She was recognized for her long-standing volunteer efforts for her community.

On visitors

Jo Hand, a librarian from Coventry, England, visited the JI Library in early May. She came to Canada on a group study exchange sponsored by Rotary International. This program promotes international understanding and good will by providing grants for vocational exchanges of professionals. □

Excellence Committee presents four awards

by Phil Crosby-Jones

The Excellence Committee, represented by Barbara Hunter, April Haddad, and Phil Crosby-Jones, took advantage of the Social Committee's Pub Night on April 28th to present the following awards before a large, enthusiastic, and appreciative audience:

Jim Bond, former Deputy Director, Fire Academy and now Surrey's Assistant Fire Chief — for his outstanding contribution to the development of fire training programs and material, but especially for his cross-systems initiatives in staging a number of simulated emergency exercises involving Fire, Police, and Paramedics. Jim received the Award of Excellence.

Brian Woods, Deputy Sheriff, who recently completed his secondment to the Courts Academy — for his initiative in the development and production



Left to right: April Haddad, Jim Bond, Phil Crosby-Jones, Cynthia Teo, Barbara Hunter, Bobbie Walkley, and Brian Woods.

of training manuals and cross systems training initiatives with Police and Corrections in the area of self-defense and control tactics, much of which was over and above that required by his job assignment. Brian received the Award of Excellence.

Bobbie Walkley, Paramedic Instructor — for her commitment to her students and dedication to perfecting her art, craft, and skill as an instructor. She is especially recognized for the many extra

hours of course preparation and one-on-one coaching of those students in need of her special talent and caring nature. Bobbie received the Award of Excellence.

Cynthia Teo, responsible for Accounts Payable, Finance and Administration Division — for her meticulous attention to detail and accuracy within her designated assignment. Cynthia is universally respected and appreciated for her friendly and accommodating nature, and the equitable manner in which she processes accounts and is able to respond to emergency requests. For her ongoing commitment to excellence, Cynthia was awarded a Certificate of Appreciation.

Awards recipients also received the coveted JI Quality Service pin.

Phil Crosby-Jones is Director of the Police Academy. □

Photo: Ryan Shellborn

Justice Institute hosts a major earthquake response exercise

by Peter Pershick

When you looked around the JI campus in early May, did you wonder about all of the radio antennas on the roofs of Macdonald Hall and the Cafeteria? The satellite dish up on the Macdonald Hall roof? Delivery trucks? The federal and provincial government vehicles storming the grounds? What happened here from May 3 to 5 was an earthquake exercise called "CANATEX 2" — short for Canadian National Exercise 2.

The exercise was aimed at testing the provincial emergency response plan and the federal support plan in the event a catastrophic earthquake were to hit BC. The exercise — which was played out by ministries of the federal government, provincial government, various B.C. municipalities, Crown corporations, utilities, and agencies — was very revealing in terms of how prepared the province is in being able to co-ordinate among

its various ministries, as well as the federal government and municipalities. At any given time during the three days, there were approximately 150 - 200 people on the JI site working in the exercise. Over 2,000 people were actively involved throughout the country.

When we say that the Justice Institute hosted the exercise, you can be assured that it did. Some examples of assistance given to support the Academy and the exercise were:

- Sally McMurray and the staff of IDS, who handled all of the PEP Academy phone calls for three days;
- the library staff, who took calls and requests in Macdonald Hall for people they never heard of;
- the media centre, which filmed the exercise;
- the Corrections Academy, which gave up its main class-

room for two weeks in spite of having a course in full swing;

- Alice's Restaurant, which provided superb service over the three days;
- the Police Academy, which loaned their equipment;
- Norm Bickle of the Paramedic Academy, who patiently allowed radio operators to use his office to access the roof of Macdonald Hall;
- all Academies, which gave up classroom space on the second floor of Macdonald Hall and the South Room of the cafeteria for two weeks; and
- many more.

The PEP Academy acknowledges the JI community for its help and understanding. But then again, isn't that what this place is about: simulations, exercises, learning, teaching, and co-operating?

Peter Pershick is Program Director in PEP Academy. □



Photo: April Haddad

What's up ... DOCLINE?
Carol MacFarlane (centre right) teaches Janet Mensah, Christine Babec, and Lucie Etienne how to use DOCLINE, the National Library of Medicine's automated inter-library loan request system. Library staff input requested journal articles onto DOCLINE and they are rapidly routed to medical libraries across North America. The Library also receives requests for articles from other medical libraries. (Carol MacFarlane (Breedon), who now works at the Registered Nurses' Library, used to be the JI's Assistant Librarian.)

Paramedic Academy's fills two new program planner positions

by Ian Dailly

The Paramedic Academy is pleased to announce that Barbara Hunter and Marika Morisette are the successful candidates for the Academy's two new Program Planner positions.

Barbara Hunter, Supervisor, Administrative Services for the Paramedic Academy, and Marika Morisette from the Fire Academy, will be starting their new positions shortly.

Barbara Hunter is excited at the prospects that the Program Planner position holds. Her seven years on staff in the Paramedic Academy have given her an excellent insight into the position. Her strong administrative and inter-

Barbara Hunter



Photo: Ryan Shellborn



Marika Morisette

Photo: Sabrina Tong

personal skills will be challenged in this new and demanding position.

The Paramedic Academy anticipates that by placing planners in the basic and advanced technical program areas, efficiencies will be created both upwards and downwards in the organization. For Barbara, who has mastered the administrative skill sets, it presents an opportunity for professional growth and development. For Marika, who will be missed at the Fire Academy, it is an opportunity to use more of her formal education and training.

We wish both program planners success in their new positions.

Ian Dailly is Deputy Director of the Paramedic Academy. □

MOVING ON: Making Sense of Change and Its Impact on Me

During April and May, Educational Services and Interdisciplinary Studies staff participated in workshops focusing on the upcoming move to the new facility. The workshops explored the impact of change on individuals and the workplace and provided specific skills to handle these changes. Participants worked in small groups to identify and plan strategies for a smooth personal and professional transition to the relocation of the JI.

Workshop facilitator Marie MacDonald has conducted workshops within the college system and for government ministries where organizational changes are occurring or staff are being relocated. Her sessions focus on managing change, transition, and stress; enhancing creativity; and workplace wellness.

Comments from staff included: "I'm pleased to see the JI taking a pro-active approach to this change. The workshop helps the process and allows staff to feel involved and more prepared"... "gave me insight to the move"... "put a number of important concepts in the context of the move and this helped me to work a little better with my resistance." □

Save the environment and money too...

by Ann Grant

Here are some small ideas for saving the environment and saving money too — it all adds up:

Is anyone else at the JI using plastic name card holders for students as we do in the PEP Academy? If so, you might like to know how we are cutting down on cost and waste by reusing these holders. First, we request

that students return their name tags at the end of each course. Then, we remove the name cards and reuse the holders, inserting names printed on forms designed, in-house, by Ross McIntyre. Our easy-to-use, professional-looking card features the JI logo and is printed on ordinary paper with cutting guidelines. The original plastic holders and sticky labels cost 51¢ each; our current system

using a recycled holder and ordinary paper cards costs only a fraction of that.

We not only **save money**, we also **save the environment** by eliminating the use of sticky labels with their throw-away backing paper, and by reusing the plastic holders with their metal pins instead of putting them straight into the landfills.

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Corrections Academy training focuses on working with mentally disordered offenders

by Robert Chong

The following article is reprinted, with permission, from Corr Tech Quarterly, the Corrections Branch Technical Newsletter.

Over the years, we have witnessed a substantial rise in the number of mentally disordered offenders entering the provincial correctional system. To assist BC Corrections personnel, the Corrections Academy has developed training to respond to the unique challenges of this offender group.

The first Mentally Disordered Offender (MDO) course was held in October of 1990. Since then, 28 courses have been delivered and approximately 560 staff (both institutional and community) have been trained. Courses have

been held both at the JI and in the regions.

Though institutional and community courses have different focuses, the MDO training has been generally aimed at providing staff with the necessary knowledge and skills to aid them in managing disordered offenders.

The institutional courses have either an adult or youth focus and comprise three days of training which looks at a working definition of the MDO, prevalent disorders and identification criteria. This is followed by sessions on supervision skills and strategies, and current interdisciplinary initiatives and programs.

The community course is aimed at training probation officers to more effectively super-

vise mentally disordered persons on their caseloads. The three-day course covers a number of areas: clinical information, supervision and case management skills, relevant legislation, inter-ministerial protocols, and community resources.

The Academy is actively involved in a partnership with Forensic Services and the Corrections Branch with the goal of enhancing staff training in the area of mentally disordered offenders. The Forensic-Corrections working group is in the process of reviewing the current training and will look at ways to improve the courses.

Robert Chong is an Instructor in the Corrections Academy. □

• • • Notes & Notices • • •

Summer calendar available

The Interdisciplinary Studies calendar covering the period June, July, and August 1994, is now available. The next calendar, listing fee-for-service courses offered from September through December, will be available in mid-July. For copies of IDS calendars call 222-7224.

Two universities to jointly sponsor courses with IDS

As a result of a series of meetings that started last February, Simon Fraser University and the University of Victoria will jointly sponsor courses with Interdisciplinary Studies this fall. Simon Fraser University's Harbour Front campus will co-sponsor courses directed toward the downtown business community. The three offerings for this fall will focus on negotiation skills. The University of Victoria will

co-sponsor courses from the IDS residential care certificate program.

JI "informal advisors" trained in harassment policy

Staff identified as informal advisors under the JI's new harassment policy recently received training on the investigation of

harassment complaints. Course presenter Marian Exmann covered what to expect from an investigator in a harassment complaint, the nature of the investigation, and ranges of findings and remedies. In the event of a formal complaint at the JI, Marian Exmann has been identified as a possible external investigator. □

IDS plans two summer institutes

IDS has planned two special institutes for the summer of '94. Each consists of a series of courses.

The Summer Institute for Youth Studies will include courses on working with anger and aggression in youth, assertion skills for youth, breaking up fights, and preventing peer youth violence.

The Summer Institute for Educators on Conflict Resolution will include courses on managing anger in educational settings, enhancing school safety, implementing a conflict management program, and mediating and negotiating conflict in educational settings. □

Fire Commission and Fire Academy relationship "arm's length"

by Rick Dumala, P. Eng.

People frequently are confused about the relationship between the Office of the Fire Commission and the Fire Academy. In a recent issue of "InFireMation," Fire Commissioner Rick Dumala explained their separate roles. The following article is reprinted, with permission, from "InFireMation."

In my discussions with fire service personnel, I am reminded that not all people fully understand the relationship between the Office of the Fire Commissioner and the Fire Academy.

Firstly, the Fire Academy is not a part of the Office of the Fire Commissioner. The Fire Academy is one of several academies within the Justice Institute of British Columbia which reports to the Ministry of Skills, Training and Labour. The Office of the Fire Commissioner reports to the Ministry of Municipal Affairs and as such there is an arm's length relationship between the Fire Academy and my office. However, our common goals create a strong bond between the two organizations.

There is also a division of funding responsibilities. The Ministry of Skills, Training and Labour assumes responsibility for the capital and administrative expenditures of the Justice Institute (i.e., building construction and maintenance, library services, media centre, etc.). The clients and students are responsible for covering the operating costs of the various academies within the Justice Institute.

The Office of the Fire Commissioner is a major client of the Fire Academy. Individual fire departments are also clients. My office, through an annual contract with the Justice Institute, funds those salaries of Fire Academy staff and associated expenses which are necessary to deliver the programs identified in the con-

tract. There also are certain performance expectations set out in this contract.

The contract identifies the training needs which have been communicated to me by the fire service. The OFC budget is not sufficient to satisfy all the fire service training needs, therefore it is incumbent upon me to assign a priority to the needs, which are set out in the contract.

For example, in the past fiscal year I place a high priority on the development of fire fighter standards and the initiation of field training programs. In addition, I instructed the Fire Academy to maintain its volunteer Certification and Distance Education programs. These specific assignments were regrettably at the expenses of other programs.

There will never be enough funds in my office's budget to satisfy the training needs of the fire service in this province. Most fire chiefs recognize this and either develop their own in-house training programs using training materials developed by the Fire Academy or contract directly with the Fire Academy or other agencies for speciality programs.

The Fire Academy, as an independent institution, has the capability to market their services to other clients. They are free to do so as long as these other activities do not affect the delivery of the programs that are identified in the OFC contract. The Fire Academy's prime roles is to satisfy the contractual requirements of the Fire Commissioner. The second is to be entrepreneurial and market their services to other clients. This subtle separation of Fire Academy roles, I believe, is what causes the confusion with some people.

There is, however, an understanding between the Fire

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*Save the environment...
cont'd. from page 5*

Students appreciate that we are environmentally conscious!

Here is another idea which saves both money and trees. Instead of using address labels which come ten to a page with a substantial border of waste around the edges, how about switching to Grand & Toy's A45-99086 labels which have 21 address labels per sheet. These labels are for plain bond copiers but work just fine in laser printers. With a much narrower border, the A-45 labels have much less waste, and they're far less expensive.

For even greater savings, if you are just printing one or two envelopes you could consider using WP 6.0's very convenient envelope feature and doing away with using a label altogether!

If you have questions about these money and environment saving ideas, call Ann Grant at 222-7275.

Ann Grant is the PEP Academy's Green Team Representative.

Note: Some of Ann's interest in office "greening" came from an article she read about a zero waste pilot project undertaken by Bell Canada. In just two short years, Bell reduced the number of bags of garbage it generated from 75 - 80 to 3 - 3 1/2 per day. For a copy of the article, call Ann at local 275. □

**Next deadline
for
submissions
to the
Jl News
is
June 15,
1994**

Move Update

by Barry Hawkins

As Spring has sprung, so has the new campus which is now rising before our very eyes. The improving weather conditions have resulted in good progress since the last report.

Classroom complex -

The second floor slab of the north wing of the classroom complex has been poured and forming is underway for the second floor slab of the south wing.

Gymnasium —

The concrete walls of the perimeter of the gym are nearing completion.

Office block —

Half of the ground floor slab of the office block has been poured.

Other —

The 8th Avenue entrance area has been relocated; site services



Photo: Barry Hawkins

View from 2nd floor classroom down onto ground floor office block — registration area

for water, storm, and sanitary water are underway; and ducting, plumbing, and electrical installation have been started in the gym and classroom basement.

A second project bulletin was completed for distribution to the neighbours to update them on site progress and what is upcoming.

New Westminster City Council members, including a number of newly-elected Councillors, were

given a presentation on the JI and the new campus.

A Move Committee has been established and an initial meeting has been held. The Pre-Operations Committee continues with its work and a monthly staff bulletin is issued to keep staff informed of progress on developments relating to the new campus.

Campus Point of Interest

All the trees which were transplanted prior to and during the initial construction phase have survived and are in leaf. Special attention was being paid to a large maple next to the North classroom wing which was relocated in order to clear the structure.

Barry Hawkins is Project Manager for the JI's new facility. □

The JI News is produced five times a year to keep staff up-to-date with what's going on at the JI.

If you have suggestions or comments, please contact Patricia McNeill in Inter-disciplinary Studies (222-7229).

Justice Institute of B.C., 4180 West 4th Avenue, Vancouver, B.C. V6R 4J5 (228-9771).

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Edited by Patricia McNeill.

Contributors to this issue:

Pat Ross
Ian Dailly
April Haddad
Robert Chong
Rick Dumala
Ann Grant
Irwin DeVries
Peter Pershick
Phil Crosby-Jones



Arm's Length...cont'd. from page 7

Academy and myself that the monies that they generate from other contract work be redirected into additional fire service training programs.

The Justice Institute does not enjoy the funding options available to other colleges or institutes who receive funding from the Ministry of Skills, Training and Labour through a formula where only a small portion of the operating expenses are charged to the client/student. Unlike the other colleges and institutes, whether it is OFC contract work or other client work, the Fire Academy

must recover all of its expenses. There is no other source of government funding to the Fire Academy.

With respect to next year's contract with the Fire Academy, I believe I have a good understanding of our training needs. However, these needs must be matched with the funds designated in my budget for the Fire Academy. The question is, how can we get the most value from these limited funds? Every year the same question is asked. The answers do not get any easier. □

