

A
GRAPHIC
SUMMARY
OF THE
INAUGURAL
DEC
FORUM.

INCLUDING DVD OF
PRESENTATIONS

1 DECEMBER 08



Department of
Environment and Conservation

Our environment, our future



OVER THE HORIZON.

DVD OF THE FORUM OUTPUTS



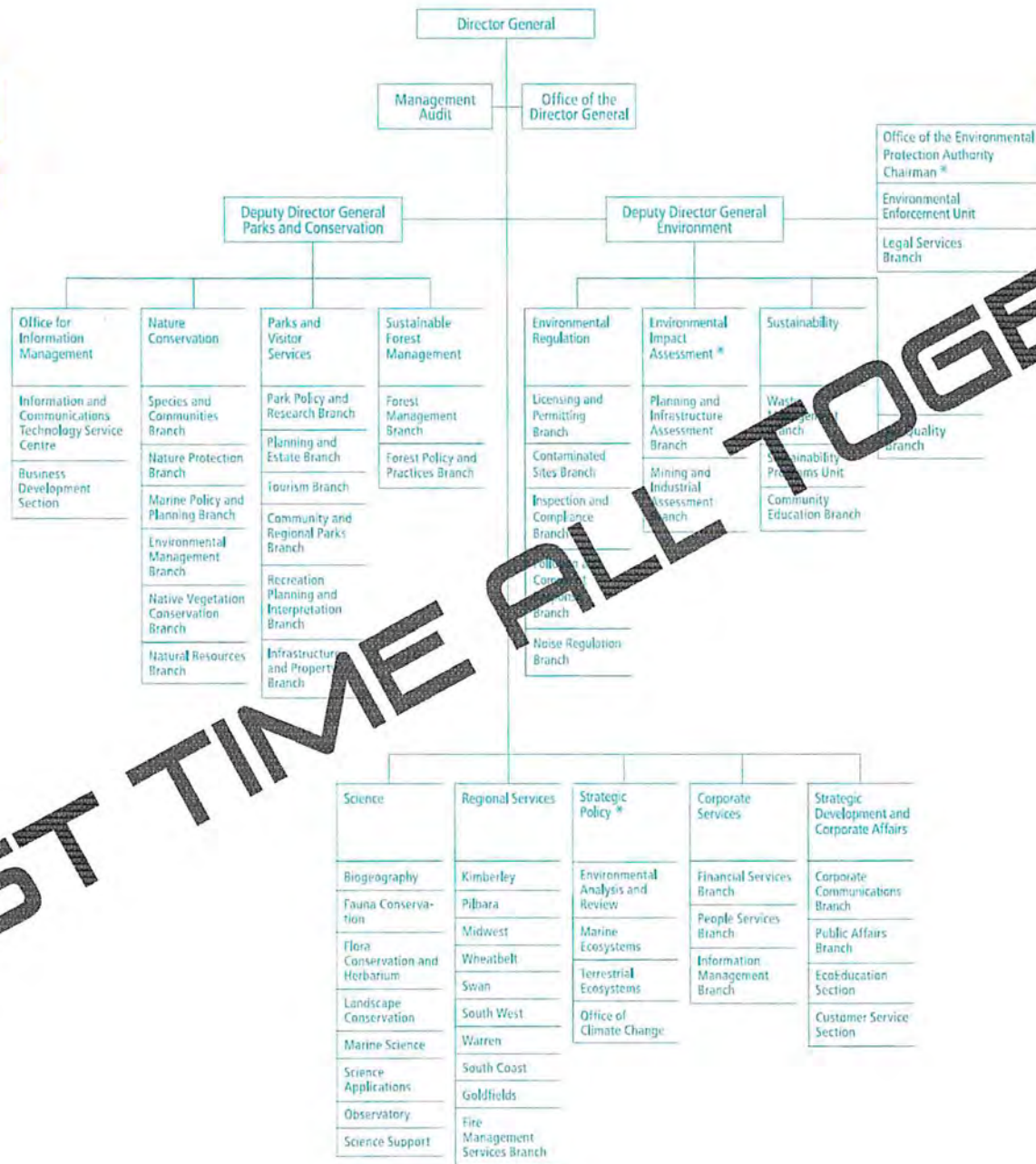
BACKGROUND ON DEC

The Department of Environment and Conservation (Western Australia) was established on 1 July 2006, bringing together the Department of Environment and the Department of Conservation and Land Management.

DEC is in the portfolio of the Minister for Environment and has the lead responsibility for protecting and conserving the State's environment on behalf of the people of Western Australia. This includes managing the State's national parks, marine parks, conservation parks, State forests and timber reserves, nature reserves, marine nature reserves and marine management areas.

DEC's key responsibilities include broad roles in conserving biodiversity, and protecting, managing, regulating and assessing many aspects of the use of the State's natural resources. The department contributes to the development of environmental protection policies, managing the environmental impact assessment process and carrying out regulatory functions to achieve improved environmental outcomes. It is also responsible for management of contaminated sites and coordination of pollution incident responses.

The department is also responsible for fire preparedness and pest animal and weed control on 89 million hectares of unallocated Crown land and unmanaged reserves.



FIRST TIME ALL TOGETHER



MESSAGE FROM THE DIRECTOR-GENERAL.

One of my responsibilities as Director General is to look ahead and help to navigate the department through the issues and opportunities that are our future.

At an 'Over the Horizon' Forum held at Technology Park in Bentley on 1 December, 120 senior DEC managers and leaders were invited to assist with this task.

The intent of this forum was to bring together, for the first time, key staff within the diverse areas of our organisation to do a number of things:

- to build connections and understandings of the diverse operations in the department;
- to hear from internal and external presenters on key trends and drivers of change; and
- to discuss the impact and influence this may have on our environment and conservation business.

The Department's Corporate Executive wanted the day to be useful, energising and to *build on our successes and strengths*. It was an opportunity to broaden our connections across the department.

It was a day of exploration, giving senior officers an opportunity to contemplate what might be over the horizon for DEC. While it was not a day to develop precise strategies, it was a day to help set the context for that later work.

I was impressed with the vigour and energy in the room on the day, with people keen to contribute insights and thinking into what might be the emerging key areas for DEC. Climate change, retention, engagement and attraction of staff and **the importance of the whole organisation coming together** to think and exchange on strategic matters were just some of the themes arising during the day.

I expect all forum participants to share the information and ideas originating from the forum with others in their workplaces. The presentations at the forum and the outcomes from the afternoon workshops are being compiled and will be available on disc.

The forum was also a first step in preparing a new corporate plan for the department. There will be a range of opportunities for staff to contribute in 2009 to our corporate planning process.

Our Minister, the Hon Donna Faragher JP MLC, also took the opportunity to attend the closing segment of the forum and to address all of DEC's senior staff at the one time.

As an agency focused on long term conservation and environment outcomes as well as the **immediate issues** that require our attention, it is imperative **we continue to deliberate** and hold strategic conversations across our organisation. I encourage all of you to work towards sharing information and breaking across those "silos", often referred to in gatherings across DEC, that are within our individual spheres of influence to shift.

Thank you to all the senior managers and leaders who participated in the day and who contributed generously to exploring DEC's future.

Keiran McNamara
DIRECTOR GENERAL

“USEFUL”

“BUILD ON
OUR
STRENGTHS”

“ENERGISING”

“BROADEN OUR
CONNECTIONS”



FORUM PURPOSE:

- ⇒ To build connections and understanding of the diverse operations of the department.
- ⇒ To hear from internal and external speakers on key trends and drivers of change.
- ⇒ To discuss the impact and influence this may have on our environment and conservation issues.





Build connections & understanding: diverse DEC

Think about key trends & drivers of change

Discuss the impact on DEC business

the inaugural **DEC FORUM**

1st December 2008
Technology Park

what do we keep
what do we pay attention to
what do we need more information on



DIRECTORS NOMINATED

20 senior managers & leaders...



QUESTIONS ... TO ASK ...

CORPORATE EXEC

WHAT ARE:

1) THINGS WE NEED TO KEEP?

2) THINGS WE NEED TO PAY ATTENTION TO?

3) THINGS WE NEED MORE INFORMATION ON?



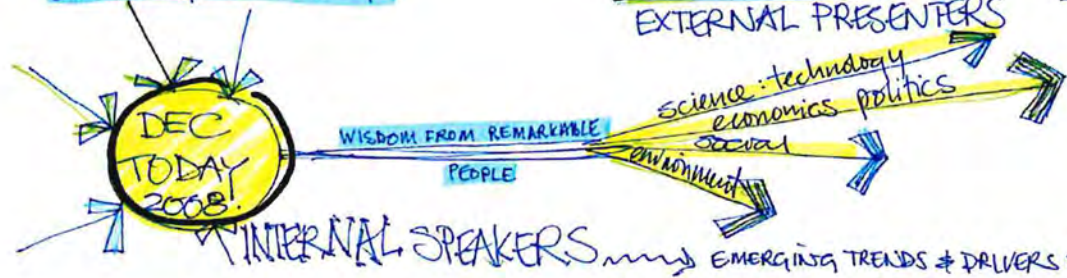
AGENDA

SESSION ONE
CELEBRATING & INFORMING

SESSION TWO
EXTERNAL PRESENTERS

SESSION THREE
DEC WORKSHOP: SENSING Local & Global Implications for DEC

SESSION FOUR
2028 Success!!!
Imagining Possible Futures





GUIDING PRINCIPLES OF THE DAY:

connection and
openness to new ideas



AGENDA

- 8.30 Registration and Welcome
- 9.00 Opening of the forum
Welcome from the Director General
- 9.15 **Session One: Celebrating and Informing**
Greg Mair, District Manager, Blackwood District (Regional Services Division)
Kerry Laszig, Contaminated Sites (Environmental Regulation)
Fran Stanley, Marine Policy and Planning (Nature Conservation)
Roger Armstrong, Fire Management Services (Regional Services)
Tracy Churchill, Recreation Planning and Design (Parks and Visitor Services)
Stuart Cowie, Attraction and Retention, Environment (Sustainability)
Note: This session also incorporates video highlights and cameos of DEC staff talking about their work.
- 10.30 Morning tea
- 11.00 **Session Two: Sensing – wisdom from remarkable people**
Prof Lyn Beazley, Professor of Zoology, University of Western Australia
Jan Siggers, Chair, Nexus Strategic Solutions
Prof Peter Kenyon, Professor of Economic Policy, Curtin University
Prof Ray Ison, Professor, Systems for Sustainability, Monash University, and Professor of Systems, Open University (UK)
- 12.30 Lunch
- 1.15 **Session Three: Sensing – the wisdom within DEC**
Group work and discussions exploring the issues around us and the drivers of change over the next 15–20 years
- 3.00 Afternoon tea
- 3.30 **Session Four: Imagining – Alternate futures**
Group work and discussion and exchange continue
- 4.30 Director General's forum review
- 4.45 Minister's address
- 5.00-6.00 Close of forum and sundowner

Theatrette
Ron Kawallak, forum MC
Keiran McNamara

Theatrette

Theatrette

Dining area
Seminar Room 2

Seminar Room 2

Courtyard

TIPS FOR MAKING THE MOST OF THE FORUM

You have been given a small blank notebook and pen to record any impressions and ideas throughout the day.

Throughout the forum we are collecting individual ideas and thinking based around three questions:

things about DEC that we want to keep;

things that we need to pay attention to; and

things that we need more information on.

You also have a set of index cards to record and submit any ideas or recommendations around these broad themes.

Please feel free to submit as many cards as you wish, extra index cards are available from the resources table in each room.

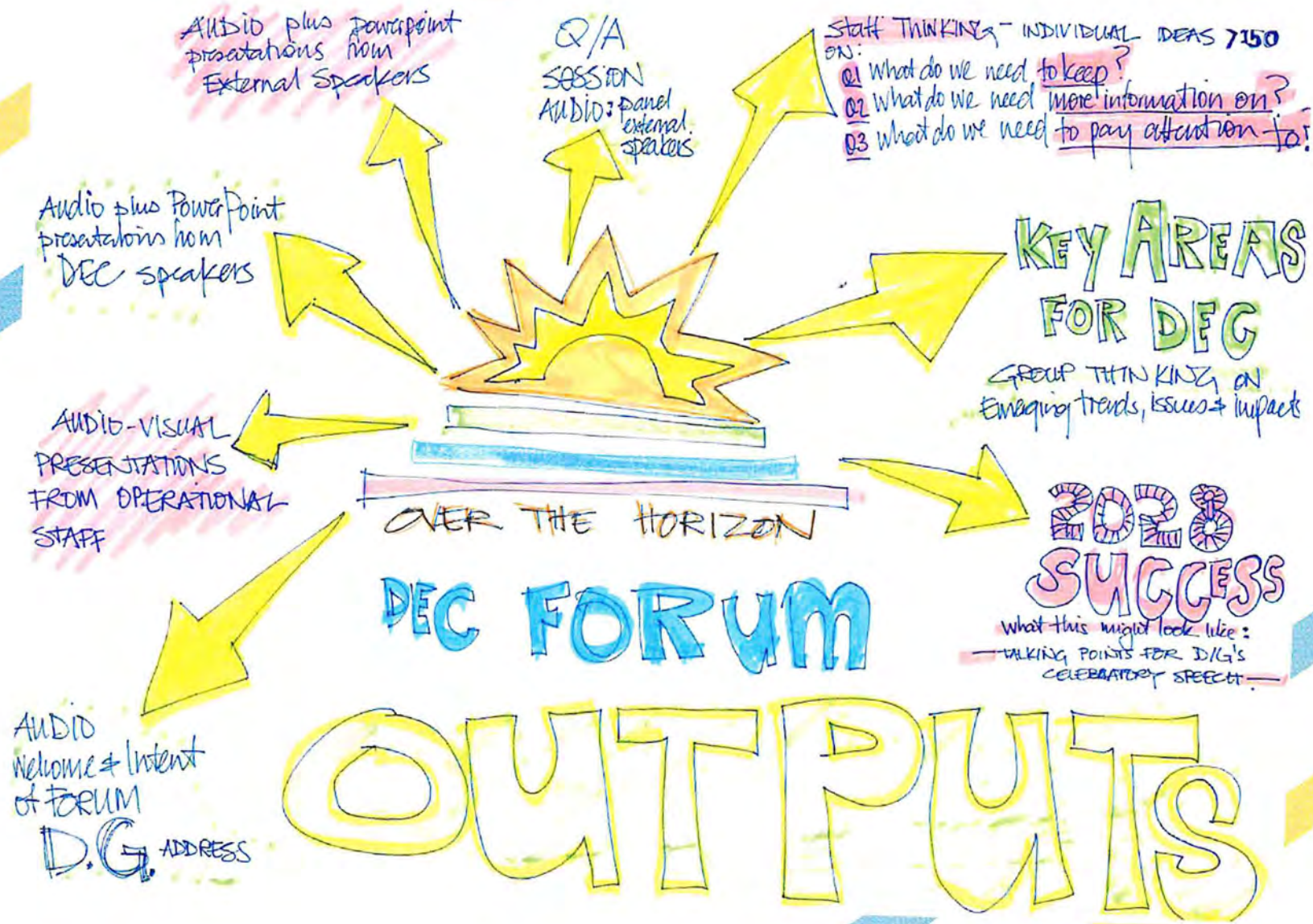
Our guiding principles for the day: connection and openness to new ideas.



A record of the forum outputs, transcripts and audio recordings are available on the disc accompanying this booklet: See page 33 for a table of contents.

**Celebrating and Informing
Sensing Wisdom from Remarkable
People
The Three Director's General
Photo gallery
World-Class Skills Video
Documents**

Information DVDs have also been distributed to senior managers and those who attended the forum.





Department of Environment and Conservation





Our environment your future

Department of Environment and Conservation staff have world-class scientific, regulatory, policy, land and marine management, visitor services, research, communication and education skills and work to conserve and protect Western Australia's environment.

Making a real difference to
Western Australia's environment



Making a real difference to
Western Australia's environment



They work in the field, in offices and in laboratories in cities and regional centres around the State on programs and projects dealing with environmental protection, biodiversity conservation and much more.



For more information about DEC visit www.dec.wa.gov.au

SESSION ONE

CELEBRATING AND INFORMING

Greg Mair—District Manager, Blackwood (Regional Services)

Carissa Aitkin—Licensing and Permitting Branch (Environmental Regulation)

Bob Huston—Recovery Catchments, (Nature Conservation)

Kerry Laszig—Contaminated Sites Branch (Environmental Regulation)

Doug Coughran—Specialised Compliance, Nature Protection Branch (Nature Conservation)

Margaret Byrne—Science Support (Science)

Fran Stanley—Marine Policy and Planning (Nature Conservation)

Koodah Cornwall—Aboriginal Heritage Unit, (Parks and Visitor Services)

Dave Scanlon—Pollution Response, (Environmental Regulation)

Roger Armstrong—Fire Management Services (Regional Services)

Rebecca Hamilton—Perth District, (Regional Services)

Andrew Richardson—Environmental Enforcement Unit (DDG Environment)

Stuart Cowie—Attraction and Retention, Training and Development Environment (Sustainability)

Tim Gregson—Works Coordinator, Perth District (Regional Services)

Nathan Green—Landscape Architect (Parks and Visitor Services)

Tracy Churchill—Recreation Planning and Design (Parks and Visitor Services)

HIGHLY
RECOMMENDED
VIEWING

Staff-World Class Skills:

a 20-minute video snapshot, across a broad range of DEC programs and people. Staff talk for approx two minutes about their work and what they enjoy.

Question 1: Things we need to keep

Pride in our work, reminders that what we do makes a difference

(1, 4, 6, 7, 8, 18, 20, 23, 24, 26, 29, 30, 35, 37, 39)

Our passion

(7, 8, 16, 17, 20, 21, 23, 24, 29, 30, 33, 34, 36, 37, 39)

A Can Do Attitude

(2, 4, 5, 8, 11, 14, 16, 20, 21, 28, 29, 30, 39, 41)

Engaging with the community

(3, 25, 32, 33, 39, 43)

Quality staff, having high standards of work and diverse skills

(4, 6, 8, 13, 15, 16, 18, 23, 28, 29, 31, 36, 39, 46)

Caring about people, recognising the work they do and the pressure they can be under.

(21, 27, 28, 31, 34, 35, 41, 46, 47, 48)

A sense of community and a spirit of interaction within our organisation, with a focus on staff as individuals

(8, 10, 27, 38, 39, 44, 47, 48)

Coming together as a multidisciplinary department, sharing common goals

(18, 25, 29, 38, 39, 45, 47, 48)

A focus on the big picture, grand visions and core values

(25, 32, 34, 35, 45, 47)

To keep doing the aspects of our work we enjoy. e.g. getting outdoors

(8, 17, 26, 27, 31, 39)

The numbers refer to individual index cards submitted by participants during the day. They have been arbitrarily categorised.

For the complete listings please refer to the Forum Output DVD: Documents: All Responses.

Some Quieter Voices

A regional focus

(29, 38, 42, 47)

A science base

(43, 49)

Keeping the Department together

(19, 22)

The strength of our learning and development programs

(38, 40)

World class fire management

(12)

Our focus in our new areas, such as aboriginal joint management, pastoral and arid land management

(9)

PRIDE IN OUR WORK

- WE MAKE A DIFFERENCE -

OUR NEW FOCUS AREAS
EG: Aboriginal Joint Mgt
Pastoral & ARID Land Mgt

A FOCUS ON THE BIG PICTURE

- GRAND VISIONS & CORE VALUES -

KEEPING THE DEPT TOGETHER

OUR PASSION

- FOR THE ENVIRONMENT -

KEY: Some Quieter Voices

REGIONAL FOCUS

QUALITY STAFF

- HAVING HIGH WORK STANDARDS & DIVERSE SKILLS -

WORLD CLASS FIRE MANAGEMENT

CARING ABOUT PEOPLE

- RECOGNISING THE WORK THEY DO - THE CONDITIONS THEY WORK UNDER -

A SENSE OF COMMUNITY & INTERACTION

- A FOCUS ON STAFF AS INDIVIDUALS -

OUR LEARNING & DEVELOPMENT PROGRAM

THINGS WE NEED TO KEEP

A CAN DO ATTITUDE

A SCIENCE BASE

DOING THE ASPECTS OF OUR WORK WE ENJOY

- GETTING OUTDOORS: REGIONS: DIVERSE WORK & PEOPLE & PLACES -

**" AT THE HEART OF ALL YOUR ACTIVITIES IS
EXCELLENCE IN CUTTING EDGE
SCIENCE..." LYN BEAZELY**

**"A PLAUSIBLE FUTURE IS NEITHER
WHOLLY WONDERFUL NOR WHOLLY
AWFUL..." PETER KENYON**



**"WE MUST MAKE TIME TO LIFT OUR HEADS
UP AND LOOK AT THE HORIZON—BUT WE
MUST TRAIN OUR EYES TO SEE CHANGES..."**

JAN SAGGERS

**"UNDERSTANDING WICKED
PROBLEMS...!"**

RAY ISON

SESSION TWO

SENSING WISDOM FROM REMARKABLE PEOPLE

SPEAKERS

Professor Lyn Beazley (*Science/ Emerging Technologies/ Environment/ Education/ Citizen Science*)
Professor of Zoology, University of Western Australia

Jan Siggers (*Social*)
Director Nexus Strategic Solutions

Professor Peter Kenyon (*Economics/Future Thinking*)
Professor of Economic Policy, Curtin University

Professor Ray Ison (*Decision Making and Complexity*)
Professor: Systems for Sustainability, Monash Sustainability Institute
Professor of Systems, Open Systems Research Group, Open University UK

HIGHLY RECOMMENDED VIEWING

The state Chief Scientist Lyn Beazley pre-recorded her 10-minute presentation—easy to watch, look and listen.

Jan Siggers's presentation about social impacts and trends very topical with DEC's retention and engagement situation.

Question 2: Things we need to pay attention to

Attraction and retention of staff, with an emphasis on engaging those already within DEC

(16, 34, 38, 48, 50, 61, 62, 63, 65, 71, 72, 73, 100, 108, 115, 116)

Succession planning for junior and senior staff

(28, 43, 47, 60, 62, 64, 65, 70, 71, 72, 74, 75, 77, 109, 114)

Relevance to the community, a two way exchange.

(37, 39, 41, 49, 55, 69, 81, 93, 94, 96, 98, 116, 120)

Who is DEC? Building our identity

(8, 18, 28, 32, 40, 51, 52, 53, 83, 102, 118, 120, 123)

Good working environments for staff and morale

(29, 34, 66, 70, 79, 90, 100, 103, 114, 115, 121)

Harness strategic thinking and thinkers across the organisation

(9, 14, 18, 28, 42, 57, 58, 103, 106, 111, 112)

A review of our resources and our capacity to deliver our services

(19, 24, 32, 36, 46, 59, 85, 78, 85, 86, 91, 121)

Engagement of senior staff to set and communicate priorities

(42, 53, 54, 59, 83, 85, 86, 114, 119, 120)

Supporting managers in an environment of limited or decreasing resources

(46, 53, 54, 59, 86, 89, 114, 116)

Ongoing kindling of the passion of our people for their work

(4, 29, 65, 67, 68, 90, 92, 104)

Walk the talk when it comes to environment, climate change and sustainability.

(3, 7, 15, 27, 37, 51, 82)

Communicating and engaging staff with the "Big Picture" - the way forward

(18, 27, 28, 36, 52, 57, 67, 68, 102, 103, 117, 118)

Flexibility in our jobs, a better work life balance

(11, 34, 44, 62, 70, 72, 108)

Streamlining our processes systems and reports

(12, 26, 30, 31, 33, 80, 85, 110, 113)

The tendency for siloing and competition

(17, 19, 21, 22, 32, 35, 40, 51, 76, 95, 107, 109, 113, 118)

Some Quieter Voices

Urban based perspectives

(41, 55, 101)

Getting our people together, listening to staff

(14, 29, 45, 58)

Celebrating success

(13, 39)

Politics and power

(1, 88)

Us/ Them : metro vs regions

(6, 56, 63, 65, 89, 115)

Our work is science based and biologically complex

(10, 55, 97, 107)

Thinking outside the square

(106, 107, 111, 112, 122)

Aboriginal involvement

(99)

Marine environments

(105)

Strategic and operations plans

(83)

Pay attention to risk

(83)

Interdepartmental partnerships

(25)

Changes in land use and land management systems

(23)

Provide a spectrum of opportunities

(94)

Integration of DEC and functions

(56)

Feedback on the Morning Forum Sessions

(104)

The numbers refer to individual index cards submitted by participants during the day. They have been arbitrarily categorised.

For the complete listings please refer to the Forum Output DVD: Documents: All Responses

SUCCESSION PLANNING FOR JUNIOR/SENIOR ALL!!! STAFF!!!
ATTRACTION & RETENTION!!!
OF STAFF

- WITH AN EMPHASIS ON THOSE ALREADY WITHIN DEC -

★ INTER DEPARTMENTAL PARTNERSHIPS

GOOD WORKING ENVIRONMENTS FOR STAFF

- AND MORALE -

★ Aboriginal Involvement

WHO IS DEC?

- BUILDING OUR IDENTITY -

★ PAY ATTENTION TO RISK

WALK OUR TALK

- SUSTAINABILITY & CLIMATE ENVIRONMENT CHANGE -

REVIEW OUR CAPACITY TO DELIVER

- our services & our resources -

★ MARINE ENVIRONMENTS

KEY QUIETER VOICES

★ STRATEGIC & OPERATIONAL PLANS

RELEVANCE TO THE COMMUNITY

★ complexity of biological sciences

- A TWO WAY EXCHANGE -

- ENGAGING STAFF -

OUR BIG PICTURE

- THE WAY FORWARD -

★ US VS THEM Metro vs regions

HARNESS STRATEGIC THINKERS & THINKING ACROSS THE DEPT.

★ CHANGES IN LAND MGT & LAND USE SYSTEMS

FIRE IN THE BELLY

- ONGOING KINDLING OF PASSION FOR THE WORK -

ENGAGEMENT OF SENIOR STAFF - to set & communicate & support priorities -

★ URBAN BASED PERSPECTIVES

THINGS WE NEED TO

★ THINKING OUTSIDE THE SQUARE

★ GETTING TOGETHER LISTENING TO STAFF CELEBRATING SUCCESS

THE TENDENCY FOR SILO'ING & COMPETITION

PAY ATTENTION TO

STREAMLINING OUR PROCESSES SYSTEMS & REPORTS

JOB FLEXIBILITY - better WORK-LIFE BALANCE -

★ Integration of UDEC functions



For the complete listings of this group work: emerging trends, issues and impacts; please refer to the Forum Output DVD: Documents Key Areas.

SESSION THREE

SENSING THE WISDOM WITHIN DEC

KEY AREAS FOR DEC:

Note: Each section below represents the summary thinking of one group. These points were recorded after conversations with up to 11 other DEC staff. Discussions were focused on what local and global environmental issues and trends could emerge over the next 15 to 20 years and what might be some of the social, environmental and economic impacts of these conditions.

- Ability to respond/adapt to change – need to increase the speed at which we respond/adapt to social/natural/political change
- Enhance the understanding (both community and decision makers) of our biodiversity, sustainability and ecosystem services to enhance political traction and support we get
- Flexible modes of employment using leading edge information technology and information management
- Increasing the profile of and level of indigenous management

- Strategic thinking – transformational focus on strategic planning and linkages across DEC
- Tendency to work in silos needs to be addressed—this would position DEC to be a leader in its core business
- Planning should be based on core deliverable needs and outcomes
- Integration for many purposes or all functions
- Commonwealth relations – increased power through centralisation

- Have a 20 year vision and a map to get there
- Truly integrated computing and information management systems across department
- Ability to share information and tools developed by others (e.g. Landgate)
- Prioritise our issues, inform constituents
- Use Facebook to exchange data
- Entertain the masses, bring conservation to the city
- Focus on staff retention
- Work out how to make it acceptable to do less!

- Biosecurity – increases in pests, diseases
- Capacity DEC → people, reserves
- Community and political support for the environment
- Population growth
 - Water
 - Waste management
 - Urbanisation
- Climate change
 - Impact on biota and ecosystem process
 - Leadership expectations
 - Water; population movement

- Impact on the reserve system from climate change
- Fire management (longer, more intense season)
- How to manage more disconnected regional centres (high transport costs)
- Managing societal expectations around fire and access to environment
- Relevant importance of biodiversity declines (issues like basic survival). Greater focus on sustainability → reallocate resources. Immigration (increases), devalued Australian biodiversity
- Developing carbon economy (particularly biosequestration/offsets/permits based on biological system) bringing measurement transaction costs down
- Increased pressure to revise/prescribe land planning systems
- Impact of climate change on marine parks

The numbers refer to individual index cards submitted by participants during the day. They have been arbitrarily categorised.

For the complete listings please refer to the Forum Output DVD Documents: All Responses.



Question 3: Things We Need More Information On

Corporate identity, direction and priorities

(1, 2, 4, 12, 16, 18, 19, 22)

Integration of the diverse functions within DEC

(3, 13, 16, 18)

Implementing change management

(5, 17, 18)

Ways to attract, engage and retain staff

(8, 9, 10, 11)

Technology

(6, 7, 14, 20)

Communications for collaboration and co operation

(6, 7, 19)

Climate change and sustainability

(15, 21)

Information management for values and threats

(20)

Ways to develop a moratorium on the clearing of native vegetation

(17)

CORPORATE IDENTITY,
DIRECTION & PRIORITIES

KEY
Quieter
Voices

INTEGRATION
- of functions -
WITHIN DEC.

COMMUNICATIONS
FOR COLLABORATION
& CO-OPERATION

THINGS

WAYS TO ATTRACT
& ENGAGE &
RETAIN STAFF

INFORMATION
MGT FOR
Values & threats

WE NEED MORE information on

TECHNOLOGY

CLIMATE CHANGE
&
SUSTAINABILITY

IMPLEMENTING
CHANGE MANAGEMENT

ways to work with others
to seek moratoriums on
native veg. clearing

SOME FORM OF CO-MANAGEMENT WITH INDIGENOUS PEOPLE ON ALL DEC MANAGED ESTATE.

10 DEC SCIENTISTS HAVE RECEIVED ORDER OF AUSTRALIA RECOGNITION FOR RESULTS OF DEC'S RESEARCH PROGRAM.

BUMPER PRAWN SEASON IN SWAN-CANNING RIVERS: RECORD CATCHES OF BLUE SWIMMER CRAB IN PEEL.

MEMO
To: Director General, Department of Environment and Conservation
Subject: Talking points for the Director General's 2028 celebration speech

- Sustainable Infrastructure and DEC carbon neutral for past 10 years.
- CAR reserves across the lands and water of Western Australia implemented.
- An efficiency dividend has been granted to the Department with a 20% increase in staff to enhance the Department's successful programs.
- 91% of all primary and secondary students have completed the environmental/sustainability program developed in WA for Western Australians.
- Minister announces 'equality program' to get more males into the department's senior management.
- Environmental control of cane toads, feral cats, camels and foxes demonstrated to be suitable and economically achievable throughout Australia.
- WA has been awarded the 'ecotourism district of the world' for the second time in a row.
- Ecotourism is fully funding DEC management
- Indigenous tourism dollar value in the Kimberley outreaches the mining dollar for the third year in a row.
- Target demographic reached in terms of age, aboriginal participation and gender.

NEW REGIONAL CITIES—CHANGED POPULATION DEMOGRAPHIC DUE TO IMMIGRATION AND INTERNATIONAL WORKFORCE.

MEMO
To: Director General, Department of Environment and Conservation
Subject: Talking points for the Director General's 2028 celebration speech
Date: 1 December 2028

Increase in funding over 20 years by 20% has resulted from the value the community puts on conservation and the visitation to DEC lands. This is due to the strong linkage community sees between biodiversity and potable water, mental and physical health, production on new industries including a sustainable agriculture and rangelands.

CURE FOR PC (2016) STILL YIELDING GREAT RESULTS.

NEW USE OF DNA TECHNOLOGY HAS BEEN USED TO BRING BACK PREVIOUSLY RELEASED EXTINCT SPECIES.

ESTABLISHMENT OF BIODIVERSITY INSTITUTE FUNDED BY RESOURCES SECTOR AND WITH IN-KIND SUPPORT FROM GOVERNMENT AGENCIES.

SESSION FOUR

IMAGINING ALTERNATE FUTURES

The year is 2028. The past 20 years have been extremely successful for the department, exceeding all expectations - but this period has not been without its challenges. The task is to produce talking points for the Director General to use in a celebratory speech.

Things to consider:

- What have been the main events of the past 20 years?
- What have been the successes?
- What were the drivers of change that were identified in 2008?
- What have been the major challenges and innovations?

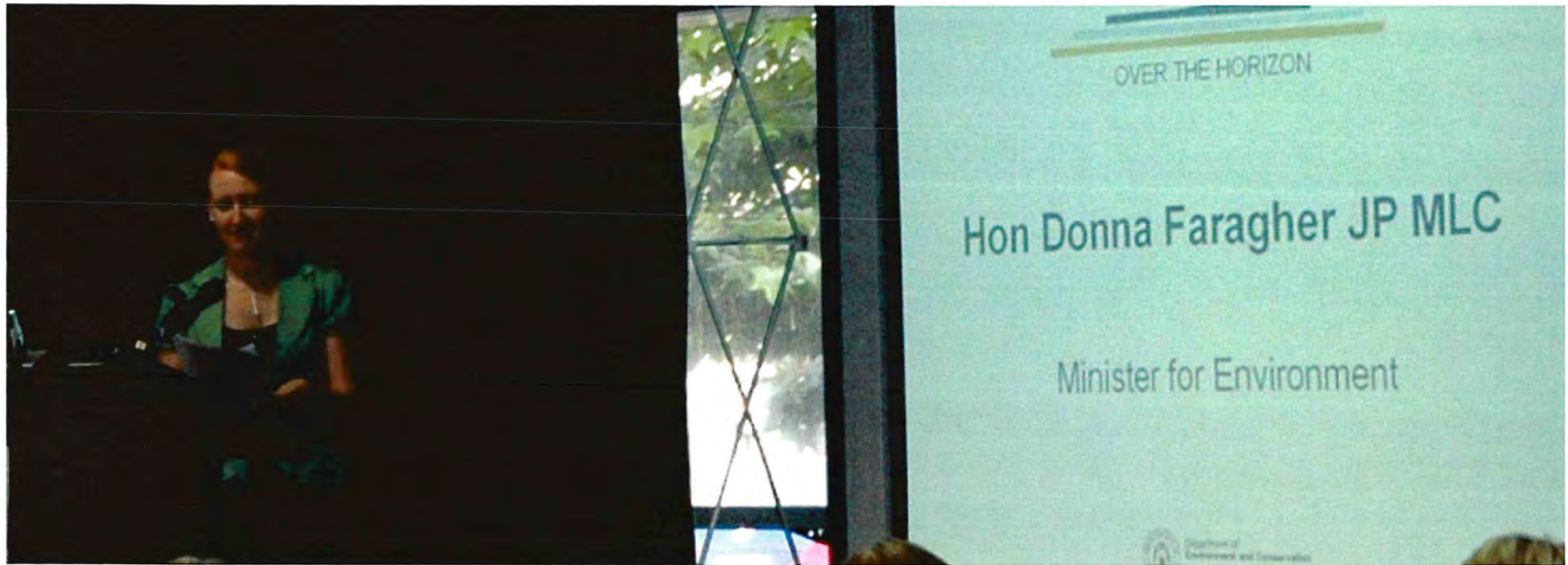
MEMO
To: Director General, Department of Environment and Conservation
Subject: Talking points for the Director General's 2028 celebration speech
Date: 1 December 2028

- Remarkably, DEC is now 22 years old and Australia's (and indeed the world's) longest established Environment and Conservation agency.
- Over this period DEC has seen many changes – there are now 4000 staff in the agency; of which 50% work from home.
- Fantastic to receive recognition from UNESCO as having achieved the most comprehensive, adequate and representative reserve system in the world, including 30% of Western Australian waters in marine parks.
- Steady increase in unsolicited positive feedback about the work of the departments, and
- 85% decrease in Ministerial correspondence.

MEMO
To: Director General, Department of Environment and Conservation
Subject: Talking points for the Director General's 2028 celebration speech

- Achieved conservation estate as 15% of whole state to meet CAR requirements and presumption against development in these areas.
- Substantially increased landfill levy now has facilitated the successful establishment of an integrated zero landfill waste facility for metro Perth.
- DEC is awarded the 'Employee of Choice' award by Australian Human Resource Institute resulting in quality applicants for vacancies.
- DEC has completed its Integrated Environmental Database for WA and it is available for public access for a modest fee.
- All performance based strategic actions in the DEC Strategic Plans since 2010 have been achieved.
- Increasing tourist pressure to the top 10 DEC sites is being monitored to assist management decisions to avoid significant reductions in the conditions of these areas.
- Fire on DEC managed land in the South West has increased by 10% each year over the past decade, placing increasing pressure on DEC's resources.

This session was reported back by our three volunteer Director Generals for a day: Thank you to Rod Annear, Roger Armstrong and Laura Sinclair. Audio recordings can be heard on the Forum Outputs DVD: The 3 D/G's



INDEX TO DEC FORUM DVD

SESSION 1: Celebrating and Informing	SESSION 2: Sensing – Wisdom from Remarkable People	SESSION 3: Sensing – The Wisdom in DEC
<p>Ron Kawallilak, Forum MC (audio)</p> <p>Keiran McNamara, Director General: Opening Address (audio)</p> <p>Greg Mair, Blackwood District (audio/slides)</p> <p>Kerry Laszig, Contaminated Sites Branch (slides/audio)</p> <p>Fran Stanly, Marine Policy and Planning Branch (slides/audio)</p> <p>Roger Armstrong, Fire Management Services (slides/audio)</p> <p>Stuart Cowie, Enforcement (audio/slides)</p> <p>Tracy Churchill, Recreation Planning and Design (slides/audio)</p> <p>NB: Speakers interspersed with "My Job" video features: Full Video Clip Available "DEC Staff /World Class Skills"</p> <p>Q & A Discussion: Speaker Panel and Audience (audio)</p>	<p>Ron Kawallilak: Opening Comments (audio)</p> <p>Lyn Beazley, Prof. Zoology UWA/WA Chief Scientist: Environment, Technology and Science (video)</p> <p>Jan Siggers, Dir. Nexus Strategic Solutions Social Factors: Attraction and Retention (slides/audio)</p> <p>Peter Kenyon, Prof Economic Policy, Curtin Uni Economics and Futures Work: Scenario Planning (slides/audio)</p> <p>Ray Ison, Prof Systems for Sustainability, Monash: Wicked Problems and Decision Making (audio and PDF document "Wicked Problems")</p> <p>Q&A Discussion Panel and Audience (audio)</p>	<p>Key Areas for DEC: PDF Document Response to the Forum Questions:</p> <ol style="list-style-type: none"> 1. Things we need to keep 2. Things we need to pay attention to 3. Things we need more information <p>Card Inputs: PDF Document - all responses</p> <p>3 Questions: PDF Document – themed responses</p> <hr/> <p>SESSION 4: Imagining Alternate Futures</p> <p>The Three D/G's : Celebratory Speeches as delivered , 2028 (audio)</p> <p>Forum Photo Gallery</p>

YOUR THOUGHTS

What's your thinking? Write down your thoughts on the following matters here or email to Tammie Reid at tammie.reid@dec.wa.gov.au (Written comments will be collated after 3 months).

THINGS WE NEED TO KEEP:

THINGS WE NEED TO PAY ATTENTION TO:

THINGS WE NEED MORE INFORMATION ON:



Department of
Environment and Conservation

Our environment, our future

