

LIBRARY

Department of Biodiversity,
Conservation and Attractions

This PDF has been created for digital preservation. It may be used for research but is not suitable for other purposes. It may be superseded by a more current version or just be out-of-date and have no relevance to current situations.

Graduation and Awards Ceremony



Western Australian Maritime Museum, Fremantle
26 May 2006

PAM00132



Graduation and Awards Ceremony 2006



Program

10.30am – 10.31am	Introduction by Learning and Development Manager, Alan Byrne
10.31am – 10.33am	Welcome to country by Traditional Custodian, Vivienne Hanson
10.33am – 10.35am	Welcome by Alan Byrne
10.35am – 10.40am	Address by the Honourable Mark McGowan MLA, Minister for the Environment
10.40am – 10.45am	Presentation of certificates by Mr McGowan and CALM Executive Director, Keiran McNamara
10.45am – 10.50am	Presentation of the Keynes Award by Mr McGowan Presentation of the Aboriginal Trainee of the Year Award by Mr McGowan and Lee Walker, Player Development Manager, Fremantle Football Club
10.50am – 11.15am	Address by Keiran McNamara followed by the presentation of the following awards: <ul style="list-style-type: none">• The Executive Director's Merit Award• The Executive Director's Scholarship• The Trainee Supervisor of the Year Award• The Leadership Scholarship in memory of Seamus Mulholland, presented by Dr Kathleen Mulholland
11.25am – 11.45am	Presentation of the Women's Scholarship in honour of June Craig by Mr McGowan
11.45am – 11.50am	Close - Alan Byrne
11.50am – 12.00pm	Photographs of graduates and award recipients
12.00pm – 2.00pm	Light lunch

The Graduates

Melissa Marzilla	Kensington
Renee Miles	Regional parks
Vanessa Clarke	Kensington
Zara Kivell	Mundaring
Kate Fitzgerald	Exmouth
Kym Pearce	Dwellingup
Chontarle Pitulej	Manjimup
Elisa Skillen	Kensington
Kimberley Onton	Exmouth
Emma Adams	Esperance
Renee Claire-Hartley	Albany
Murray Baker	Swan Region
Nikki Rouse	Walpole
Ashley Millar	Dwellingup
Aarron Grant	Collie
Joseph Grehan	Kensington
Heather Taylor	Karratha (on secondment to UWA)
Holly Smith	Kensington
Frances Kirchner	Kensington
Tristan Farmer	Frankland
Josie Dean	Albany
Suzanne Sayers	Denham
Marissa Maher	Indigenous Heritage Unit (on secondment to Greening Australia WA)

Certificate II in Conservation and Land Management

Leon Taylor	Karijini National Park
Luke Puertollano	Kalgoorlie
Tina Smith	Kalgoorlie
Kris Hayden	Merredin
Anthony Aiken	Fitzroy Crossing
Vanessa Smart	Pemberton
Glen Camille	Karratha
Craig Hart	Katanning

Certificate III in Conservation and Land Management

Ian Michael	Collie
Sara Scanlan	Collie
Dylan McKenzie	Broome
Edward Wilkes	Yanchep
Gareth Hoare	Yanchep

Certificate IV in Conservation and Land Management

Anthony Richardson	Kalgoorlie
Ross Lynch	Kalgoorlie
Daniel Cock	Katanning

The Graduate Recruit Training Program

The minimum qualification to enter CALM's Graduate Recruit Training Program is Certificate IV in Conservation and Land Management. However, this year all the graduate recruits have tertiary qualifications.

A total of 375 people applied for the program, and 66 were interviewed. From the interview process, the top 24 were invited to attend a five-day residential selection school conducted at CALM's Training Centre in Dwellingup. Selection is performance-based on a candidate's skill and attitude in fundamental field-based practices, as well as an assessment of the candidate's suitability to work within small teams.

All recruits have been appointed into graduate recruit positions throughout the State and have received their training during a 12-week period at the Dwellingup Training Centre.

The training programs consist of the following topics:

- Cross Cultural Awareness
- Recreation planning and management
- Team leader's course
- Fire management application
- Fire management suppression
- Disease management
- Law enforcement
- Introduction to GIS
- Conversing with the community
- Incident control systems
- Field surveying
- CALMsafe
- Health and fitness
- Public participation
- Senior first aid
- Four wheel driving

The training is known as Competency Based Training. It teaches the graduate recruits field operations and procedures based on management plans and Departmental operations. Most programs are accredited with the Training Accreditation Council of WA.

The Graduate Recruit Program is designed to:

- provide leaders for the future of the Department;
- provide a steady flow of competently trained technical staff to meet CALM's operational requirements;
- provide competent middle managers aware of the fundamental skills required in multiple use management;
- create a pool from which specialist officers can be developed; and
- lay a basis on which graduate recruits can develop full and satisfying careers.

The Mentored Aboriginal Training and Employment Scheme (MATES)

CALM has made a commitment to the Government and the community of WA to increase the number of Aboriginal employees by 10 to 15 per cent by 2013.

A number of strategies, including a traineeship and cadetship program, have already started to achieve this ambitious, yet achievable target. The Department's traineeship and cadetship programs are central to the success of the strategy.

In a partnership with the Commonwealth Department of Employment and Workplace Relations and Employfast Chamber of Commerce and Industry, CALM has provided salary and training support for 36 trainees over a five-year period. The trainees are taking part in the nationally endorsed Conservation and Land Management Training Package, and are working through the traineeship program at work centres throughout the State. This number will increase to 42 by August 2006.

Keynes Memorial Award

In March 1959, the Department received a bequest from Miss N. J. Keynes. Miss Keynes is a sister-in-law of a well-known graduate from the 1920s' field officer recruit program, the late Mr Dick Perry.

Miss Keynes was very interested in land management practices and this bequest was to be used as the Executive Director thought fit. The prize has taken the form of an inscribed shield and a book to the most outstanding graduate recruit.

The winner of the Keynes Memorial Award for 2006, which is the premier award, is Nikki Rouse for her high level of achievement throughout the course, both in practical and in theoretical work.

Nikki Rouse

Nikki completed a Bachelor of Science in Natural Resource Management (Honours) in 2003 at The University of Western Australia.

During the course she undertook a project funded by CALM exploring the impacts of camp sites along the Bibbulmun Track on nearby soils and waterways.

Nikki was employed by CALM as a Conservation Employee at the Perth Hills District (Mundaring) in October 2003, subsequently transferring to the Donnelly District (Northcliffe).

In May 2004 she worked for the Parks and Visitor Services' Tourism and Marketing Unit at Kensington as a Project Officer (licensing), helping to prepare Expressions of Interest for Commercial Tourism Opportunities.

In September 2004 Nikki moved to the Warren Region (Manjimup) as the Recreation Planning Assistant, assisting in the preparation of precinct plans for recreation opportunities within the Walpole Wilderness Area.

In February 2005 she was appointed to the Wellington District's Nature Conservation team at Collie, mainly dealing with rare and priority flora, and the commercial flora industry.

In December last year she began a permanent position as the Threatened Flora Officer at the Frankland District, based in Walpole. She manages all flora-related issues within the district including assessment of possible disturbances and monitoring and surveying of rare and priority flora.

Nikki hopes to continue working in nature conservation and to develop a better understanding of the flora in the region, its response to fire (both prescribed burning and wildfire) and disease.

Executive Director's Merit Award

The runner-up award is for the recruit who has displayed the best all round performance in both theoretical and practical areas.

The winner of the Executive Director's Merit award for 2006 is Murray Baker.

Murray Baker

Murray graduated from Murdoch University with a Bachelor of Environmental Science (with Honours) in the Ecosystem Management Stream in 2002.

In 2003, Murray gained an opportunity to participate in fire training in Kirup which subsequently lead to a nine month contract as a Conservation Employee at CALM's Jarrahdale and Northcliffe workcentres. During his time working on the Northcliffe fire crews Murray successfully gained a place in the 2003 Graduate Recruit Program.

After completing his contract in Northcliffe in 2004 Murray was invited to work at the Dwellingup Training Centre and filled the role as an Assistant Curriculum Writer for nine months before taking the role as a Ranger in Exmouth in 2005 for six months.

Murray is now employed at the Swan Region as the Acting Parks and Visitors (PVS) Project Officer and assists with the coordination of the Regional Direction for Visitor Services, VISTAT, Recdata and Visitor Risk Management for the Region.

The past three years have provided a wide range of experience for Murray that has been an important part in his overall development.

Aboriginal Trainee of the Year

(Sponsored by the Fremantle Football Club)

The Trainee of the Year has been awarded to Ross Lynch for his high level of achievement throughout Certificates II, III and IV, both in practical and in theoretical work

Ross Lynch

Ross Lynch joined CALM as an Indigenous Trainee in Kalgoorlie in March 2002, completing his studies in late 2005 after studying certificates II, III and IV in Conservation and Land Management.

After successfully completing Certificate IV, he was appointed as an Assistant Reserves Officer in the Goldfields Region. Ross works predominantly in the Parks and Visitor Services area and in nature conservation programs. His work includes supervising machine works in relation to access upgrades, helping with the planning and development of campsites and controlling the VISTAT and RECDATA programs. He is also involved in mentoring Kalgoorlie's two new Aboriginal trainees, Luke Puertollano and Tina Smith, as they progress through their traineeship studies.

Aboriginal Trainee Supervisor of the Year Award

(Sponsored by the Chamber of Commerce and Industry - Employfast)

The inaugural Supervisor of the Year has been awarded to Barry Hooper for his high level of support and commitment to the development of Aboriginal trainees within his work centre.

Barry Hooper

Barry is the Regional Leader for Parks and Visitor Services in the Goldfields Region.

In this busy portfolio Barry is responsible for the ongoing development of the Region's Aboriginal trainees. He has managed to dedicate valuable time and effort into the successful development of both Ross Lynch and Anthony Richardson who graduated from the MATES traineeship program today with Certificate II, III and IV in Conservation and Land Management. Ross and Anthony have been so successful in their traineeships that both are recipients of the Aboriginal Trainee of the Year Award, Anthony in 2004 and Ross in 2006. Barry also has responsibility for the ongoing development of first year trainees Luke Puertollano and Tina Smith who both graduated today with Certificate II in Conservation and Land Management.

National Indigenous Cadetship Project

CALM also sponsors six Indigenous students under the National Indigenous Cadetship Project (NICP). These cadets receive funding support from CALM while undertaking tertiary studies at various WA tertiary institutions. Each cadet is also offered work placement with CALM during semester breaks and academic years. CALM is currently sponsoring cadets studying the following disciplines - marine science, environmental science, commerce, law and sustainable development.

Once they successfully complete their tertiary studies cadets will enter the Department's Graduate Recruit Program.

CALM supports continuous learning for all our people. A number of scholarships and study assistance programs are in place to help facilitate this, as listed below.

Continuous Learning Programs in CALM

Executive Director's Scholarship for Study Assistance

The Executive Director's Scholarship for Study Assistance is made available to all permanent wages employees to financially assist them in their post secondary education studies to enter into Field Officer positions throughout the State.

When the Field Cadet Training program closed in December 1991, wages personnel had limited opportunities to enter field officer positions. Before the closure, the Executive Director would offer one position per year to a wages employee. This allowed a person to enter the second year cadetship to study at the Training Centre in Dwellingup. Recognising the important role the scholarship played in providing wages employees with a career opportunity to enter field officer positions, it was decided to reinstate the scholarship in 1996.

The scholarship is designed to encourage CALM people to take on post-secondary studies, by providing the successful applicant with both financial support and study time to ease the heavy burden of combining work and study.

The winner of the Executive Director's Scholarship for 2006 is Peter Holland.

Peter Holland

Peter started work with CALM in February 2004, after 20 years in the maritime and diving industries, in which time he successfully completed his Master Class IV Certificate, and Scuba Technician Certification. In February 2004 Peter was offered full time employment as a conservation employee. Peter's main area of work is in fire suppression and fire prevention. Peter has also worked in general nature conservation programs, parks and visitor services work programs and marine parks programs.

Peter is currently studying Certificate IV in Conservation and Land Management, with the intention to use the Executive Director's Study Assistance Scholarship towards his desired career in marine park management.

The Sciences Scholarship in memory of Dr George Malajczuk

The Sciences Scholarship in memory of Dr George Malajczuk is available to all CALM employees with an undergraduate qualification. The scholarship is designed to provide continuing education opportunities in a range of science disciplines.

The scholarship is in memory of the late Dr George Malajczuk who passed away in January 1997 at the age of 52. George had a distinguished career with the Department. On completing his undergraduate degree with The University of Western Australia he began his career at the Harvey Office. He completed his Masters and Doctorate at Yale University. His Doctorate in applied mathematical programming techniques set the standard for many land management planning activities throughout the State.

Later, he was appointed Regional Leader (planning) for the Swan Region before being appointed as Principal Economist and subsequently Director of Economics.

George was the scientific excellence underpinning many of the Department's initiatives. It is this scientific excellence that is to be fostered and nurtured with the scholarship award.

The panel concluded that there is no suitable recipient for 2006.

The Leadership Scholarship in memory of Seamus Mulholland

The Leadership Scholarship in memory of Seamus Mulholland is designed to provide continuing education opportunities in a range of management/leadership disciplines and is available to all employees.

Seamus Mulholland passed away in January 1997 at the age of 32. Seamus was a brilliant economist and was heading the important strategy aimed at fighting the State's salinity problems. Seamus successfully completed a joint degree Bachelor of Science and Bachelor of Economics beginning at The University of Western Australia and completed at the Australian National University. He returned to UWA to complete his Masters of Science in Natural Resource Management.

Seamus was a well-respected leader who demonstrated a delicate balance of courage, wisdom and integrity. It is this leadership quality that is to be fostered and nurtured with the scholarship.

The Seamus Mulholland Leadership Scholarship winners for 2006 are Nick Phillips and Michelle Widmer.

Nick Phillips

Nick began his CALM career in February 2002 after successfully entering into the Graduate Recruit Program. His first appointment was as a Wildlife Officer, based in Kensington. In 2004, Nick was honoured to receive the Keynes Memorial Award. During this year he was also given an opportunity to work in the Special Investigations Unit. Areas of interest during this appointment included working with the Australian Customs Services on international and domestic trafficking of wildlife, and being involved in the Department's Large Mammal Disentanglement Team.

In 2005, Nick secured a secondment with the new Environmental Management Branch involved with Environmental Impact Assessment (EIA) for mining and petroleum projects throughout the State. He hopes to continue working in this field for the foreseeable future.

In 2004, he enrolled in a Masters of Business Administration (MBA) at Curtin Universities' Graduate School of Business. He hopes the postgraduate will develop his managerial, business and leadership skills. The course is expensive and challenging, but he thoroughly enjoys the course content and interaction with a diverse array of professional students. This scholarship will allow Nick to finish the remaining two years of study; as such he is extremely grateful for the Department's generous support.

Michelle Widmer

Michelle has been with the Department for 22 years, beginning her career in the South-West where she undertook a number of operational roles. She commenced with Fire Management Services in 1990 and has been with the branch in a number of roles since. Her current role is Rangelands Fire Management Planning Officer which entails supporting the Rangelands Regions with strategic fire planning and fire prevention programs. Michelle is also Unallocated Crown Land Coordinator for the State.

Michelle has a keen interest in strategic planning and management and will use the Leadership Scholarship to undertake a Graduate Certificate in an Executive Development Program run by the Australian Institute of Police Management which is sponsored by Australasian Fire Authorities Council. The program is one of a few courses aimed at Senior and Executive levels and also focuses on emergency management and public safety. Michelle feels that the emergency management and public safety component of the program is particularly relevant to the Department but is also very interested finding a very good and practical Senior/Executive program to assist the Department's middle managers make the transition into senior management roles.

Executive Director's Career Development Scholarship

CALM people wanting to study at the post-secondary education level are invited to apply annually for the Executive Director's Career Development Scholarship. The scholarship provides financial support to a maximum of \$500 per semester per applicant to complete undergraduate study programs.

The recipients of the scholarship for 2006 are:

John Pridham	Chantal Laval	Bruce Richardson
Rebecca Coyle	Geoff Cullen	David Rawet
Kylie Ryan	Emma Fiorentino	Terry Goodlich
Mark Nielson	Belinda Catcheside	Kyla Ford
Don Herbertson	Graeme Keals	John Hayward
Marguerite D'Alton	Maria Lee	

Scholarship for all CALM women in honour of June Craig

This scholarship has been established to honour the work of June Craig, WA's first female Minister with a conservation-related portfolio and second ever female Cabinet Minister.

It was developed to encourage, support and facilitate all women in CALM to enhance and develop their careers and increase their contribution to the Department's mission. It provides an opportunity to develop, reward and retain knowledgeable and competent women in CALM.

It was June's life in the rural town of Dardanup, as a mother, farmer and employer of new migrants that brought to her attention the disturbing lack of community support, both materially and emotionally, for migrants and rural women. In 1972 June established the Citizens' Advice Bureau and Good Neighbour Council in Bunbury. In 1974, she became the Liberal member for the former seat of Wellington and was appointed Minister for Lands and Forests in 1977-78. She went on to become Minister for Local Government and Urban Development and Town Planning until 1983.

Her strong community involvement continues to this day and has included becoming Australia's first female National President of Save the Children Fund and Chair of the Presbyterian Ladies College. June strongly supports an education system that can encourage women to express themselves, use technology as a positive learning mechanism and provide them with the confidence to achieve their highest aspirations. In 1994 June was awarded an AM (Member in the Order of Australia) to honour her contribution to community and charities.

June Craig is a notable example of a WA woman for whom contributing to the community and conserving the environment has been a way of life, a means of self-expression, and a career.

The recipients of the scholarship for 2005 are Amanda Moncrieff and Cherylene Ehlers.

Amanda Moncrieff

This scholarship has enabled Amanda to travel to British Columbia, Canada, to complete a six month work placement with the Provincial Government's Ministry of Environment, expanding her professional experience beyond what she has learnt from working for CALM during the past 10 years.

Amanda went to Canada in February this year and will work for the Ministry of Environment until August this year. Her work will be focused on invasive plant management and the environmental assessment process, which are directly related to her role in the Environmental Management Branch of CALM.

Core projects that Amanda will be involved in include developing documentation on

key aspects of environmental weed management for the Invasive Plant Council of British Columbia; planning and implementing a Regional Invasive Plants Forum to improve communication and understanding between stakeholders of invasive plant management. She will also assist in the Environmental Assessment Process of a large scale copper mine that will have significant impact on priority fish habitat and requires considerable government-proponent negotiation.

Other projects that Amanda will gain exposure to include park planning, wildlife inventory and habitat management, forest biodiversity assessment and First Nations (Indigenous) collaborative management consultation processes.

Amanda is also using her scholarship to travel to the Canadian capital Ottawa, Ontario, to investigate invasive species management, environment impact assessment and wildlife habitat management at a Federal level. Amanda looks forward to assessing Canada's Provincial and Federal Government management frameworks, and agency processes. She hopes to apply innovative ideas and practices on her return to CALM.

Cherylene Ehlers

Chery began her career with CALM in 1998 and has worked in many areas of the Department.

Chery's first position in the Department was as a weekend Weather Assistant which soon progressed to a permanent Clerical Officer.

In 2002 Chery was accepted into the Graduate Recruit program after externally studying Certificate IV of Land Management.

Chery then moved to Walpole (the Frankland District) as a seasonal firefighter. This fire season experience formed the foundation of her knowledge and skills in fire behaviour, procedure and general land management. A short-term contract was then offered in Walpole as a Parks and Visitor Services Officer.

Chery moved to Dwellingup within the Perth Hills District to manage nature reserves, conservation parks and the District's weed program covering Mundaring, Jarrahdale and Dwellingup. She was able to develop a weed program that was interactive with CALM's GIS system.

She was appointed as a Fire Assistant in the Donnelly and Frankland Districts and has been in this position for six months. This position involves all aspects of fire management, from planning for prescribed burning to wildfire risk mitigation.

The scholarship will enable Chery to make professional contacts and gain new weed development skills at the fifteenth Annual Weeds Conference in South Australia. After the conference Chery will spend time on Kangaroo Island working with the South Australian Department of Environment and Heritage.

