

Citation of Excellence Awards Make Their Debut at AES

Three different kinds of awards were handed out to deserving AES employees at a ceremony held in the AES Downsview auditorium on April 27 before a large and highly appreciative audience. The occasion was of particular interest because it was the first time that the new Citation of Excellence Awards were presented to AES personnel on a global basis.

Explaining that the Citation of Excellence program is designed to enhance the Department's existing Incentive Award Plan and replace the current AES Achievement Awards, ADMA Howard Ferguson presented framed certificates to a number of award winners in the various categories.

Departmental level. (The other two are Don Champ, director of the Ice Branch and Brian O'Donnell, Regional director general of AES Western Region, both of whom were unable to attend.) Dr. Young received high praise from ADMA for a "very impressive list of achievements" in four main areas: as a major player in the creation of the Canadian Institute for Research in Atmospheric Chemistry (CIRAC) at York University [Toronto] (See item and photo in Zephyr Breezes); in the field of Arctic Research where he directed the establishment of a research station at Alert to study arctic haze, CO₂ and other radiative gases; in the planning and delivery of the new Centre for Atmospheric Re-

New Awards Affect Every Level

The new Citation of Excellence Awards program has been brought to AES at the request of the Deputy Minister and replaces the old AES Achievement Awards program. Citation of Excellence awards are available to AES employees on four different levels: Departmental, Service, Directorate and Regional. They also introduce several innovative features. For example, Citation of Excellence Awards may also be presented to groups and they allow outstanding employees to be nominated by their peers.

Other new features of the Citation of Excellence Awards are criteria allowing recognition of employees on a broader basis. This can cover such items as an unusually high level of performance over an extended period; significant accomplishments in the management of human, financial or material resources; major involvement in the community as a volunteer or acts of bravery. In a memorandum to all concerned parties, Joe Boll, director of Finance and administration, says that the program is designed to allow the nomination of an employee or a group of employees at the lowest level of management practicable. He adds that AES Directors-General, the Comptroller, the Director of Human Resources and AES Regional Directors-General will manage their own award programs. The memorandum makes two further points: recipients of Citation of Excellence Awards at one level are not excluded from receiving an Excellence Award at another level. For example, someone who receives an award at the Regional level can also receive one for the same performance at the Service level. Secondly, it recommends that awards should be staged "before peers, superiors and subordinates with appropriate publicity".

According to Jan Glover, chief of AES Management Services (Downsview), the ceremony held at AES Downsview on April 27 shows that the new Citation of Excellence Awards are off to a good start. There was one award at the Departmental level; six at the

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First AES Service-level Citation of Excellence Award winners pose with ADMA Howard Ferguson (centre). They are, left to right, Brenda Smith, Serge Delude, Mary Regan, Dorothy Neale, Dr. Ted Turner, Pierre Lacroix and Gerard Desjardins.

Mr. Ferguson said that the new Excellence Awards were being given to "deserving and hard working employees" and were necessary because there was a lot of excellence within AES to be recognized. He added that the Citation of Excellence Awards allows for public recognition at the Departmental, Service, Directorate and Regional levels to employees who perform outstanding work.

The first person to be summoned to the rostrum was Dr. Jim Young, director of the Air Quality and Inter-Environmental Research Branch. He was one of three AES senior managers to gain recognition for excellence on the

search Experiments (CARE) Egbert, Ont. and finally his work on the International Joint Commission.

Seven AES employees were recipients of Citation of Excellence Awards at the Service level. Dorothy Neale, who has served as executive assistant to the AES Assistant Deputy Minister's Office (Ottawa) since 1977, was praised for consistently performing in an outstanding manner, for contributing to the fact that AES is widely recognized as a "well-run outfit" and for being particularly effective in dealing with the

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offices of the Deputy Minister and the Minister. Brenda Smith of Weather Services Directorate was lauded for her outstanding initiatives in the organizing and successful completion of AES's first native Canadian technical training courses, where, often outside working hours, she provided guidance to students, course instructors and regional managers. She also organized a seminar on native culture and set up a course for regional recruiting officers, weather office OICs and instructors.

Also receiving Citation of Excellence Awards because of their involvement with native technical training courses were Mary Regan and Pierre Lacroix, both AES course directors and instructors at the Transport Canada Training Institute in Cornwall. In addition to their regular course duties, both instructors were heavily involved in the administration of the native program, in student counseling and in keeping AES Headquarters and the Department up-to-date as the program developed. Mr. Ferguson added that the entire administrative staff at TCTI has been awarded a group Citation of Excellence certificate for their dedication and hard work towards ensuring the success of the native Canadian program. Out of 16 natives recruited for the technical training course, 11 students successfully completed the final course and were offered employment as AES meteorological technicians.

Dr. Ted Turner, who has had a distinguished career in AES both as a scientist with the Atmospheric Research Directorate and more recently as a senior management advisor in the Policy, Planning and Assessment Directorate, received his Citation of Excellence Award for painstakingly producing the new, high quality AES Management Guide which provides much needed information to AES managers.

Two final recipients of AES Excellence Awards were Gerard Desjardins (superintendent of Surface Weather Stations) and Serge Dulude (superintendent of Technical Services), both of AES Quebec Region. Both were highly commended for their high degree of motivation and initiative in working out a contract arrangement with the Inuit inhabitants of the village of Clyde River on the north east coast of Baffin Island enabling them to run the station as a "totally new and viable private enterprise". Desjardins' and Dulude's initiative led to the creation of five technical jobs for the Inuit of Clyde River while simultaneously decreasing AES operating costs.

There were other presentations on the program besides the handing out of Citation of Excellence Awards. Barry Greer, chief meteorologist of the AES Ontario Region, received a Public Service Merit Award for "contributing immensely to increase public awareness in Ontario of the nature and danger of tornadoes".

Last but not least, certificates were handed out to a representative group of canvassers for the 1988 United Way Campaign. Prior to the presentation of awards to canvassers' group representatives by Howard Kagawa (AES campaign co-ordinator), Joe Boll, director of Financial and Administrative Services for AES, told the audience that a total of some \$35,000 had been raised, that approximately 50 percent of employees had made a donation and that a total of 41 AES canvassers had helped make the United Way Campaign a success. Added Mr. Boll, "the contribution figures are impressive".

Overall, the awards ceremony was noted for its large turn-out of well-wishers, its enthusiastic applause and, lastly, an obvious curiosity to find out more about the new Citation of Excellence Awards.



Dorothy Neale displays her Citation of Excellence Award following a 14-year stint as executive assistant to the AES Assistant Deputy Minister's Office, Ottawa.



Barry Greer, chief meteorologist, Ontario Region, receives his Public Service Merit Award from ADMA Howard Ferguson for promoting awareness of tornadoes among the general public.

Service level as well as mention of two other Service awards in March to Brian Kahler and Dennis Stossel, both of AES Central Region and an upcoming group award to AES administrative staff of the Department of Transport Training Institute (TCTI) in Cornwall, Ont.

Another point made in Mr. Boll's memorandum is that managers should be generous in awarding citations. Ms. Glover comments that AES managers may not have reached that stage yet because it takes some time for the significance of the Citation of Excellence Awards to filter down from the Departmental and Service levels to the Directorates.

Ms. Glover says she was encouraged by the size of the turn-out at the Downsview ceremony and by the general enthusiasm of the applause. She attributes the first to curiosity among AES employees in witnessing the handing out of a brand new award. As for the applause, she believes it has something to do with a desire to recognize excellence in our fellow employees. "We applaud marathon runners, not only for winning but for turning in a consistent performance. We tend to do the same thing when we see excellence at the workplace even in single, relatively minor projects".

Winding up the interview, Ms. Glover said she liked the word "excellence" being applied to awards. "Excellence denotes craftsmanship and a singleness of purpose", she said. "Excellence is something we naturally want to applaud, whether at a concert or an athletic event. We rarely get a chance to applaud our work colleagues en masse. Citation of Excellence Award ceremonies are a golden opportunity for us to do so".

CUMULUS (TOWERING)

Cauliflower-shaped clouds associated with showery-type precipitation. They may appear to be tall and towering or tall and broad, and can be either isolated or grow from lower lines or decks of cloud.

CYCLONE

In the Northern Hemisphere, a closed counter-clockwise movement of air — known as a circulation — around a low pressure centre; usually called a LOW. The term is frequently misused to describe a TORNADO.

DEW

As the surface of the earth cools at night, warm moist air near the ground is chilled and water vapour in the air condenses into droplets on the grass and other objects. Dew is particularly heavy on clear nights, when the earth cools rapidly. When a blanket of cloud insulates the earth, the cooling rate is slower.

DEW POINT

The temperature to which air must be cooled to become saturated by the water vapour already present in the air.