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Graduation and Awards Ceremony



The new Maritime Museum Fremantle
Friday 16th May 2003



Graduation and Awards Ceremony 2003

Program

- 10.30 - 10.35 Welcome - by Alan Byrne, Co-ordinator Organisational Learning and Development.
- 10.35 - 10.40 Address by Hon. Dr Judy Edwards, MLA Minister for the Environment and Heritage.
- 10.40 - 10.45 Presentation of certificates by Dr Edwards, Keiran McNamara and Gavin Butcher.
- 10.45 - 10.50 Presentation of the Keynes Award and the Aboriginal Trainee of the Year Award by Dr Edwards.
- 10.50 - 11.15 Address by Keiran McNamara followed by the presentation of the following awards;
- the Executive Director's merit award,
 - the Executive Director's scholarship for study assistance
 - the Sciences scholarship in memory of Dr George Malajczuk, presented by Dr Nick Malajczuk
 - the Leadership scholarship in memory of Seamus Mulholland, presented by Dr Kathleen Mulholland
- 11.25 - 11.45 Presentation of the women's scholarship in honour of June Craig by Dr Edwards.
- 11.45 - 11.50 Close - Alan Byrne.
- 11.50 - 12.00 Photographs of graduates and recipients of awards.
- 12.00 - 14.00 Light lunch with refreshments.

The Graduates

Alison Driscoll	Collie
Kate Macgregor	Narrogin
Kate Roy Chowdhury	Merredin
Tim Firth	Manjimup
Richard Read	Perth Coastal
Kaylene Carter	Fremantle
Melissa Hoskins	Woodvale
Sam Hurd	Mundaring
Edward Greenway	Mundaring
Hayley Valentine	Kensington
Sandra hohloch	Fremantle
Fiona Boulton	Mundaring
Nicole Willers	Swan Coast Region
Craig Lang	Katanning FPC
Julie Patten	Guildford FPC
Carrie Doncon	Guildford FPC
Troy Sawyer	Manjimup FPC

The Graduate Recruit Training Program

The graduating class of Graduate Recruits were trained at the Training Centre Dwellingup over a 12-week period. The minimum entry qualification to enter the Graduate Recruit program is the Certificate IV in Land Management.

Two hundred and fifty nine applications were received of which 60 were interviewed. From the interview process, the top 20 were invited to attend a five-day residential selection school conducted at the Training Centre Dwellingup.

Selection is performance based on a candidate's skill and attitude in fundamental field based practices, as well as assessing the candidate's suitability to work within small teams. A final selection of 18 suitable candidates was then made. All recruits have been appointed into Graduate Recruit positions throughout the State. Since the initial selection one of the candidates has commenced Post Doctorate studies with the University of western Australia.

The training programs consist of the following topics;

- Fauna Management
- Recreation Planning and Management
- Team Leaders 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 focus of the Competency Based Training is to teach the graduate recruits field operations and procedures, based on the management plans and derived from current departmental operations. All of the training programs are accredited with the Training Accreditation Council of Western Australia.

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 departmental operation 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
- Lay a basis on which Graduate Recruits can develop full and satisfying careers.

Keynes Memorial award

In March 1959, the Department received a bequest from Miss N. J. Keynes (pronounced canes). Miss Keynes is a sister-in-law of a well-known graduate from the 1920's 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, which is the premier award, is Alison Driscoll for her high level of achievement throughout the course, both in practical and in theoretical work.

Allison Driscoll

Allison graduated from the Australian National University with a Bachelor of Science in Forestry with Honours.

Allison is currently working in the Wellington District as a Parks and Visitor Services Officer where she manages the district's VISTAT program and is highly involved with the planning and implementation of recreational developments within the district.

Monitoring the relationship between Ring-tailed Possums and visitors to the Wellington National Park is a project that Allison has begun work on recently. She also hopes to gain experience in the Department's Nature Conservation section in the near future.

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 Directors Merit award for 2003 is Kate McGregor.

Kate McGregor

Kate completed a Bachelor of Science at the University of Western Australia in 2000, where she specialised in Zoology. During her studies, she participated in volunteer work at Perth Zoo and monitoring fauna with the Department.

Currently employed as the Visitor Services Officer in Narrogin, Kate is responsible for co-ordinating the education program for the district, interpretation and managing the "Barna Mia" project – an interpretive facility that accommodates five threatened species of marsupials. Kate was initially employed with the Department as a Reserves Officer where she worked in a broad range of nature conservation projects.

Aboriginal traineeship and cadetship program

The Department has made a commitment to the government and the community of Western Australia to increase the number of Aboriginal employees by 10% - 15% over the next 10 years. A number of strategies, including a traineeship and cadetship program have already commenced to achieve this ambitious, yet achievable target. The Departments traineeship and cadetship programs are central to the success of the strategy.

In a partnership with the Commonwealth Department of Employment and Workplace Relations the Department has provided salary and training support for 35 trainees, over a five-year period. The trainees are participating in the nationally endorsed Conservation and Land Management Training Package (CLMTP). Currently the Department has 16 Aboriginal trainees progressing through the traineeship program in various Department workcentres, throughout the state. This number will increase to 35 in January 2004.

Aboriginal trainee graduates

Certificate II in Conservation and Land Management

Robert Narrier	Yanchep
Daniel Cock	Denham
Dale Kickett	Mundaring
Wayne Dekker	Yanchep

Certificate III in Tourism

Robert Thorne	Denham
Chontarle Pitulej	Kensington
Marrisa Maher	Kensington

Certificate IV in Land Management

Chontarle Pitulej	Kensington
Ken Ninnette	Busselton

Aboriginal Trainee of the year

The Trainee of the Year has been awarded to Chontarle Pitulej for her high level of achievement throughout Certificates III and IV, both in practical and in theoretical work.

Chontarle Pitulej

Chontarle is currently employed as an Indigenous Heritage Officer at the Indigenous Heritage Unit, Kensington. She has been with the Department for five years. Chontarle is involved in community liaison, education and indigenous interpretation while completing her Certificate III in Tourism and Certificate IV in Land Management.

Chontarle's studies have given her the opportunity to expand her science-based knowledge in the field of cultural heritage and interpretation. Chontarle's ambition is to work with more indigenous people who have the same challenging and rewarding careers with the Department.

National Indigenous Cadetship program

The Department also sponsors seven Aboriginal students under the National Indigenous Cadetship Program (NICP). These cadets receive funding support from the Department while undertaking tertiary studies at various Western Australian tertiary institutions. Each cadet is also offered work placement with the Department during semester breaks and academic years. Currently the Department is sponsoring cadets studying the following disciplines; Marine Science, Environmental science, Commerce, Industrial Law and Electronic Engineering.

Upon successful completion of their tertiary studies cadets will enter the Department's Graduate Recruit Program.

The Department's Continuous Learning Programs

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

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.

For a while after the closure of the Field Cadet Training program in December 1991, Wages personnel had limited opportunities to enter Field Officer positions. Prior to 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 Departmental 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 2003 is Sean Lawson.

Sean Lawson

Sean Lawson joined the Department in 1998. Sean is currently employed at the Forest Products Commission, Timber Technology Centre, Harvey where he assists with the commercial drying of various timbers, including measuring moisture content of the timber and working with wood working machinery as required to prepare timber for sale.

Sean is in the process of studying towards his Certificate IV in Conservation and Land Management through the South West Regional College of TAFE, in Bunbury. The scholarship will enable Sean to continue his studies with the ambition of pursuing a career as a National Park Ranger with the Department in the future.

The sciences scholarship in memory of Dr George Malajczuk

The Sciences Scholarship in memory of Dr George Malajczuk is available to all Departmental 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 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 winners of the 2003 Science Scholarship are Nicole Noakes and Kylie Ryan.

Nicole Noakes

Nicole Noakes is the Technical Officer in charge of the Peron Captive Breeding Centre, which is a part of Project Eden in Shark Bay. Currently Nicole manages the captive breeding program for the endangered species which are being reintroduced onto Peron Peninsula.

Nicole joined the Department in 1999 after completing a Bachelor of Science in Biology at Edith Cowan University in Perth, and has been with Project Eden ever since.

She plans to use the scholarship to complete a Postgraduate Certificate in Captive Vertebrate Management with Charles Sturt University in NSW. This course will cover aspects of management for both captive and wild populations as well as some reproductive technology which will be of assistance to Nicole in managing the captive breeding of endangered species at the Peron Captive Breeding Centre.

Kylie Ryan

Kylie has a Bachelor of Science (Environmental Science) degree in Marine Biology and Zoology from the University of Western Australia.

Kylie commenced work with the Department in 1999, where she worked for the Marine and Coastal District on Penguin Island. She joined the Field Officer Cadet Training Program in 2000 and graduated in 2002.

Between 2000 and early 2002, Kylie worked as a Marine Conservation Officer for the Department's Marine Conservation Branch. Kylie was involved in a number of duties which included marine conservation reserve planning, education, public participation and marine habitat monitoring.

Kylie was awarded the Executive Director's Undergraduate Scholarship in 2001, and used it to complete the course units of her Coxswain's Certificate.

In early 2002, Kylie took up her current position as Conservation Officer (Marine) for the Department's Swan Coastal District. The duties Kylie performs include management planning, marine habitat monitoring, research and environmental impact assessment.

Kylie will use the scholarship to undertake a Master of Science in Natural Resources degree at the University of Western Australia. Her research will involve a comparative biological assessment of the Sanctuary ('no-take') and General Use Zones of the Marmion Marine Park.

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 for 2003 is awarded to Gae McKay and Cliff Gillam.

Gae Mackay

Gae Mackay currently co-ordinates the Department's Management Planning, Recreation Planning, Interpretation, Indigenous Heritage, Community Involvement and Tracks and Trails Units. Gae began her career in Victoria, as a Chemistry and Biology teacher, before completing her Bachelor of Applied Science in Parks and Wildlife Management.

Gae became one of Victoria's first female rangers, where she worked at Phillip Island, and Toolangi, before moving into the field of managing recreation camps. Gae came to Western Australia in 1995, and worked for the Ministry of Sport and Recreation, before joining the Department in 1999, initially in Swan Region and now in the Parks and Visitor Services Division.

Gae will use the scholarship to undertake a Masters in Management at Charles Sturt University, which she hopes will provide her with the opportunity to further develop her own inherent leadership/management style.

Cliff Gillam

Cliff Gillam has been the Manager of People Services for the Department since 1996. Immediately prior to his appointment he worked with the State Government's central labour relations agency as a Principal Labour Relations Officer, appearing frequently as an advocate for Government in both the State and Federal Industrial Relations Commissions.

Cliff holds postgraduate qualifications in the arts and business. He is committed to the idea of life long learning, and has worked within the Department to help create the culture of a learning organisation.

His current postgraduate studies, being undertaken at Monash University through distance education and on-line learning, are in public policy and management. He hopes the knowledge gained through this course will equip him with a deeper understanding of the challenges of policymaking and management in the public sector environment, and that he will be better equipped to assist the Department in becoming, simply, the best biodiversity conservation agency in Australia.

Executive Director's career development scholarship

Departmental people who have not had the opportunity 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 2003 are;

Terry Goodlich	Chantal Laval
Alicia Taylor	Louise Oorschot
Jacqueline O'Toole	Don Herbertson
Debbie Greaves	Emma Fiorentino
Colin Hooper	Linda Gilbert
Richard McAlinden	Nevin Witber
John Carter	Beth Copeland
Graeme Keals	

C. E. Lane Poole memorial award

The Award was established to commemorate Charles Edward Lane Poole (1885-1970) who was the first Conservator of Forests appointed under the 1918 WA Forests Act.

Lane Poole was born in Sussex, England and received his Forestry education at Nancy, France. He worked in Transvaal and Sierra Leone before arriving in WA in 1917.

In WA his work laid the foundation for forest management. Later Lane Poole became the first principal of the Australian Forestry School in Canberra and the first inspector general of the Commonwealth Forestry Bureau. He filled this latter position with distinction for 18 years.

The Award was established and formally announced by the then Premier of WA, Sir Charles Court, at the opening of the former Forests Department (now the Department of Conservation and Land Management) state headquarters on 30 October 1981.

Finance for the Award is kindly provided for by Westfi. It was made possible by initial funding by Mr Dennis Cullity of Westralian Forest Industries. Lane Poole first employed Mr Cullity's father (the late Tom Cullity). The Lane Poole Memorial Award aims to provide financial assistance towards travel or study opportunities for officers of the Department of Conservation and Land Management, Forest Products Commission and Conservation Commission.

There is no recipient of Lane Poole Award for 2003.

Scholarship for all Departmental women in honour of June Craig

This scholarship has been established to honour the work of June Craig, Western Australia's first female Minister with a conservation related portfolio and second ever female cabinet Minister. This Scholarship has been developed to encourage, support and facilitate all women in the Department to enhance and develop their careers and increase their contribution to the Department's mission. Furthermore, it is an opportunity to develop, reward and retain knowledgeable and competent women in the department.

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 went on to become 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 woman 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 Western Australian 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 2003 are:

Chontarle Pitulej

Chontarle is currently employed as an Indigenous Heritage Officer at the Indigenous Heritage Unit, Kensington. She has been with the Department for five years. Chontarle is involved in community liaison, education and indigenous interpretation while completing her Certificate IV in Land Management.

The scholarship enables Chontarle to visit World Heritage listed areas such as The Wet Tropics in Northern Queensland and Kakadu National Park in the Northern Territory. These areas are recognised for their cultural and natural heritage values.

Chontarle hopes to gain a better understanding of how other government organisations work with Indigenous communities and deal with joint management issues in relation to the development of cultural interpretation. She believes that "through cultural interpretation we are able to create balance, respect and understanding of our country".

On returning to Western Australia, Chontarle hopes to pursue a personal commitment in developing better partnerships with our Indigenous peoples through community liaison and cultural interpretation.

Kath White

After completing a Bachelor of Applied Science at Edith Cowan University in 1994, Kath started with the Department of Conservation and Land Management as a Seasonal Ranger in the West Kimberley District. Kath's duties in the Kimberley varied from relief work in the National Parks to trapping bilbies in the Great Sandy Desert to be reintroduced to Cape Peron as part of project Eden. Kath then spent three years from 1997 based in Purnululu National Park as a National Park Ranger and was strongly involved in developing the interpretive centre there as well as working with local Aboriginal communities and remote area search and rescues.

Kath moved to the South West in 2000, working in the Frankland District as a Ranger and Acting Ranger in Charge in Walpole for three years. She has more recently transferred to Albany and is looking forward to a new set of challenges that face National Park Rangers in that region.

Kath used her scholarship to attend the Fourth International Rangers Congress. She is keen to learn about the experiences, difficulties and successes of other National Park Rangers.

Kath benefited from the opportunity of information exchange and professional networking from around the world and gained some new ideas about National Park Management, which she is sharing with National Park Rangers in the Department.

Leonie Monks

Leonie Monks has worked for the Department for six years. She is currently employed as a research scientist with the Flora Conservation Group based at the WA Herbarium where she is working on a program of threatened flora translocations. To date this program has translocated 16 species of critically endangered flora to secure sites, whilst also gathering knowledge on how to increase the success of these planting programs.

Translocations are still in their infancy in Australia and much can be learnt through interaction with colleges in other countries. Leonie plans to use her Scholarship to travel within the USA to visit several translocation specialists. These scientists have undertaken extensive research in translocation techniques. Leonie hopes to bring home many new ideas to increase the success rate of Western Australian flora translocations.

Stella King

Stella King commenced work with the Department in 1985 as Secretary to the Director of Nature Conservation. In 1992 she was seconded to the office of the Minister for the Environment for two years and on her return to the Department in 1994 took up the position of administrative assistant to the Marine Conservation Branch. Now based at Crawley, Stella's primary function is to liaise with the office of the Minister for the Environment.

Stella is one of twelve grievance contact officers in the Department. She will use her scholarship to undertake a number of short courses – mainly with Centrecare Corporate – to enhance her skills in this role. Her aim is to expand her current role to that of a grievance resolution officer in accordance with People Services Branch intentions to ultimately increase the number of grievance resolution officers in the Department.

Stella takes an active interest in the evolving culture of the Department. She is keen to contribute to the empowerment of staff to manage their own careers and well being.

Brenda Smith

Brenda is currently employed as the Administration Assistant for the People Services Branch based at Kensington. She has been with the Department for six and a half years. Brenda provides support to Manager People Services and is the Executive Officer to the CALMpeople Reference Group along with her role as Coordinator of the Public Services Training Package within the Department.

Brenda has worked closely with the Department's administration and clerical people including organising the 2002 Administrative Seminar. It was at this annual seminar that the need to develop new and existing employees and offer a formal path for training has been repeatedly identified. This award will enable Brenda to travel to Brisbane, where there has been a strong commitment to the package, to liaise with various Government agencies to discuss the implementation of the nationally endorsed Public Services Training Package. This package will offer an exceptional learning opportunity for administration and clerical people who are committed to furthering their knowledge and qualifications in an area that is increasingly becoming more demanding.

Tiffany Aberin

Tiffany Aberin is a Senior Graphic Designer in the Strategic Development and Corporate Affairs division and has worked in the Department for six and a half years. Tiffany's work as a Graphic Designer ranges from creating design concepts using digital artwork, to overseeing the production of jobs. Her recent projects include *Conservation News*, *LANDSCOPE* magazine, *LANDSCOPE* Calendar and *Beneath Busselton Jetty* book. Tiffany has also been involved in establishing style guidelines for the use of the Department's corporate identity and the redesign of *LANDSCOPE* magazine.

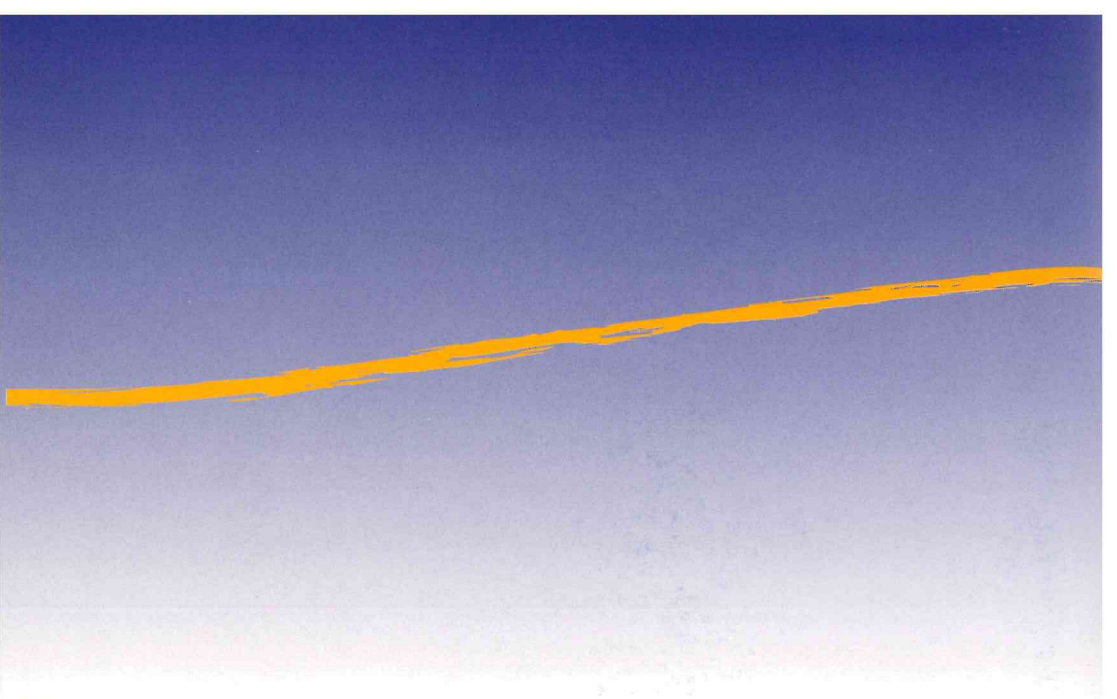
After completing a Bachelor of Arts-Design from Curtin University, Tiffany worked as a freelance designer before joining an advertising agency in 1996. Later that year, Tiffany joined the Department's Graphic Design section.

Tiffany used her scholarship to attend the AGIDEAS Design Conference in Melbourne. The conference offered Tiffany an opportunity to view contemporary design work, and a forum to gain insight into current design trends and new industry practices. Twenty-seven nationally and internationally acclaimed industry professionals presented at the conference, which Tiffany says was a career enriching experience. Tiffany will create a visual reflection of her creative insights, inspired by the journey which will be shared and discussed with her design colleagues.

Department Mission Statement

In partnership with the community,
we conserve Western Australia's biodiversity,
and manage the lands and
waters entrusted to us,
for their intrinsic values and for the
appreciation and benefit of present
and future generations.





Training Centre, Dwellingup



DEPARTMENT OF
Conservation
AND LAND MANAGEMENT
Conserving the nature of WA

