



Jeffrey Mitchell (right) with Jackie Goodwin of the Fire Academy

Photo: Tony Williams

Critical incident stress conference

Emergency medical assistant Howard Chatham could barely restrain the tears as he described the call: "It was the worst case of child abuse I've ever seen. Two years later and I still have dreams about it." Fire fighter Roger Smith recalls, "All I could do was look for my son. Someone noticed me wandering around and took me out of action." The names are fictitious; the events are real. Two instances of critical incident stress (CIS), an occupational risk for all emergency workers.

Just as black lung can destroy

a coal miner's ability to work, CIS can be a devastating influence in an emergency worker's life. To mitigate the damage caused by CIS, debriefing teams comprised of a mental health professional and peer support, work with emergency workers after a particularly horrifying incident.

Jeffrey T. Mitchell, leader in the field of critical incident stress, spoke to emergency workers about symptoms and intervention techniques for treating CIS during a two-day conference

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Public Gaming Branch bets on the JIBC

Gaming has been organized in B.C. so that voluntary organizations can raise money to support their charitable objectives (as opposed to commercial profit as is the case in Reno and Las Vegas). Some might not be familiar with the term "gaming," which refers to legalized gambling such as casinos and bingos, and not hunting! For charitable fund raising to work, members of voluntary organizations must take an active part in conducting the gaming event, be it bingo or a casino.

But conducting a gaming event requires careful attention to detail, in this case accounting for thousands of dollars. In the gaming event, money is also represented by bingo cards and chips, and all of it has to be kept track of and then tallied at the end of the event with the cash on hand. No easy task for volunteers who have typically put in a full day at home or work, who are not accustomed to being responsible for so much money and in a strange environment, who have to stay alert throughout the 6 - 8 hours of the event, who must balance off the proceeds after the event is closed, and who then resume a regular day's activities after very few hours of sleep. That's where the JI comes in.

The B.C. Public Gaming

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Critical Stress... con't from page 1

held at the Plaza 500 on November 16 and 17. The conference was sponsored by Extension Programs with representatives from various academies and outside agencies, and was attended by Fire and EHS personnel, police, emergency room nurses, air traffic controllers, Coast Guard personnel, social workers and others. Participants received two days of instruction on the need for debriefing teams and how to function as peer debriefers. Many of these individuals will now act as core personnel for debriefing teams in their own particular emergency fields.

At the JI, the Police Academy includes a CIS component in all first level supervisor courses and stress management components in supervisory, management and special courses. A CIS video is in the planning stages. Fire and Emergency Health Services (EHS) Academies have both produced videos on CIS with the assistance of stress consultant Toby Snellgrove. Toby has also led seminars with Fire and EHS Academies and conducted debriefings in several areas of the province. □

**This combined
November/December
issue is the last
JI News this year.
Deadline for the first
issue in the new year
will be January 15,
1990.**

**Until then, thank you
all for your
contributions and
support in 1989, and
have a very happy
holiday season.**

Patricia McNeill, editor



Photo: Paul Dampier

Staff of the Public Gaming Branch have piloted the new gaming course, so get ready to place your bets, folks.

Gaming... con't from page 1

Branch approached the JI to develop a training course for volunteers of those charitable organizations which had been granted a gaming licence. (These licences are issued by the B.C. Gaming Commission, the body that regulates gaming in the province.) The intent of the course is to prepare volunteers for their specific roles and responsibilities within the gaming event. The first course to be developed was for casino gaming; it was piloted during the last week of November in Victoria to both charitable organizations and members of the Public Gaming Branch and the Gaming Commission.

Course developer, Sheila MacCullum, presented the course on four occasions, and the evaluations were positive. The training of casino licencees, i.e. charitable organizations, will begin in earnest in February, with bingo licencees to follow a few months later. The number of volunteers to be trained is considerable, at least 2 000 in 1990. The courses, developed and delivered by the Educational Services Division, will bring the JI into contact with literally hundreds of charitable organizations throughout the province. Indications are that the Public Gaming Branch's bet is already a winner. □

Who's who at the JI?

Have you ever walked past a fellow staff person in the hallway or looked at someone in the staff lounge and thought to yourself, "Gee, I just can't put a name to that face and I'm not really sure what they do here at the JI."

If you are not comfortable enough to approach people and ask them directly who they are and what they do here, a second option will be available for you early in the new year. The JI Executive Committee, from an idea

flowing out of the JI's strategic plan, has approved a project to create two JIBC board/staff picture boards to be displayed in appropriate locations in Lawrence Hall and Blake Hall.

Pat Ross is co-ordinating the project and with the help of the media centre staff has collected "mug shots" of all JIBC board and staff members. The finished product will be mounted in a professionally built case enclosed by sliding glass locked doors. □

... SPOTLIGHT ...

On Staff

Changes...

Janet Hamm has been hired on a permanent part-time basis to cover the secretarial duties for the office of Emergency Health Services (EHS) Director, **Tony Williams**. Janet's hours are Monday - Friday, 9:00 am - 1:00 pm. Office Assistant **Genie Regalado** has also joined EHS; she too will work half time.

Finance and Administration Division has announced the arrival of new Blake Hall Switchboard/Receptionist **Lori Ovens** to replace **Kathy Kelsberg**. Lori will work from 8:30 am to 5:00 pm daily; **Kathy Jung** will assist during the hours of 8:00 am to 1:00 pm, Monday to Thursday and all day on Friday; and **Mary Watson** will serve as backup.

In Educational Services Division, Extension Programs has hired **Judy Zacharuk** as part-time, on-call, photocopier. Still in Extension Programs, **Lynn Kohout** has resigned from her six-month term appointment to spend more time at home with her infant son. Lynn's last day will be December 21. **Michael Dawson** has joined the Media Centre as

auxiliary photo arts technician.

Corrections Academy's new Institutional Instructor, **Paul Erickson**, has worked in BC correctional institutions for approximately 13 years. For two years he served as program officer for the electronic monitoring pilot project. Paul's most recent duties included supervision, assessment and training of line staff.

November saw the departure of two key staff from Police Academy. **Sgt. Gary Bateman**, Program Director responsible for Advanced Programs, completed his secondment and returned to the Vancouver Police Department. The reputation and success of Police Academy programs over the past three years were due in large measure to Gary's dedication and effort. **Cst. Darrell Kean** also completed his secondment in November. As Human Relations instructor Darrell helped pioneer a Provincial Adolescent Sex Offender Network. He recently received national recognition when he was chosen in a national competition to undertake a major research project on police disciplinary dismissals for the RCMP External Review Committee under the chair of Judge Rene Marin. **Cst. Mark Johnstone**, Vancouver Police Department, has replaced Darrell Kean in Human Relations.



EHS Academy visitors from Hong Kong, here to discuss JI paramedic training.

cal and ambulance practicums.

EHS's third visitor was **Dr. Peter Nicoll** from the Brisbane Hospitals Board in Queensland, Australia. The Board is negotiating for the purchase of the JI's total accreditation package.

Police Academy has also had some distinguished visitors. On October 31, the **Honourable Dick Fowler**, Solicitor General of Alberta, accompanied by his Deputy Minister **Bob King**, Director of Law Enforcement **Ed Hahn**, and Ministerial Assistant **John Szumlas** visited the JI to review police training. They would like to establish a similar model in Alberta, where they have a Solicitor General Staff College, but have yet to persuade Edmonton and Calgary City Police to buy into the concept. □

The Justice Institute
of B.C.
is dedicated to
improving the quality
of justice and public
safety
by developing and
delivering
training programs
and offering
educational services
to professionals
and the public.

On visitors

Emergency Health Services (EHS) Academy has had three recent visitors. Hong Kong Deputy Fire Chief **Peter Lai** and Assistant Chief Ambulance Officer **Dominic Cheung** paid a return visit to the JI on behalf of their agencies to discuss details of an arrangement that could include sending EHS ambulance instructors to Hong Kong for Block I of the Paramedic Training. Participants in the training would then come to Vancouver for clinical

The JI News is produced nine 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 Extension Programs. Deadline for submissions is the 15th of every month - except July and August when the newsletter is not published. Design and desktop publishing by Betsy Gordon. Edited by Patricia McNeill.

Second International Conference on Prison Education is held in Oxford

Paul Pershick, Program Director, Corrections Academy, attended the Second International Conference on Prison Education on behalf of the Justice Institute and Corrections Branch. The conference was held in Wadham College, Oxford, England, September 25-28. Registration was restricted to only 85 participants, who came from Canada, United States and 15 other countries.

Founded in 1610, Wadham College was built on the site of a monastic foundation just outside the old city's Smith Gate. The college is a fine example of 17th century architecture and has beautiful gardens. All sessions were held in the Holywell Music Room, which is considered to be the earliest purpose-built concert hall in Europe.

Opening address was given by Ian Dunbar, Regional Director, Southwest Region, Prison Service. Mr. Dunbar will be a guest of the British Columbia Corrections Branch at the Corrections Education International Conference to be held in Vancouver in July, 1990.

Presentations at evening sessions were given by representatives various countries. Paul Pershick spoke on the management training programs offered through Corrections Academy, and the conflict resolution programs offered through Extension Programs. It is anticipated that a good contingent of delegates will take some of the conflict resolution courses when they attend the July conference in Vancouver. □

Hockey night in jail: Vancouver Canucks Old Timers and JI Police Academy recruits battle it out on the ice



Photo: Winston Seta

Keystone cops hustle an over-eager fan back into the stands at "Hockey Night in Jail."

At 8:00 pm on November 11 at Queens Park Arena in New Westminster, a very exciting ice-hockey event took place. It was called "Hockey Night in Jail," and the teams involved were the Vancouver Canucks Old Timers and JI Police Academy recruits.

The Canucks squeaked by with a score of 9 to 6, and the game was thoroughly enjoyed by the 500 or so spectators. Not only was there great hockey, but Keystone cops appeared in full regalia, slipping and sliding on the ice while chasing crooks. Cinda Lose, a police team member, displayed her self defence skills in control-

ling a burley Canuck during one of the heated moments of the game. She was pulled off him before she could do any real damage.

The event raised \$2 214 for the CKNW Orphans' Fund for needy kids, and with the Christmas season fast approaching the money will be put to good use.

Many thanks to all who participated as players, Keystone cops, ticket sellers and supporters. The event was organized by Police recruits Jamie Gibson, Grant Fredericks and Jim Fiddler and was a great success. They should all be commended for their efforts. □

"Dovetailing" of care a priority for first responders' training

When people are sick or injured they are often treated first by a police officer, then by a fire fighter, and finally by an emergency medical assistant. It is critical that these treatments dovetail. This dovetailing of care

was highlighted recently in a report to the Deputy Minister of Health by Chief Coroner, Vince Cain. Cain emphasized the need for all three services to be trained within the same framework and

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Gardening for the Solicitor General



Ingrid Pipke

In August, Ingrid Pipke, Program Developer, Police Academy, became the first JI employee to be seconded by the federal government in Ottawa. Ingrid will spend two years with the federal Solicitor General's ministry where she is helping to design and develop a series of training programs for federal law enforcement personnel. In the article that follows, Ingrid fills us in on what she's been doing in Ottawa for the past four months.

There's a new flower (FLEUR) growing in the federal Solicitor General's garden. It's a hybrid, bilingual of course, with petals of many colours. Gardeners from the various federal departments, whose mandates include law enforcement functions, are watching with keen interest to see if this somewhat exotic plant will survive the rigours of the Ottawa bureaucratic climate.

FLEUR (Federal Law Enforcement Under Review) began its mandate as a study established to review the activities, policies and procedures of 14 departments responsible for major federal law enforcement. These are: Agriculture; Communications; Employment and Immigration; Energy, Mines and Resources; Environment; Fisheries and Oceans; Health and Welfare; Labour; National Defence; Customs and Excise; Taxation; RCMP; Solicitor

General; and Transport. Crown corporations such as Atomic Energy of Canada Ltd., Canada Post, CN, Canada Ports Corporation, National Museums of Canada, and St. Lawrence Seaway Authority are also represented. The FLEUR Secretariat, which evolved out of the study, is the principle working group of the Interdepartmental Committee of Deputy Ministers Responsible for Federal Law Enforcement, chaired by the Deputy Solicitor General Joe Stanford.

Staff in the FLEUR Secretariat, most of whom are seconded, are as varied as the departments they represent. Staff members are: Chuck Collingridge (Customs), Gene Shinkle (Taxation), Fernande Rainville-Laforte (Justice), Bob Malo (Solicitor General), S/Sgt. Eric Ross (RCMP), Gene Whitney (Canadian Wildlife Service), Bob Hudon (Immigration), Ingrid Pipke (Police Academy, JIBC) and Nicole Lafleur and Celine Dorion (support staff). Each is working on a variety of projects related to federal law enforcement, including: powers and accountability (to clarify powers of federal law enforcement officers and the mechanisms which govern accountability for their use); firearms guidelines (to establish guidelines relating to acquisition, storage and training in the use of firearms); activity reporting (to establish a federal offence system in conjunction with the Canadian Centre for Justice Statistics); physical fitness standards (to determine levels of fitness required for law enforcement officer recruits); interdepartmental co-ordination (the Interdepartmental Committee of Law Enforcement Management meets regularly to discuss issues of joint

concern); and training program and standards (to establish minimum standards for federal law enforcement officer training).

Where do I fit into this garden? Well, my petal is the training program and standards project. Just back from a four week stint at the Transport Canada Training Centre in Cornwall (If you think the air in Ottawa is rarified, the Cornwall air is enough to shrivel even the hardiest plant due to the local pulp and paper mills!), I'm now compiling evaluation data collected from our first basic law enforcement officer training course. New to the arena of federal law enforcement, the course was as interesting for me as for the 15 participants. These individuals represented Parks Canada (Did you know it's illegal to remove a stone from a federal park?), Canadian Wildlife Service (Do you realize the extent of the illegal importation of endangered species?), Customs (Next to police, customs officers have the most far-reaching powers.), Immigration, Fisheries and Oceans (Fish poaching is a major problem.), CN Police, and Ports Canada Police.

Living in residence for four weeks (Each room had its own TV!), eating cafeteria food (A challenge at the best of times but even more so for a vegetarian!), breathing re-cycled air (Buildings here are "environmentally controlled.") were counter-balanced by the excitement and enthusiasm of the class participants. For each, it was a unique experience to learn from and work with (and, of course, party with) law enforcement officers from other agencies - something which happens rarely in the federal jurisdiction. The consensus was that, even though

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FLEUR...

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not all of the training components were applicable in the same degree to all of the departments, the experience of "cross-systems" training was definitely worthwhile.

Now, back in my Ottawa office (I do miss the view from my Police Academy window!), we're focusing on the next training endeavour; a task analysis for federal law enforcement investigators begins in a few weeks.

Will the FLEUR hybrid survive? The various projects suggest that there is a need for inter-departmental consistency and co-operation. There's also considerable interest and enthusiasm within the different departments, at different levels within the bureaucracies, for the concept. The weather office unfortunately can't predict the bureaucratic climate.

The expectation is that some west coast flora will bring a new, different, if not slightly outlandish, perspective to this garden in central Canada. Will this rain forest transplant survive? It hasn't snowed yet. But I do have a full length down coat, woolen hat and gloves, and my ubiquitous running shoes! □

First Responder...

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to ensure that there is a continuum of care provided on the streets.

The Chief Coroner pointed to the Justice Institute as the ideal place for this integrated training, and Larry Goble immediately struck a steering committee consisting of representatives from the three services to develop a plan. "It is critical that this program relates to the job our police, fire fighters and ambulance people do on the streets. I am looking to the steering committee to ensure we capture those tasks," he said. □

PTEC conducts first North America tests of mobility aids for the disabled

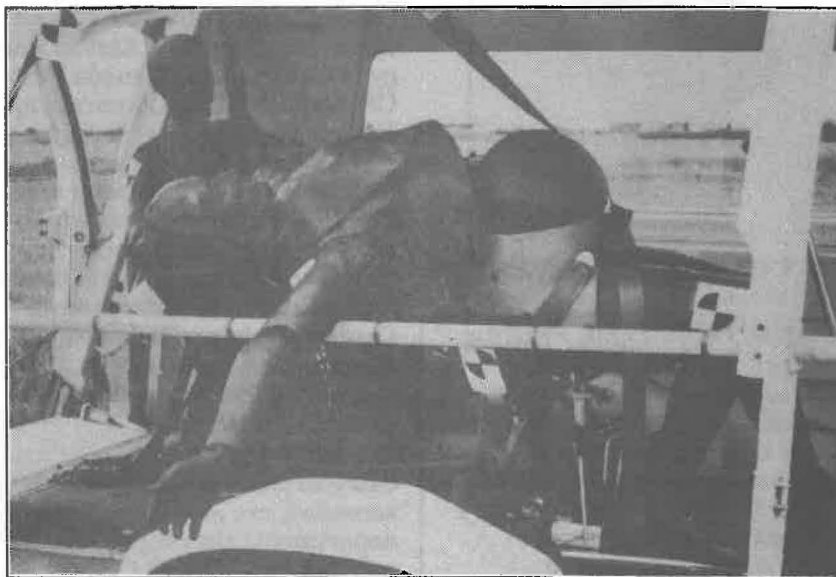


Photo: UBC Accident Research Team

"Dummy" passengers assist with crash tests.

The latest addition to the Pacific Traffic Education Centre's (PTEC) facility at Boundary Bay is a 100 ton crash barrier built of cement blocks. The barrier was funded by the Motor Vehicle Branch and constructed under the direction of Mike McNabb, an accident investigator with UBC's Accident Research Team. The crash barrier adds to PTEC's list of unique features. PTEC is now the only place in Western Canada where high speed crash barrier testing of vehicles and equipment can be conducted.

Within days of the barrier being constructed, B.C. Transit coordinated four days of crash tests on motorized scooters and wheelchairs used by disabled people. Manufacturers and suppliers from across North America brought their products to be tested at the PTEC facility. B.C. Transit invited representatives from Transport Canada, the Canadian Standards Association and the B.C. Motor Vehicle Branch, all of whom are inter-

ested in setting standards for the safe transportation of disabled people.

Test "dummies" were used as passengers in wheelchairs and on the scooters. The dummies were secured in B.C. Transit handidart vans, similar to those used to transport disabled people. The vans were then crashed into the barrier at varying speeds to determine the effect of the crash on restraint equipment and "passengers." B.C. Transit, manufacturers and suppliers worked as a team to suggest modifications to the equipment and retest to measure improvements.

These tests represent the first crash testing of mobility aids for the disabled anywhere in North America. The data provided by the tests will be used by both the manufacturers and B.C. Transit to improve the safety and security of disabled people. Extensive data collected by video cameras and recording equipment will be analyzed in detail by researchers in the coming months. □

Finesse and control, not speed, are the focus of a new program for Fire Service emergency vehicle drivers

A new program for Fire Service emergency vehicle drivers was piloted on November 14 and 15. The program, delivered co-operatively by Fire Academy and Pacific Traffic Education Centre (PTEC), received excellent reviews by the students involved.

Fire Emergency Vehicle Driver, is targeted to fire fighters and officers who drive emergency vehicles to and from the scene of emergencies. Rather than emphasizing speed, the program trains drivers to think and drive in terms of finesse and total control.

The program has three levels. Level 1, Hazard Avoidance Training (HAT) is a one-day course taken as a prerequisite to levels II and III. HAT, offered in conjunction with the B.C. Safety Council, can be offered in the students' local area. The main objectives are for the driver to provide space around the vehicle, time to respond to traffic conditions, and visibility for the driver.

Level II is offered at the Boundary Bay location of PTEC. Team-taught by PTEC and Fire Academy instructors, this level emphasizes braking, steering and acceleration under controlled driving conditions. Using sedans, drivers experience and learn their maximum limitations and capabilities and the maximum limits and capabilities of the vehicles they operate. This level is generic to police, emergency health and correctional personnel, as well as to others working in

Jail 'n bail: "I was 'framed' (for a good cause)"



Photo: Sylvia Korteling

Paul Pershick makes a frantic call to raise bail for his release.

On October 4, 1989, Paul Pershick, Program Director, Corrections Academy, was served with a summons to appear at a mock court set up by the Canadian Cancer Society in front of the Vancouver Art Gallery. The charge Paul appeared on was impersonating a peace officer, for which he was told to raise \$250 in bail.

Thanks to the generosity of the staff at the Justice Institute and

Corrections Branch, Paul was able to raise \$350 in less than one hour and be released to return to work. Special thanks should also go out to Mr. Dave Bahr, Regional Director of Corrections Branch, who made a considerable donation to Paul's release. Mr. Bahr was not available at the time of Paul's frantic telephone call, but his office staff were very obliging on his behalf. □

emergency and/or protective services.

Level III deals with the operation of heavy fire vehicles under emergency driving conditions. Students at this level operate a fire engine (pumper) loaded with 1125 litres (300 gallons) of water, as well as a medium-size rescue truck.

For the pilot program, special thanks are in order to Delta Fire Department, which supplied a pumper, and congratulations are extended to Fire Departments

from the following communities that took part in the pilot program of this new venture: District of North Vancouver, Surrey, Langley City, North Saanich, Central Saanich, Delta, Sidney, Maple Bay and University Endowment Lands.

Our instincts and experience, as well as the comments from students and observers, lead us to believe that the program represents a breakthrough for the Justice Institute and the Fire Service of B.C. □

• • • NOTES & NOTICES • • •

Board/staff Christmas party scheduled

Members of the JIBC Board have invited all staff members to a wine and cheese Christmas Party on Tuesday, December 19, from 4:30 to 6:00 p.m. in the North Room (Cafeteria Building). The occasion will provide an opportunity for members of board and staff to celebrate the season and meet and talk with each other informally. In addition, Board Chairman Bob Stewart

will make a short address and will present the 1989 Ten Year JI Pins.

Staff training opportunities: Wordperfect and Lotus

The JI Information Systems Group has contracted with Sue Birtwell & Associates to instruct JI staff in Wordperfect and Lotus skills. Wordperfect for the Non-typist will be held on Wednesday, January 3; and Lotus 1-2-3 Basic on January 4. Maximum class

size is six participants. The fee is \$80/day. Register with the Central Registration Office.

Are there any poets at the JI?

If so, you may be interested in the American Poetry Association's contest. With a Grand Prize of \$1000, it may be worth your while to polish your poems in time for the December 31 entry deadline. For contest details, call Patricia McNeill, local 229. □

402 attend adolescent sex offender conference



Photo: Bob Walker

Kerry Gruber (right) registering one of the 402 participants at the Adolescent Sex Offender conference.

From November 6-8, the first national conference on adolescent sex offenders was held at the Four Seasons Hotel in Vancouver. Co-ordinated and managed by the Justice Institute, the conference was put together by a planning committee representing key social service and criminal justice professionals from British Columbia, Washington and Oregon.

The purpose of the conference was to bring together a wide range of practitioners who super-

vised or manage programs that involve adolescent sex offenders, or who treat offenders. The aim was to provide them with practical skills and knowledge for working in these fields.

Current research shows that the majority of adults who commit sexual offenses against children can trace their sexual offending history to their adolescent years. If professionals working with adolescents are able to recognize this behaviour and

start to treat these young people, there is a much better chance that the number of adults who offend can be reduced. While conference presenters stressed the importance of intervening as early as possible, none of them offered any magic formulas. "We are only in our infancy in this field," said internationally known family violence researcher, David Finkelhor.

The response to the conference was overwhelming: 402 participants registered, coming from as far away as the eastern Arctic and London, England. While participants, at times, were overwhelmed by the enormity of the problem and the range of treatment options, the overall response to the conference was extremely positive. On the last day, the most frequently asked question was: "When is the Justice Institute planning the next one?"

Special thanks must be extended to Kerry Gruber and Lorraine Ordano in the registration office who handled the overwhelming number of calls and stoically refused all bribes offered to them in exchange for registering "just one more." □