



Department of Conservation and Land Management
50 Hayman Road, Como, WA 6152

CALM BRIEFING PAPER 4/91

PROPOSED DEPARTMENTAL CHANGES

I am well aware that rumours of change can have negative effects on morale and productivity. I have therefore decided to circulate this paper and bring everyone up-to-date with the situation.

Only one firm proposal is currently being considered. This is the amalgamation of our Metropolitan and Northern Forest Regions into one consolidated region with a new name. This amalgamation is considered logical (both regions have essentially the same client base) and will allow better use of resources across (existing) regional boundaries.

Staff in both regions have been informed of the general concept and asked to respond. All unions have been advised.

A small task force (Jim Edwards, Drew Haswell, Eric Jenkins and Dexter Johnston) has been appointed. Their task is to confer with those involved, consider the responses from regions, and develop a detailed position which can then be widely considered. Only after this process has been worked through will a final decision be taken.

Other Proposals

Over a period of several months, CALM's Directors and I have been considering ways of streamlining our operations and our structures.

Our aim is to become more efficient, and three principles are being followed:

1. Identify and eliminate areas of duplication and overlap.
2. Reduce the number of sub-units and managers.
3. Consider all suggestions from CALM staff.

I will take this opportunity to advise you of three other decisions taken by Corporate Executive. These are to defer indefinitely the following developments or activities:

1. The proposal to establish a central south coast district with headquarters and staff at Ravensthorpe. This will not proceed.
2. The appointment of a Regional Manager and staff at Carnarvon for the Gascoyne Region. This will not be done and the area will continue to be split up and managed by Regional staff in Greenough, Pilbara and Goldfields.
3. The marine research program is deferred.

These difficult decisions were necessary to enable us to better focus our resources.

Change is always a challenge, but it is a way of life in CALM. I feel sure that all staff will approach necessary changes constructively.

Syd Shea
EXECUTIVE DIRECTOR

12 July 1991