



CALM BRIEFING PAPER 4/88

ONE UNIFORM FOR CALM STAFF

Since the inception of CALM, the Policy Directorate has favoured the idea of a single uniform, and a consistent set of arrangements for supply of uniforms to CALM staff.

A standard uniform would have two major advantages:

- (i) It would minimise confusion in the public's mind; and
- (ii) It would maximise a sense of shared identity and comradeship for departmental staff.

Separate uniforms for wildlife officers, forestry officers, and park rangers, work clothing for forest workmen plus a number of unofficial arrangements were inherited by CALM. Different arrangements for the cost and replacement also applied.

The time is now right to see if we can develop a single uniform (at least for officers and rangers who have most frequent contact with the public).

The Policy Directorate has dealt with the subject in some depth and has decided:

1. That a common uniform for wildlife officers, forest officers, reserve management officers and park rangers will be developed and instituted.
2. Distinguishing badges or shoulder flashes (eg, "Forest Officer", "Wildlife Officer" or "Park Ranger") will be retained for use by the specialist groups.
3. The uniforms will be issued free and will be compulsory for designated staff - ie, those in contact with the public - up to (but not including) district managers. Other staff may be given the option of wearing the uniform.
4. A "Uniform Working Group" will be established from representatives of staff, and a consultant will be employed to help decide on the design.
5. The group will be asked to consider both female and male staff.
6. The target date for implementation is January 1990.

I have asked the General Manager to establish the Uniform Working Group and to employ a consultant.

I look forward to a positive and constructive approach from all staff to this important step in the development of CALM's public image and internal culture.

Syd Shea
EXECUTIVE DIRECTOR

1 December 1988