# SWAN REGION PLANNING AND INFORMATION MEETING HELD AT KELMSCOTT 29 JULY 1999

Present:

#### REGIONAL MANAGER (HARVEY)

#### Relocation of Regional Headquarters

Corporate Executive decided on 21 July 1999 that both Swan Region and Forest Management Branch at Kelmscott will move to ex-Bush Fires Board building at Kensington but no allocation of funds has been made. I am currently working with Districts to organise the most cost effective way to prepare buildings for the shift and to arrange chattels such as whiteboards at new location. I am still experiencing pressure from Headquarter Section Managers for space in our buildings and regarding staff matters.

Relocation of Shopfront – progressing steadily towards a late August shift to Armadale site, with assistance from Corporate Relations. I am proposing to Syd that official openings of both offices be performed in September 1999. Proposed that we sell as much as possible of leftover furniture and chattels at Kelmscott to fund the relocation.

#### Staffing

Irene Robson will reduce to part-time, working 3 days per week from the Armadale Shop only. Jane Earp to continue part-time at both offices and Expressions of Interest have been called for a full-time clerical officer at Kensington.

Conducted personal performance appraisals with Peter Dans and David Mitchell.

#### Finance

Swan Region overspent by 1.6% (\$182,000) in 98 / 99, a commendable effort under the circumstances and all staff are congratulated on their contribution. Some areas of concern were highlighted and will need attention in 99 / 2000 for which we have a similar budget but there is no allowance for increased costs such as fleet hire.

#### **MRD Funding**

Specific road grants allocated to Perth, Mundaring and Dwellingup Districts as well as road maintenance grants. Action required by District Managers on these specific grants.

#### **CAFE Funding**

Over \$350,000 available for allocation in 1999 / 2000 but requests total \$510,000. Allocation to be decided in August following some presentations of requests.

#### IP14 and Penguin Island Capital

I believe IP14 \$381,205 carried over but PI \$253,247 to come out of 99 / 2000 Rec. Capital funds which have been reduced significantly for this year.

#### Water Quality

Met with Frank McKinnell re costs of managing CALM lands for water production / quality.

#### Attended

Jarrahdale Minesite Closure Plan Meeting	29/06/99
RFA presentation to Serpentine-Jarrahdale Shire	02/07/99
District Managers Meeting at Dwellingup	06/07/99
SOHQ Accommodation Meeting at Como	08/07/99
Shopping Centre display at Thornlie	15/07/99
Director Regional Services visits to Kelmscott and Mundaring	
CAFE meeting at SOHQ	21/07/99

#### **Coming Events**

28/07/99	Lane Poole Reserve Advisory Committee at Dwellingup
06/08/99	Smoke Management Conference at SOHQ
10/08/99	Forest Regional Managers at SOHQ
11/08/99	Director, Regional Services visit to Dwellingup
17/08/99	District Managers at Perth District
19/08/99	Fire Regime Meeting (CALMfire) at Bunbury
20/08/99	Director Regional Services visit to Marine and Coastal District
23-25/08	CALMfire Seminar in Perth City
02/09/99	Swan Region Integrated Planning at Regional Headquarters

#### **ESTATE MANAGEMENT (TOWERS)**

Not available

#### **TOURISM & RECREATION MACKAY)**

#### General

- A Program Leaders meeting was held, with the focus being on financial matters, including reports, funding etc.
- Progress is being made on the Penguin Island Business Plan
- The CALM sign manual review continues. If anyone has any suggestions, please let me know so that I can pass them on.
- I attended a four day "Designing Ecotours" workshop, run by Gil Field at Notre Dame University, and thoroughly enjoyed it!
- The management of the Icy Creek site (adjacent to Lane Poole Reserve) is under review, with moves towards CALM revoking the arrangement with Morley Senior High School and taking over the management of the site, with the view of developing it into an "Environmental Education" site, with the primary focus being on programs, and accommodation being a minor component
- A Visitor Risk Management training course is being organised by John Ireland, to be held in September. It is aimed at Recreation & Tourism people, as well as District Managers, Rangers etc. I need to know who will be attending, by the 23<sup>rd</sup> August.
- Slatwood display units will be used at the Armadale shop, similar to WA Naturally and Crawley, to improve the display of information leaflets, merchandising material etc. Any district based brochures relating to specific sites, or programs are requested, as we would like to actively promote the Swan Region's sites, facilities and attractions. We will be promoting the shop as a CALM Information Centre, and so it is important that any

material displayed is current. A sign plan has also been developed. Additional displays will be positioned outside the shop at a later stage.

#### **Shopping Centre Displays**

- The displays were held very successfully at Forest Lakes Shopping Centre at Thornlie. A big thank you to Stev Slavin, Michael Phillips and Tarra Donohue from the Hills Forest, Therese Jones from Perth District, and Bruce Harvey and John Gault from Kelmscott. Once again, feedback has been very positive.
- Interviews were held for the casual position of Shopping Centre Displays Co-ordinator, and Robyn Weir has been appointed for 1.5 days per week, with additional hours during the display periods.
- Marra Apgar has been appointed to cover any additional hours during the displays periods, as well as being a "projects officer" for developing new display material, for an equivalent period of approximately 5 weeks, to start later in the year.
- The displays have been relocated to Kensington

#### NATURE CONSERVATION (MITCHELL)

#### Activities since 24th June 1999.

- Perth's Bushplan. Several Coordinating group meetings held. These are in the main dealing with individual site negotiations (boundaries issues and discussions with landowners and agencies). Also notification of several "illegal" clearing activities.
- Attended (with Health Department) presentation on Runnelling at Peel-Harvey for Mosquito Control to NPNCA (9/7/99). Provided input to NPNCA briefing paper (with assistance from District, SID (Stuart Halse etc)). Submissions still to be made to EPA and PIMA. I continue as CALM representative on Runnelling (Peel-Harvey) for Mosquito Control Steering Group.
- Final drafts of Interim Recovery Plan for 6 Threatened Ecological Communities, and 4 Critically endangered flora species have been submitted for endorsement by Regional Manager. Three new Recovery Teams for TECs are still to be established.
- Shortlisted applications (61) for contract position to rewrite Regional Threatened Flora Plan. Held interviews yesterday (28/7/99). Consultant to commence asap.
- Attended Recovery Team meetings for Numbat (24/6/99), Chuditch (25/6/99), and newly formed team for Carnaby's Cockatoo (5/7/99). Carnaby's Cockatoo team is commencing writing a recovery plan for this species. This will impact on Gnangara Park, as this area is important food source for the non-breeding season.
- Acted for Rob Towers in his absence. Some time spent preparing a submission to WAPC on the draft Peel Region Scheme, with input from Murray Love.
- Attended Swan Canning Cleanup Program (for RT), proposal to produce a Comprehensive Management Plan for the Swan Catchment (including Avon) as a requirement of the Swan Canning EPP.

 Carried out my appraisal with BH. Attended Swan Regional Advisory Committee (old APB) on 15/7/99. Swan Catchment Council - 21/7/99. Several ministerials and other correspondence.

#### Future.

- Hold Swan Region Threatened Flora Recovery Team meeting 3<sup>rd</sup> August 1997. Assist successful contract person to commence project.
- Continue role as CALM member of Perth's Bushplan Coordinating Group. Try and establish protocal for CALM input and advice on protection for sites.
- Continue input to Runnelling (Peel-Harvey) for Mosquito Control Steering Group. Detailed site evaluation and prepare presentation.
- With WATSCU, establish 3 new recovery teams for remaining 6 Critically Endangered TECs in Swan Region and finalise sign-off of recovery plans and commence implementation actions.
- Input to Gnangara Park scientific advisory group first meeting 2<sup>nd</sup> August.
- Complete Year 2000 Compliance testing and fixing in regional office and support to districts.
- Shift to Kensington???????

Bood Act

(J L Robson) LSL

#### PERTH DISTRICT

Not available

#### MARINE & COASTAL DISTRICT (DANS)

Not available

#### WILDLIFE PROTECTION BRANCH (COUGHRAN)

#### **Investigations**

- Breach on Williamson and Christie take of Western Grey Kangaroos at Rockingham Golf Course.
- Investigation into poisoning of Western Magpies, Glenco Primary School, Mandurah by Ausmic Pest Control.

#### Meetings/Training

- All Wildlife Protection staff and two Swan Regional staff attended a venomous snakes handling course at Fremantle.
- All Wildlife Protection staff attended a workshop on proposed changes to Wildlife Regulations to allow reptile licensing for hobby purposes).
- All Wildlife Protection staff attended a one day conference on 23/7/99.
- Perth based Wildlife Protection staff will attend an advanced bush survival course 12-17
  August 1999, however there will be two Wildlife Officers and one office staff on duty at
  Como during these dates to attend to public enquiries.

#### Media

• Responded to media enquiries re aggressive dolphins.

#### **General Operations**

• Monitoring of :- Flora Industry

Aviculture Industry Wildlife Parks Kangaroo Industry

• Property inspections and issuing of damage licenses.

• Deal with kangaroos at large in suburbia continues infinitum.

LGA Env. Officen group haison?

#### DWELLINGUP DISTRICT (RAPER)

#### CORPORATE SERVICES

- 1. John Gault has left district to take on his new role at the Region, seems like he has been there forever! Waiting on some back room negotiations to fill vacancy.
- 2. Lisa and Nat have been successful in being placed on salary. They are now preparing the case to fill their vacant, casual position.
- 3. Nat will be attending the Admin Seminar at Pemberton.
- 4. Attended release of draft State Regional Development Plan
- 5. Attended talk by Syd Shea to the Business Enterprise center at Mandurah
- 6. Completed level 3 fire protection interviews, recommended candidate, Peter Gibson, approved.
- 7. Completed Overseer John Chapman's appraisal.

#### NATURE CONSERVATION

- 1. Together with Murray Love gave field trip to Environmental Protection Branch around the Peel.
- 2. Working on a number of sub-divisions.
- 3. Completed input of all fauna survey data over last 4 years into database.
- 4. Responded to magpie deaths at Glencoe Primary, a result of poisoning pigeons gone wrong.
- 5. Planning for salinity action plan work to the east.
- 6. Completed DFR plantings at Willowdale minesite, including dieback resistant jarrah plots.
- 7. Dealing with Mandurah Wild flower society with regard to setting up a local herbarium in conjunction with the state herbarium.

#### **TOURISM & RECREATION**

- 1. Mark Moore has been appointed, as the Ranger in Charge, will be commencing late August.
- 2. Ingrid Hunt has commenced as ranger for the district.
- 3. District T&R team have completed team building and familisation activities, white water rafting and mountain biking
- 4. Together with Ingrid and Wendy joined the Boddington Development Group on a 10km walk along the old railway line from Tullis Bridge to Boddington.
- 5. T&R team together with Tammie Reid and corporate Relations has commenced the Lane Poole Reserve CALM mag.
- 6. Steve Dutton beginning to put together a Yalgorup National Park Brochure
- 7. Survey work commencing at Martins Tank campsite in regard to the Tuart deaths.
- 8. School of Wood Students exhibition organised for 27<sup>th</sup> August

#### FOREST RESOURCES

Discussed 99/2000 silvics programme with Todd Brittain and Mat Lloyd, concerns with achieving programme based on last years achievements and the volume of work. 6000 hectares of treemarking, 600 hectares JSI, 3000 hectares seedling surveys small areas of cut stump and some landing rehab. Will be tackling the tree marking, JSI and seedling surveys under piecework. We will also be training more AWU to perform the tree-marking role.

#### **CALMfire**

- 1. Completed 200 hectares hand burning at Moorapuling Nature Reserve
- 2. Completed ridge top burning at D5, White horse Hills and at the same time assisted Bunnings Tree Farms with a similar burn on their property.

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- 3. Attended Murray Shire Advisory
- 4. Attended Waroona LEMAC
- 5. Peter Gibson on 16 weeks leave, Tim Birmingham filling Fire Protection role

MUNDARING DISTRICT (Acting Slavin))

Not available

THE HILLS FOREST (SLAVIN)

HARDWOOD BUSINESS UNIT (HAYLOCK)

Not available

SOFTWOOD BUSINESS UNIT (



#### DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT

Swan Region, Kelmscott

And the state of

Ph: 390 5977 Fax: 390 7059

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Members of the Swan Region Management Team

FROM:

DAVID MITCHELL

DATE:

20 July, 1999

YOUR REF:

OUR REF:

SR: 13/02

SUBJECT:

REGIONAL MEETING - 29TH JULY 1999

The next meeting of the Swan Region Management Team is to be held at the regional office at Kelmscott on Thursday 29 July 1999.

I have arranged a draft agenda as below. Could you advise me of any additional agenda items and forward reports to Irene at Kelmscott by the end of this week.

In the afternoon we will be carrying out a mid-year review of our Strategic Plan. Bruce Harvey has provided guidance on the format for this review in a separate memo. Please note that each presentation must be limited to a summary of highlights, lowlights and changes, with a handout to provide the detail.

#### Agenda for Swan Region Management Team Meeting Kelmscott Office - Meeting Room Thursday 29 July, commencing at 9:00.

9:00 Action Items from previous meeting

9:30 Reports (including Morning Tea)

12:00 Lunch

12:30 Mid-year Review of Strategic Plan

DAVID MITCHELL

PROGRAM LEADER, NATURE CONSERVATION

Distribution: B Harvey

R Smith

**R** Towers

**G** Mackay

**D** Mitchell

J Gault

D/M Perth, Mundaring, Dwellingup, and Marine & Coastal

S Slavin, Hills Forest

D Coughran, Wildlife Protection Branch, Como

K Haylock, Harvey Office

T Bowra, Regional Parks

J Kaye, Plantations, Como

P Stirling, FMB

#### REGIONAL MEETING NOTES 29 July 1999

#### PERTH DISTRICT

#### **DISTRICT ADMINISTRATION**

- Presented paper at Universal Access Conference
- Strategic Plan review undertaken
- Review of JDF's and Appraisals underway
- Working towards replacement of Senior Fire Co-ordinator
- Financial Planning and Budget Management are major tasks at present
- Resignations and leave commitments are resulting in extra work loads throughout District. Looking at options to resolve problems

#### **NATURE CONSERVATION**

- Revegetation works complete for 1999 at IP14, Forrestdale Lake, Ellenbrook, Pelican Point and Milyu. Techniques varied site to site to suit local conditions.
- 14,000 seedlings planted at IP14, direct seed deferred to 2000 to allow another year of weed control.
- Focus is now on weed control programs major programs at Forrestdale, Yanchep, Ellenbrook, Milyu and Thomsons; other programs at 15 other reserves including Pattersons Curse in Gnangara Park.
- Fence constructed at new reserve in Gingin, threatened community.
- Forrestdale Nutrient Study well under way.
- Assisting WATSCU with assessing best location for third Western Swamp Tortoise population.

#### **CALMfire**

- Two helitorch burns conducted in June in pine red tops and needlebed. A total of 1,309 ha covered in two consecutive days. Very good result.
- Ongoing pine burning has brought the total completed this winter to 2,774 ha out of a total program of 5,409 ha.
- Signage of Yanchep plantation has continued using painted tyres.
- John McKenzie conducted a tour of Pinjar and Yanchep plantations highlighting the use of strategic buffers to
  protect unthinned/unpruned plantation. Tour attended by key CALMfire and Plantations personnel.
  Coming up
- Development of East Gnangara Fire Plan.
- Liaison with northern Fire Brigades.
- Burn prescriptions and pine burning ongoing.

#### YANCHEP NATIONAL PARK

- Two trainees start 12 months full-time work with the ATETU program within the Park.
- 300 poplar trees removed from ornamental lake area.
- New computer multimedia touch screen installed. Provides visitor information.
- New Visitor Services Staff (Casuals) uniforms arrived and distributed.
- CALM/WAPS Golf day to be held 27 July. 35 paid golfers and 50 paid diners.
- Koala compound/Balga Mia concept plan work started with Landscape Branch.

#### **GNANGARA PARK**

- The public submission period for the Gnangara Park Concept Plan is currently under way. Comments and enquiries are being attended to on an ongoing basis until the submission period closes on 30 September 1999.
- A briefing for the EPA on the Concept Plan is scheduled for 12 August 1999.
- A first meeting of the Research/Operations Coordinating Committee has been organised for 2 August 1999.
- A meeting to discuss the Concept Plan's strategy for the extension of the Coastal Plain Walk Trail is being organised for 6 August 1999. To date, there have been 24 RSVPs from key players including community groups.

#### **RECREATION AND TOURISM**

#### **Project Outcomes**

#### Matilda Bay

- Cygnet Hall application to Swan River Trust for the development of Cygnet Hall car park submitted.
- Comments regarding the pen extensions of the Mounts Bay Sailing Club and Royal Perth Yacht Club submitted to the Swan River Trust.
- Ticket Machines Parking Systems replaced vandalised stands with new vandal proof cash boxes and pedestals.
- Locks at Herdsman Lake replaced as per WFW request.
- Quotes for moving western power stand for the Cygnet Hall.
- Pruning Australia II Drive under powerlines and pruning completed at the northern end of reserve around/under Melaleuca sp.
- Sand banking completed at northern end of kiosk to hold shore edge from high tides.
- Arbor Day the proceeding went well as planned.
- Infringement duties have proceeded (UWA 2<sup>nd</sup> Semester).

#### Lake Monger

- Gil Field presented the Interpretation Project Plan to the City of Stirling for approval.
- Construction of boardwalks and paths is due to start in September.

#### Coastal Plain Walk Trail

- Trailhead signs installed at southern and northern end of trail.
- All trails have been cut and ready for Spring walkers.
- Some vandalism damage at Moitch campsite measures are being looked at to prevent motorbike access into shelter site bollarding.

#### Gnangara Park

• Conflict issues re: motorbikes entering and equestrian areas. Regular patrols in this area to advise motorbike riders of boundaries are continuing.

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#### R TOWERS

#### **PAST**

- 1. Avon Arc. Expect draft plan in a month or so. Some editing and TAG-type input.
- 2. WMC land management options. Executive Director has been liaising with WMC and it is likely that our involvement on site will be only rehab and management details will probably be available September-october.
- 3. Swan Region Hydrogeol Database and Eastern Metro Regional Council NHT funded projects continue dawdle along. Useful background info coming from Hydrogeol project which should be finished in about 12 months. EMRC project is intended to create a model for local authority regions to develop environmental plans. Draft will be out in a month or so.
- 4. Creery Wetlands/Mariners Cove. Still taking a bit of my time on clearances and the waterbird monitoring committee: much more for Murray Love.
- 5. CBI Clifton Properties. The company is still being very creative in its presentation of support by agencies and community groups. Expect this to be quiet for a few months as CBI look at planned expansion of Preston Beach.
- 6. Swan Canning Cleanup Program. Represented CALM on Senior Officers Group.
- 7. Northern Suburbs Railway. Westrail now in very tight situation for approvals. Teresa Gepp and I have large commitment to evaluate last minute exchange options which could result in a good aoutcome for us.
- 8. Southern Link Road. Still expecting to be invited to EPA when it considers this. Becoming a hot issue at Jarrahdale.
- 9. IP14. Final MOU with CSBP being sorted out now within CSBP.
- 10. Attended Purity of Water Committee meeting for F McKinnell.
- 11. Leave. Away from 14/6/99 to 16/7/99.

#### **FUTURE**

- 1. Preston Beach townsite new water supply. Ensure that we keep on top of DEP, Water Corp and WRC requirements.
- 2. IP14 tenure arrangements. Finalise with Como the acquisition arrangements for the Belotti land. May involve Westrail doing it on our behalf.
- 3. Serpentine NP Management Plan. Submissions work nearly finished. Final version to printer (my best guess) in November.
- 4. Gingin Coastal Strategy. Expect to take more time from either myself or Perth District over the next 6 months.
- 5. Catchment Plans. Input to Water Corp planning exercise. Nothing heard to date but likely to crank up in the next few months.
- 6. Acting Keith Low from mid-September for 6 weeks.

## **SWAN REGIONAL MEETING 29 July 1999**

#### Manager, The Hills Forest - Stev Slavin

#### **MANAGEMENT:**

- The level 4 Programs Officer position received 49 applications and 10 people were interviewed. The nominated applicant will probably endorsed tomorrow and she can start on 23 August. She is strong in communication ability and customer service, and has good experience working in the NT tourism industry.
- Senior Ranger and I met with the new Ranger –in-charge Avon NP, Jim Maher and discussed works priorities and expectations.
- CAFÉ committee has notified me of partial funding for Stage 3 of the campground and Liz Moore has received funding for secondary school programs at THF.
- Both Directors of Regional Services and Recreation, Tourism etc, visited and inspected aspects of the program and were coached on progress and works undertaken in the last year.
- Jamie and I had a heated meeting with representatives from the Jarrahdale community re: recreation works in the area. It ended with a resolution to restore peace to the province without the need of K-FOR, to continue to meet and progress work in the area.

#### **RECREATION:**

- Work on the Animal Observation area at the Activity Centre is underway and should be ready for use in early August.
- Second stage contracts to complete the work on the John Forrest Entry Station are being completed and work should begin again in August to complete the project.

#### **PROGRAMS:**

- The Autumn Go Bush program ended better than expected at 2,175 participants.
- Initial discussions have been had with Helena College for the production of a theatrical performance at the end of next year to celebrate the centenary of John Forrest National Park.

William Control

#### MARINE AND COASTAL DISTRICT

#### **NOTES FOR REGIONAL MEETING – 29 JULY 1999**

#### Program 24

- Moorings for sanctuary zone markers in Marmion Marine Park almost completed.
- Developing tender to engage consultant to investigate the feral pigeon population in the Rockingham area.
- Liasing with Parliamentary Counsel to have Prohibited Area Notice for special conservation zones on Penguin Island gazetted.
- Dealing with proposal to extend Mersey Point jetty
- Conservation Officer position has been filled.

#### **Program 32**

- Penguin Island jetty is almost complete.
- Terry Goodlich has begun a secondment with Visitor Services Branch.
- Expression of Interest for Project Officer position has been advertised internally.
- Rockfall Risk Assessments completed by Geologist for Penguin and Carnac Islands.

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## 3.2 Estate Management

#### **Direction Statement:**

To improve the use of statutory and other planning processes to assist in achieving protection of conservation values and in management of the "CALM" estate.

#### Strategic Objectives for 1999 - 2003:

- 1. Improve the profile of CALM in the statutory planning process.
- 2. Create better planning for protection of values, the "CALM" estate and CALM management objectives.
- 3. Increase the awareness of the protection of values by those involved in the statutory planning process.
- 4. Ensure that estate, for which CALM is likely to have management responsibility, is given protection.
- 5. Improve CALM knowledge of planning processes.
- 6. Provide input into the creation / establishment of Regional Parks.
- 7. Increase opportunities for resourcing the estate management function and ensure that adequate trained back-up staff are available to allow for workload increase, extended leave periods and succession.
- 8. Improve the management of referrals within CALM to increase efficiencies particularly in the areas of filtering and delegation of referrals.
- 9. Use more strategic opportunities to influence down-the-line workload/tasks/processes.
- 10. Document, distribute and review the control process for managing referral and other processes within the estate management arena.

## 3.3 Estate Management

#### **Direction Statement:**

Manage the liaison functions associated with town planning and development proposals, tenure, leases and implementation of those sections of management plans. Promote CALM's role, ensure appropriate recommendations are made with respect to additions to the "CALM estate" and enrol support through liaison to guide management of other lands in a complementary fashion.

#### Strategic Objectives for the next five years:

- Increase the awareness and understanding of the role that other organisations can play as managers of lands and waters to support nature conservation and recreation in natural areas.
- Enhance liaison with the community to ensure that impacts of development on nature conservation and recreation in natural areas are avoided or mitigated.
- Ensure consistency in approach and standards to liaison on estate matters.
- Build and maintain effective working relationships with other organisations and the community.
- Establish and maintain adequate skills and knowledge in the estate management arena to cater for succession in staff.

#### 3.6 Community Protection

#### **Direction Statement:**

To provide adequate protection to CALM neighbours from fire in State forest.

#### Strategic Objectives for the next five years:

- Utilise tools to establish the level of risk to community assets from fire on State forest.
- Increase neighbours' awareness and preparation for fire occurrence and threat.
- Establish management plans to provide adequate levels of protection to neighbours.
- Seek appropriate resources and implement programs to provide protection.
- Establish long term estimates for protection of community assets and create mechanisms to obtain the resources needed to implement programs.

#### 4.2 Estate Management

#### **Routine and Ongoing Tasks:**

- 1. Administration maintain a management system to provide an overview and records of estate management activity.
- 2. Support provide training and advice on estate matters within and outside CALM.
- 3. Liaison maintain liaison and communication links within and outside government.
- 4. Coordination delegation, management and collation of estate items.
- 5. Search maintain a "search and screen" system to ensure CALM interests are not being overlooked by other government or private bodies.
- 6. Estate and heritage mapping maintain regional and district awareness of current and proposed areas.

# Tasks Directed Specifically Towards Objectives for 1999 - 2003:

- 1. Provision of service to the Regional Parks Unit
- 2. Determine appropriate split of responsibilities/costings in estate items for Regional Parks.
- 3. Improve Ministerial and Parliamentary Question handling processes.
- 4. Management planning direction and priorities
- 5. Regional estate items library listings.
- 6. Get TENIS and GIS operating in all Districts.
- 7. Estate succession, staffing and contingency planning.
- 8. Pursue cost recovery in estate items.
- 9. Improved estate mail handling system.
- 10. Provide reliable costing of the estate function.
- 11. Obtain T & R contribution to estate management.
- 12. Influence planning legislation and referral processes.
- 13. Ensure Region Park estate referral processes are in place and efficient.

## 4.3 Estate Management

- Ensure that adequate levels of trained staff are available to carry out the estate management function.
- Develop a succession plan for staffing.
- Ensure that statutory deadlines are met and that discretionary deadlines are set and achieved on other estate work.
- Continue to devolve responsibility to districts.
- Achieve significant simplification in the processing of estate issues.
- Maintain efficient libraries/retrieval systems for estate management, planning documents and development proposals.
- Maintain and efficient scanning system to ensure that Departmental interests are not being missed through failures to refer in others' planning processes.
- Provide contributions to management planning exercises being carried out by other agencies.
- Ensure that proposed boundaries and management arrangements for regional parks are appropriate
- Establish processes for adequate cost recovery for effort spent on planning or development exercises by other organisations.

#### 4.6 Community Protection

- Implement Wildfire Threat Analysis and use its output to determine fire protection works programs.
- Maintain the WTA system and use it as a predictive model for future protection requirements.
- Develop partnering and mutual aid relationships with other organisation to improve efficiency of delivering community protection program.
- Implement policy of protecting neighbours assets in priority to forest values in the event of fire occurrence.

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- 7. Estate succession, staffing and contingency planning
- 8. Pursue cost recovery in estate items
- 9. Improved estate mail handling system
- 10. Provide reliable costing of the estate function
- 11. Obtain T & R contribution to estate management
- 12.Influence planning legislation and referral processes
- 13. Ensure Regional Park estate referral processes are in place and efficient

#### **OPERATIONAL PLAN**

#### **REGIONAL SERVICES DIVISION**

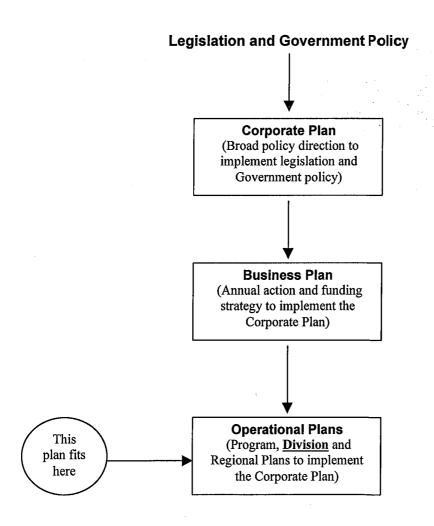
#### Draft - June 2000

#### 1. Background

Strategic planning is an important function at all levels of an organisation.

All planning within CALM and its successor organisations must be carried out within the parameters specified by legislation and policies of the State Government.

The hierarchy of plans is as follows:



The departmental Corporate Plan and Business Plan are still being developed.

In the interim, guidance for this Divisional Operational Plan has come from:

- CALM Corporate Plan 1998-2000
- Draft DC Corporate Plan
- 2000/01 Budget papers
- Minutes of Corporate Executive and Restructure Working Groups
- Feedback received in response to "Guidelines for Structural Change in Regional Services Division" 6 April 2000
- Regional Strategic Plans and Operational Plans

Eventually project plans and individual performance plans will be included in the hierarchy of plans, thereby improving the likelihood that all actions – from individual, to project, to organisational unit will be entirely consistent with the values and goals of the Corporate Plan.

#### 2. Values, Vision and Mission

The values, vision and mission of Regional Services Division match those of the Department as expressed in the draft elements of the Corporate Plan for the Department of Conservation (Attachment 1).

#### 3. Role of Regional Services Division

The following key roles have been identified for Regional Services Division:

- Custodian protector and manager of the estate, lands and waters and the flora and fauna managed by the Department or vested in the Conservation Commission. (Custodianship is delegated from the Conservation Commission through the Programs.)
- Implementing works on a fee for service basis to departmental programs Nature Conservation, Parks and Visitor Services, Sustainable Forest Management (including services to the Forest Products Commission).
- Integrating the delivery of outputs to ensure the most cost efficient and cost effective outcomes are achieved.
- Linking the Department to the community through effective communication, liaison and involvement. Regional and District staff are the "face" of the Department to local communities, organisations and visitors.
- Advising program leaders, service purchasers, CEO, and Conservation Commission on the management and protection of the Department's natural resources entrusted to the Department.
- Cultivating corporate ethos and sustaining corporate management systems in the field, involving aspects of safety, training, human resource management, industrial relations and corporate image etc

#### 4. Objectives

#### 4.1 Corporate objectives

A set of draft key result objectives for the Department of Conservation has been developed through the Corporate Planning process (Attachment 3). This Operational Plan will utilise those key result objectives as a framework for the strategies and actions proposed in the coming year (1 July 2000 - 30 June 2001).

#### 4.2 Divisional objectives

To achieve the Department's mission, Regional Services Division has the following objectives:

- To introduce the OPP model into the operational planning, budgeting and works program implementation cycle.
- To deliver the services agreed with Output Purchaser Divisions to the Executive Director and Forest Products Commission on time, on budget and in accordance with agreed performance standards.
- To develop desired organisational structures within the Division and to commence the process of structural change.
- To initiate and implement a process of cultural change for staff in the Division, based on the values identified in the Department's Corporate Plan.
- To ensure that all staff in the Division identify with and reflect the corporate values of the Department of Conservation.
- To have embedded professional behaviour and quality performance in Divisional cultures, management systems and decision making processes.
- To have embraced the policy and procedures for public involvement approved by Corporate Executive and to be recognised for having effected desirable change in the way that public consultation is carried out.
- To respond in a timely and professional manner to the requirements of the Minister's office, especially in answering Parliamentary Questions and Ministerial correspondence.

#### 5. Strategies

To achieve the Department's mission and objectives and the Divisional objectives, Regional Services Division will implement the following broad strategies:

- Roll out the new Individual Development and Performance Evaluation System to all staff in the Division.
- Introduce a program for succession planning, leadership development and mentoring for staff in the Division based on the Aspire program.
- Implement the requisite training and resourcing needed to implement an enhanced program of public involvement.

- Establish a system for recognition of achievement of high standards.
- Review the systems and processes for delivery of activities carried out in the Division.
- Develop a strategy for improving public understanding of fire management and prescribed burning, through various forms of communication.
- Communicate with and involve staff in the Division in the development and evaluation of options for structural change.
- Implement a process for regular communication with Purchaser Divisions and FPC to review performance related to SPAs and the MOU.
- Develop Operation Plans at regional level to implement the Corporate Plan and Divisional Operational Plan.
- Carry out a series of seminars/workshops designed to ensure that Divisional staff have a clear understanding of corporate values, the role of the Division and the "spirit of the enterprise".
- Maintain a monitoring system to ensure that Parliamentary Questions and Ministerial correspondence are answered on time. Provide training for key staff in writing Ministerial responses.

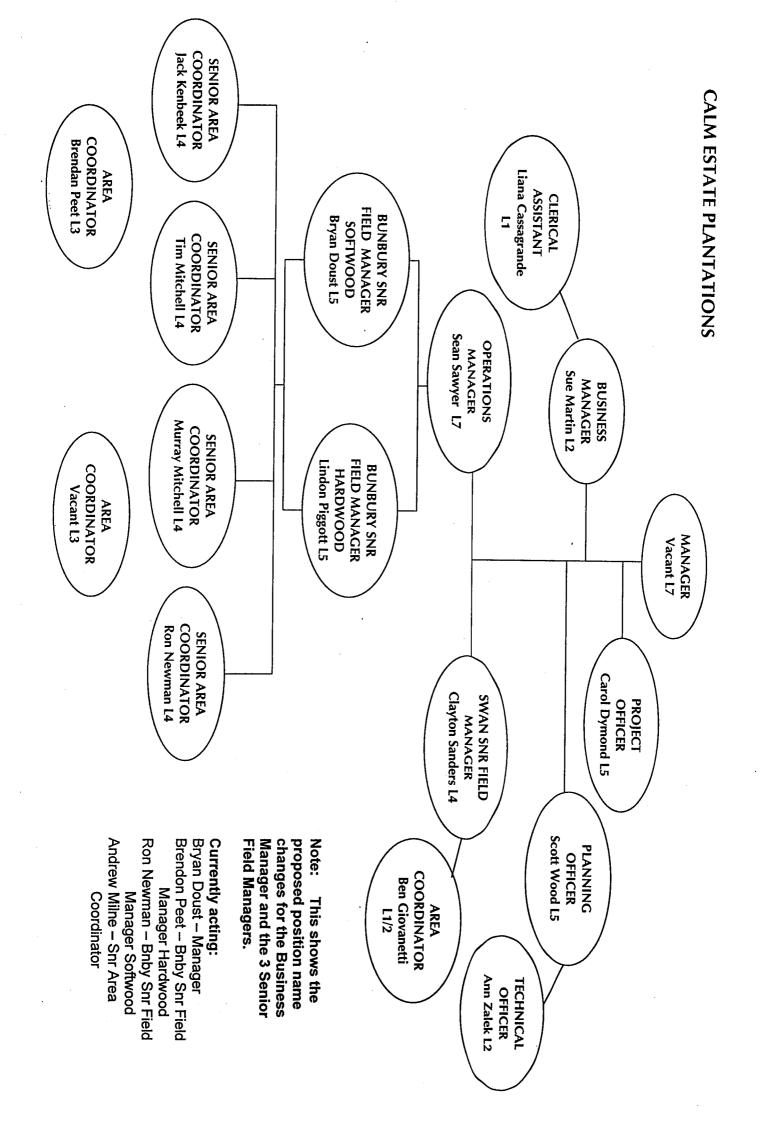
#### 6. Actions and Performance Indicators

The table at Attachment 2 identifies the actions and performance indicators for achievement of the strategic objectives and strategies for the Division.

#### 7. Review

This Operational Plan will be reviewed annually. Development will commence at the meeting of Region and District Managers and Manager CALMfire in November each year and be concluded no later than the meeting of Regional Managers in June each year.

AWMISC\OPERATIONAL PLAN



# Swan Regional Meeting - 29th July 1999

#### CALM Estate Plantations.

- Formed March 1999 through an amalgamation of The Softwood Business Unit and the CALM Estate Sharefarms group.
- Manage all hardwood and softwood plantations on State Forest and Sharefarms established by CALM (ie not investor based sharefarms)
- Excludes the Maritime Pine Sharefarm scheme.
- Structure and position within the Plantations Group Business Unit attached.

#### <u>Issues related the Swan Region.</u>

- Second rotation work on Softwood Plantations in the Swan Region.
- Thinning program for the Softwood Plantations in the Perth District.
- Current and future resource demands (LVL, Ind. Wood).
- Waters and Rivers/Water Corp issues.
- Clean-up of Gnangara Plantation.

#### NATURE CONSERVATION PROGRAM

## July '99 Review of Strategic Plan priority actions.

#### THREATENED SPECIES AND COMMUNITIES

There is increased planning, expectation, actions and (some) funding for this. There is therefore a need for increasing management and organisation to ensure efficiency.

- Commence writing of Regional Management Plans for threatened Flora and Fauna. Obtained NHT funding to carry out, consultant about to commence.
- Establish recovery teams for Threatened Ecological Communities. Three of six teams established. Also see point below.
- Continue, or where required commence implementation of IRPs. Six of nine critically endangered flora species have IRPs approved or near to. The nine IRPs for TECs in Swan Region are approved or near to. These plans are beginning to be implemented by District and recovery teams (eg. Perth District works on Tumulus Spring, writing and implementation of Talbot Rd management plan). WATSCU has obtained funding for an officer to assist recovery teams to implement plans for TECs.
- Continue ongoing commitments to objectives outlined in Threatened Species and Community Recovery Plans, Western Shield and other departmental programs. These actions ongoing. There is a need for recording progress for recording in Annual Reports.
- Establish system for prioritising monitoring of threatened flora and fauna. No formal system. Project to rewrite region flora plan will include process for prioritising actions for threatened flora populations.
- Establish process for rare flora survey to service the hardwood business unit (incl. training). Surveys first carried out last year. This season there is an intent to have additional district involvement and training.
- (Additional actions and resources arising from Western Everlasting?) No actions identified.

#### SECURE A C.A.R. NATURE CONSERVATION ESTATE

Perth's Bushplan is progressing as expected, need to increase efforts in non-metro area as well.

- Continue involvement in departmental and government processes (including RFA and System 6 update/Perth's Bushplan) to identify terrestrial reserve acquisition priorities. Identification process of Perth's Bushplan completed. Requirement to focus on ongoing identification of areas outside of Perth Metro area.
- Carry out negotiation, liaison and other works to secure priority reserve areas. Continuing involvement of DSMi and District staff in negotiations for protection of Perth's Bushplan sites. Other areas have been acquired (eg. Iopollo Rd contains Critical flora species and TEC), but more effort required to action other areas identified as priority for acquisition.

#### RESERVE MANAGEMENT

Progressing ok. Need to look more at prioritising, planning and measuring efforts. Also increased resources are always required.

• Finalise interim guidelines (and where possible draft management plans) for reserves that are currently in draft form. Final draft of interim guidelines for Reserves (7) in Chittering

- Ensure activities carried out by CALM and other agencies don't impact on nature conservation values. Ongoing, using existing systems of assessment and approval.
- Produce guidelines for responses to minimise impacts of residential development adjacent to conservation estate. Use Lake McLarty and one other area as examples. *Not yet progressed*.
- Estate management issues (large issue of resources required to manage see Estate Management section). Significant ongoing and increasing workload for nature conservation staff in this area.

# SUSTAINABLE USE OF WILDLIFE, MINING, LAW ENFORCEMENT - COMPLIANCE, WETLANDS, MARINE NATURE CONSERVATION

Do not have specific priority actions in 1999, but are covered to some degree by actions in other headings, in District programs as well as ongoing work requirements. Eg. Establishment of marine reserve sanctuary zones, nomination of 2 new Ramsar wetlands.

#### LIAISON

Have been very good at securing external grants. Plan to target more for next few years. Utilise liaison to increase other actions (quantify and prioritise "exposure").

• Provide efficient and effective liaison with external groups as necessary. Where possible utilising opportunities to increase resources for Nature Conservation management (eg. Through NHT and Bushcare). Ongoing and increasing (therefore is there a need for quantifying?). Funding from NHT very successful, with 5 of 6 applications in last years one-stop-shop being successful (approx. \$290 000 (including \$113000 land purchase) over 2-3 years). Also obtained CoastWatch funding in conjunction with local coast care group for rehab at Yalgorup. Rehabilitation and weeding at TEC funding from Threatened Species Network and Landscope Visa Card.

#### BIOLOGICAL SURVEY AND RESEARCH

- Develop agreed criteria for determining priorities for research and survey. Utilise this to determine priority of research including rehabilitation methods, and pre-fox baiting fauna survey, at Gnangara Park. Not yet progressed.
- Complete vertebrate fauna surveys and write up of Peel-Harvey reserves and Avon Valley National Park. Further surveys carried out at Peel reserves and data entry complete, results not yet written up.
- Ensure location and other data regarding research, survey and monitoring sites are adequately recorded (into FMIS, HIPS and other systems). Not yet progressed.

## STAFF, FINANCIAL MANAGEMENT AND TECHNOLOGY

Provides structure and organisation for other actions. Requires more effort over next year or so?

Staff:

• In conjunction with district corporate teams, draft Nature Conservation Program staff plans, which will include lists of staff duties, options for additional or more efficient use of staff (including 7 day-a-week management), leave management, training and succession planning. Mundaring District have looked at staff duties and structure, otherwise, not progressed.

#### Tourism & Recreation Strategic Plan Review: July 1999

NB Specific details are available in the Strategic Plan Review Report, prepared in June 1999.

#### Summary:

The review has been undertaken for each district / area and a copy has been forwarded to each District Manager, for their information. Overall, each area is well on the way with implementing the Strategic Plan, with many actions either being completed, underway or programmed in for action over the next few months. Areas where action has not been undertaken, or has not been scheduled for later in the year, generally relate to projects where funding has not been obtained, and hence cannot be completed.

A couple of issues were identified, including the need for additional training in the area of VISTAT implementation, and the difficulties experienced in achieving outcomes in areas where vacant positions are not being filled. These issues are being addressed as best they can be.

#### Regional Strategic Plan:

Many of the action items identified in the Regional component of the Strategic Plan relate to on-going issues such as visitor safety, communication etc. These are all currently being addressed, but do not have a finite beginnings or ends. Implementation of "Perth Outdoors", VISTAT, RATIS, events etc also are all on-going projects.

Areas that have not yet been addressed include the development of a training plan for all Tourism & Recreation staff and the development of research projects, and appropriate funding. Some training needs have been identified, and action taken including in the area of RATIS and VISTAT, and in Visitor Risk Management.

#### **Perth District:**

Generally, most items identified in the Strategic Plan are either underway, or have been scheduled for attention later in the year. Exceptions to this include the expansion of RATIS and RECDATA (due to lack of expertise), extension of the Coastal Walk Trail (due to a lack of funding, although there is a meeting to discuss the next stage of development coming up in the near future), and the area of community education (Bushrangers, talks etc), (due to lack of time and money).

#### **Mundaring District**

Again, most actions have been undertaken or are scheduled for completion for later in the year. Exceptions relate to planning for a number of trails within the Mundaring area, and working with mountain bike groups in John Forrest National Park. These have not yet been addressed primarily due to lack of time and funds. Several projects have commenced, but not competed due to lack of funds. Hopefully, this will be rectified later in the year, through the allocation of capital funds.

#### **Dwellingup District:**

Once again, aside from projects where there is no funding available, most tasks have been started and/or completed. Many tasks are on going, and are being continuously updated or monitored.

#### Marine & Coastal District:

Almost all tasks have been completed, with a few still awaiting completion. Delays have been due to a lack of time due to vacant positions, or due to delays outside the program. Several of the on-going issues are being addressed in the Penguin Island Business Plan that is currently being prepared.

Overall, all districts are well on their way to achieving the outcomes identified in the Strategic Plan. I would anticipate that almost all projects that have sufficient funds and staff will be completed by the end of the year, and any on-going projects will also be well underway.



# DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT Swan Region, Kelmscott

Ph: 9390 5977 Fax: 9390 7059

MEMO TO:

As per distribution

FROM:

**BRUCE HARVEY** 

DATE:

20 July, 1999

FILE NO:

SR:13/09 BEH:ir

SUBJECT:

SWAN REGION STRATEGIC PLAN 1999 - MID YEAR REVIEW

At our next Regional Meeting on Thursday 29 July at Kelmscott, we will be carrying out our mid-year review of our Strategic Plan finalised late in 1998.

In order that we achieve a total review it is vital that Program Leaders and District Managers carry out a thorough review of their sections of the Plan prior to the meeting.

Each will be asked to provide a handout with comments of progress since 1998 in the Strategic Directions / Priorities set at the workshop. I have attached a copy of an example recently completed by Gae Mackay in Program 32. You should attempt to quantify progress / achievement wherever possible, eg. 75% completed, 12kms fencing achieved etc.

As there are 11 sections to the Plan and 4 cost centres to report on, each person's presentation will be limited to 10 minutes – you should summarise progress, any significant additions or deletions and any changes of directions for the remainder of 1999. Issues that arise during these brief reports will be recorded and listed for action in the future.

Please prepare for this review that the entire team agreed was required mid-year. In particular if you cannot attend **please advise me** immediately, nominate a proxy to attend and present your review or if not at least provide a written review for consideration at the meeting. I have already been advised that Alan Sands and Peter Dans are unavailable for this afternoon session.

This review session will follow-on from our normal information exchange meeting commencing at 0900 hours.

A "working lunch" will be provided at midday and the Strategic Plan Review will commence at approximately 1230 hours, to conclude at 1500 hours.

If you can only spare an hour or so please contact me to confirm a specific time for your presentation.

I look forward to hearing from you soon and / or seeing you on the 29 July at Kelmscott.

BRUCE HARVEY

REGIONAL MANAGER

Attach:

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Distribution: B Harvey
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K Low

**R** Towers

G Mackay

D Mitchell (J L Robson, R Smith)

J Gault

D/M Perth

Mundaring

Dwellingup

Marine & Coastal

S Slavin, Hills Forest

D Coughran, Wildlife Protection Branch, Como

K Haylock, Harvey Office

T Bowra, Regional Parks

J Kaye, Plantations, Como

P Stirling, FMB

Director Regional Services, Crawley - FYI

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TRA	ATE	EGIC	DIR	ECT	TONS
ND	PR	IORI	TIES	3	

DAVID MITCHELL

# **Estate Management**

ROB TOWERS

# **Tourism and Recreation**

GAE MACKAY

# **Regional Parks**

Tim BOWRA

# **Education and Communication**

STEV SLAUIN

# Fire Management

RANDH SMITH

# **Community Protection**

RALPH SMITH

# **Corporate Services**

JOHN CAULT

# **Forest Management Branch**

PETER STIRLING

# Softwood Business Unit

& Hardwood Business Unit

# PERTH DISTRICT EXAMPLE ONLY RECREATION & TOURISM PROGRAM Gar Machay

- Maintain existing recreation and tourism assets in a useable and safe condition by 1. implementing Visitor Risk Management program as per Policy, including training of all staff:
  - 1.1 Implement the Recreation and Tourism Information System (RATIS)
  - Develop annual maintenance checklist for Matilda Bay Reserve, including hazard assessment. Checklist underway; tree hazard removal planned for July/Aug 1999 - Review
  - Continue to maintain and upgrade the Coastal Plain Walk Trail and link trails. In Comments progress
  - Monitor gazetted motor cycle areas (Gnangara/Pinjar) to ensure safe operation and upgrade if required. Programmed for July / Aug 1999
  - Conduct two major clean-up campaigns in Gnangara Park under 'Clean-up 2001' banner. Feb completed; next one planned for Sept / Oct 1999
  - Regularly patrol, record and manage inappropriate activities in Gnangara Park in conjunction with external agencies. On-going
  - 1.2 Visitor Safety, Communication and Signage
  - Train staff on the use of RATIS and RECDATA and update District information. Planned for Aug / Sept 1999
  - Investigate inclusion of Heritage sites into RATIS. Not yet addressed
  - Investigate inclusion of visual information on to RECDATA. Not yet addressed
  - Identify District VISTAT sites and schedule data collection. Not yet addressed
  - Produce quarterly statistical information for selected sites. Not yet addressed; requires further staff training
  - 1.3 On-going Works
  - Review requirements of lease conditions on individual leases in the District and ensure compliance by lessees. In progress
  - Ensure integration of new works on UWA site (Matilda Bay). Deferred due to UWA funding shortage
  - Improve the provision and quality of recreation opportunities and services for visitors 2.
    - 2.1 Continue Implementation of Perth Outdoors
    - Compile 5-year Reserve Development Plan for Matilda Bay Reserve. Not yet addressed
    - Produce site plans for sea wall extension north of promenade. Underway; subject to capital funding approval
    - Construct wall to protect archaeological site. Completed
    - Review perimeter barrier trial and prepare options for Corporate Executive. Deferred due to lack of funding
    - Develop reticulation replacement schedule. New bore installed; remainder of work subject to capital funding approval
    - Develop turf management plan. Programmed for Nov 1999
    - Undertake comprehensive survey of swimming jetties and provide recommendations to Program Director. Jetty upgrade completed; Report still required - planned for early 2000



# **SWAN REGION**

Kelmscott Office

Ph: (08) 9390 5977

Fax: (08) 9390 7059

DMS Ruth, Mag Durp M+C. PLA - D. Mitchell, R. Town, K. how, R. Smith, J. Markey, J. Gault

J. Slaven HOAR D. Conferen, Wildlife, Como K. Haylory Harry Office T. Bohra, Regional Marin Freo.

J. Kaye, Plantations P. Stirling, Find.

FAX To:	Regional Tea	m Members
From:	Brue Han	my
No. of Pages:	3	
Date:	15 June 99	

Message: Strategic Plan Issues and Review One of the action tems from previous Regional Meetings is for me to report on Issues raised at our Strategic Plan Review in 1998. I have attached a copy for all Those losted to action tems. Please to respond at our next Reg. mfg at treo. on 24/6/99. Point 4 ashs me to rever achievement formally ofter 6 months, involving at our Regional Meeting at Helmsott on 29 July 1999. I suggest we spend neviaring The implementation of our strategue Plan as a kan on that day, Thanks DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT Making a difference.... naturally

#### STRATEGIC PLAN ISSUES

Commitment to inter-agency and community groups - all DMs and RLs report to 1. Bruce their commitments to such groups

BH, DM, RT; and DMs review commitments and recommend approach to next Regional meeting.

Time committed to respond to and manage proposals by other agencies (eg. Western 2. Power, Testra)

DM, RT raise at Program Leaders' meeting and recommend approach to next meeting.

3. / 6. Need options to address (seasonal) extended hours requirements.

A Sands to discuss requirements with DMs and approach HRB to determine options. Report to next Regional Meeting.

Monitor Strategic Plan: 4.

Regional Program Leaders to review plan with District Program Leaders ME OR DSM? every 3 months and provide feedback to DM & RM.

Strategic staff leave / replacement plan: Action BH by next meeting. 5.

- Regional Services input to FMB review / restructure BH liaise with M Rayner 11.
- Copies of EPA report & CALM response for Region and Districts Action BH. 12
- Organise visit to Oakford Marri Sawlog Mill BH organise through K Haylock as a 13. Regional Meeting field trip.
- Obtain D Keene's commitment to replanting softwood plantation areas John Lloyd 14. through J Kaye.
- 15/18 Technology upgrade / standardisation Action: F Mansillas / J Gault
- Marine Conservation Branch input to Strategic Plan meet at Fremantle and invite 16. MCB - P Dans
- C.O.G. P Dans will check if Marine and Coastal are included. 17.
- S Slavin Education and Information Action Plan is part of framework. Cost Centre 18. Managers to utilise opportunities to promote and explain CALM management.
- Regional Program Leaders to conduct 3 monthly reviews with District Program 19. ME OR DSM ? Leaders and District Manager and brief Regional Manager

At 6-month review Strategic Plan ~ June 1999 with report on what achieved.

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#### **SENSITIVE ISSUES**

6

- 1. Water Corp. Catchment issues
- 2. Prescribed burns / smoke issues
- 3. Cause of Avon fire / Westrail
- 4. Sporting shooters' range Jarrahdale / Serpentine-Jarrahdale Shire
- 5. Lane-Poole Reserve Recreation Plan proposal Shire of Murray / MPs, etc.
- 6. Peel B Zoning / proposed sale.
- 7. TCA Swan Regional staff involvement.
- 8. Closure of Jarrahdale minesite Serpentine-Jarrahdale Shire
- 9. Creery Wetlands / Subdivision Peel Inlet.
- 10. Rockface recreation management (Boya et al).