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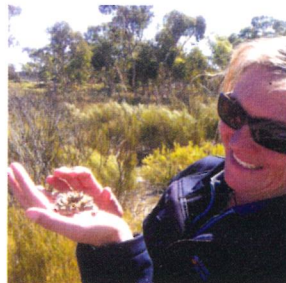
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Department of  
Parks and Wildlife



# Graduation and Awards Ceremony



Keiran McNamara Conservation Science Centre, Kensington

8 June 2015



# The Graduates

## Mentored Aboriginal Training and Employment Scheme (MATES)

### Certificate II in Conservation and Land Management

Winston Gerrard	Kununurra
Preston Manado	Broome

### Certificate III in Conservation and Land Management

Ethan Cooyou	Exmouth
Jeremy McGinty	Kununurra
Jonathan Saegenschnitter	Yanchep NP

### Certificate III in Government

Rese Lee Miller	Kensington
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## Pathways Program

### Certificate III in Conservation and Land Management

Darren Barnsby	Pemberton
Kristopher Coates	Mundaring
Peter Cornock	Dwellingup
Christopher Tom	Wanneroo
Leigh Woodland	Walpole
Jamie Yovkoff	Manjimup

### Certificate IV in Conservation and Land Management

Tania Bishop	Bunbury
Stefan Cannon	Wanneroo
Jamie Conway-Physick	Geraldton
Paul Dunstan	Mundaring
Trevor Dye	Collie
Adam Edwards	Wanneroo
Benjamin Farquhar	Pemberton
David Hawke	Harvey
Carolynn Hill	Bunbury
Peter Laurent	Mundaring
Joseph Morgan	Karijini NP
Craig Popperwell	Mundaring
Christopher Roy	Karratha

## Regulatory Training Program

### Certificate IV in Government

Jaala Baldock	Atrium
Humera Blakers	Atrium
Priscilla Boyes	Atrium
Antony Crum	Atrium
Julie Dean	Atrium
Jessica Dixon	Atrium
John Edwards	Atrium
Stephen Franklin	Atrium
Carol Haldane	Atrium
Helen Hamilton-Broad	Atrium
Jimmy Hossain	Atrium
Emma Jones	Atrium
Gargi Joshi	Booragoon
Helen Lunsmann	Atrium
Janet Macmillan	Booragoon
Brendan Mohr	Atrium
Katie Needham	Atrium
Eleanor Notley	Atrium
Jacqueline O'Toole	Atrium
Louise Owen	Atrium
Victoria Sanford	Atrium
Ann Truong	Atrium
Adam Woodhead	Atrium

## Frontline Management Program

### Certificate IV in Frontline Management

Michelle Chin	Bentley
Emma Clingan	Jurien Bay
Jessica Correia Henriques	Jurien Bay
Liezl De Beer	Esperance
Jeffrey Fussell	Atrium
Christina Maughan	Atrium
Roxanne Pendreigh	Kensington
Jeremy Preston	Mundaring
David Read	Bentley
Marija Ristic	Bentley
Gilbert Stokman	Busselton

## School-based Trainees

### Certificate II in Conservation and Land Management

Andrew Rethus
Kununurra District HS





## Fire management reward and recognition program 2015

The Department of Parks and Wildlife is responsible for managing fire in forests, parks, reserves and other lands managed by the department. Fire management includes prescribed burning and bushfire response activities. The department has dedicated full-time fire management staff, permanent and seasonal frontline fire fighters and staff in other roles across the State who can be called on to assist in fire management activities. Many of these staff members possess specialised skills and experience that contribute to the department being respected nationally for its fire management activities.

The fire management rewards and recognition program has been developed to acknowledge those staff members who consistently demonstrate excellence, leadership and dedication in their fire management roles and other core activities.

In 2015, more than 16 nominations were received. A selection panel assessed each nominee against criteria such as leadership, integrity, work ethic, sound judgement, collaboration, mateship, innovation and technical skills as well as other attributes.

### Outstanding Leadership Award

The Outstanding Leadership Award recognises the achievements of a senior fire manager or incident controller involved in the department's fire management activities.

The recipient of the Outstanding Leadership Award for 2015 is Trevor Howard.



**Trevor Howard**

Trevor consistently demonstrates exemplary leadership in his current role as Senior Fire Operations Officer. His broad knowledge and experience in fire management has made him a key 'go to' person within the department who can be depended on to provide sound analysis and advice.

Trevor's pivotal role in developing and implementing the electronic prescribed fire planning process, underpinned by complex risk management principles, has further cemented his standing as a highly regarded fire practitioner. Trevor's outstanding work ethic sees him take on additional duties, which are completed to the highest standard, sometimes at the expense of other priorities in his life.



## Outstanding Achievement Award

The Outstanding Achievement Award recognises the achievements of an operational staff or incident management team member involved in the department's fire management activities.

The recipient of the Outstanding Achievement Award for 2015 is Jeff Bennett.



**Jeff Bennett**

With more than 35 years of fire management experience, Jeff remains a visible and energetic leader. His outstanding communication skills establish open and inclusive relationships for both staff members and external stakeholders alike. Jeff is widely regarded as a fire management expert within the department and this is recognised by his nickname "Smokey". He is often called upon to participate in new projects and initiatives, with the knowledge that he will provide experience and realistic recommendations. Jeff's abilities, experience, professionalism and high standards are held in the highest regard by the department.

## Outstanding Crew Member Award

The Outstanding Crew Member Award recognises the achievements of a crew member involved in the department's fire management activities.

The recipient of the Outstanding Crew Member Award for 2015 is Adam Edwards.



**Adam Edwards**

Adam is a natural leader who sets high standards and leads by example. His positive approach to taking on additional tasks and his solid work ethic have earned him much respect within his Swan Coastal District work team and beyond. Adam's easy-going nature coupled with well-developed technical skills make him a highly valued staff member both on and off the fireground.

The following staff members (and two former staff members) are also recognised for their exemplary efforts in the department's fire management activities:

### **Excellence Awards**

**Isaac Hatch**

**Len Jarvis**

**Ross Mead**

### **Outstanding Contribution Awards**

**Martin Clarke**

**Emma Clingan**

**Tammie Reid**

## *Western Shield Award*

*Western Shield* is Parks and Wildlife's flagship wildlife recovery program that aims to recover native animal populations in the wild primarily through the control of foxes and feral cats. The program commenced in 1996 and is one of the largest wildlife conservation programs ever undertaken in Australia. It includes monitoring and translocations of native animals as part of recovery efforts for some of the State's most threatened native animals.

The *Western Shield* Award has been developed to acknowledge an employee who has shown a long-term commitment to wildlife conservation under the *Western Shield* program. Additionally, the award looks to recognise an employee involved in the program that has gone above and beyond the requirements of their job and demonstrated a passion for their work in wildlife conservation.



The recipient of the *Western Shield* Award for 2015 is Peter Collins.

**Peter Collins**

Peter is a fauna conservation officer in the Albany District/South Coast Region. He started his involvement with *Western Shield* in 1996 and has been the principal staff member responsible for the delivery of the program in the Albany District for nearly 20 years. Peter established the majority of *Western Shield* wildlife monitoring and fox baiting transects in the district and has also provided advice and support to the Esperance District about the program during this time.

Peter has been required to travel away from home on extended field trips on many occasions to undertake *Western Shield* monitoring. He has been extremely diligent in maintaining critical aspects of the program and demonstrates a passion for wildlife conservation through his involvement with school groups and the community. Peter continues to be an advocate for the *Western Shield* program and threatened species conservation.



## The Mentored Aboriginal Training and Employment Scheme (MATES)

Parks and Wildlife is committed to increasing the representation of Aboriginal people at all levels across the department by creating a culturally sensitive and rewarding work environment, becoming an employer of choice and being a great place to work for Aboriginal people.

The department currently supports trainees and school based trainees across the State in partnership with the following organisations:

- Chamber of Commerce and Industry Employfast
- Department of Training and Workforce Development
- Kimberley District High School
- Kimberley Group Training
- Mirriuwung Gajerrong Corporation
- Yawuru Native Title Holders Aboriginal Corporation RNTBC

Each trainee in the program undertakes a Certificate II and III in Conservation and Land Management. They also have the option of continuing on to the Certificate IV.

Trainees are supported on an operational level by local work centre supervisors, managers and workplace assessors in order to achieve study and work performance goals that assist in their career development.

## School-based trainees

To meet the evolving needs of the department, a school-based trainee must undertake and successfully complete a Certificate II in Government in 2014.

School-based trainees undertake the Certificate II in Conservation and Land Management while working with Parks and Wildlife in conjunction with their Year 11 and 12 high school studies.

## MATES Program Awards

### Aboriginal Trainee of the Year

The Aboriginal Trainee of the Year is awarded to a MATES trainee who has demonstrated a high level of achievement both in practical and theoretical tasks throughout their traineeship.

The recipient of the Aboriginal Trainee of the Year Award for 2015 is Rese Lee Miller.

### Rese Lee Miller

Rese Lee commenced with the department in 2012 in Narrogin. Greg Durrell, regional manager appointed Jayden as a casual assistant operations officer, after receiving the blessing from local elders.

Rese Lee became well respected in the Great Southern District where he gained experience working with officers and the crews in a range of different jobs, including a project with local Noongar men protecting an important site in Dryandra.

Rese Lee contribution to the department was recognised when he secured a MATES traineeship with the Aboriginal Heritage Unit through the Learning and Development Section.



Rese Lee quickly became a valued member of the Aboriginal Heritage Unit earning the respect of his colleagues. He has supported them in implementing Aboriginal strategies across the department and continued to develop professionally completing the Certificate III in Government and the One Sky Many Paths Course - a Leadership course for Aboriginal Youth.

Rese Lee success as a MATES trainee continues as a recipient of the department's 2015 Scholarship Program. Rese Lee is now completing a Bachelor of Applied Science in Indigenous Community Management and Development at Curtin University.

### Aboriginal Trainee Supervisor of the Year

The Aboriginal Trainee Supervisor of the Year is awarded to a supervisor of MATES trainees who have demonstrated the highest level of support and commitment to the development of the trainee or trainees under their supervision.

The recipient of the Aboriginal Trainee Supervisor of the Year award for 2015 is Matthew Prophet.



### Matthew Prophet

Matthew Prophet, nature conservation coordinator for the Exmouth District has been awarded the Aboriginal Trainee Supervisor of the Year in recognition of his commitment in supporting Ethan Cooyou, a MATES trainee graduating today.

Matthew has willingly mentored Ethan in becoming positively integrated into the workplace and provided daily direction in his works program responsibilities. With Matthew's assistance Ethan has gained various skills including:

- feral animal control techniques
- wildlife identification, animal handling and monitoring techniques
- weed management techniques
- power tool use.

### Kwabalitch Award

'Kwabalitch' is a Noongar word that means 'excellent' or 'good' and the Kwabalitch Award has been established to recognise a MATES trainee who has demonstrated an admirable level of tenacity, perseverance and dedication to their studies throughout their traineeship.

It acknowledges a trainee's commitment to personal and professional development



through their willingness to seek and respond to feedback.

The recipient of the Kwabalitch Award for 2015 is Jason Richardson.



### Jason Richardson

Jason is a Yawuru ranger with the West Kimberley District and is currently working towards the Certificate III in Conservation and Land Management.

Jason is an excellent communicator very well and has shown once again this year that he can complete tasks with minimal fuss, using his own resourcefulness to work through problems, make clear decisions and communicate these to all stakeholders in the area of work he is completing. Jason works through each area with steady momentum and a strong work ethic.

Jason has shown great ability to lead other staff and has done so as part of his studies and work tasks throughout the year.

For the second year in a row Jason has continued to show that he is a worthy recipient of the Kwabalitch Award.

## Pathways Program

Parks and Wildlife has a strong and proud culture of encouraging its staff on a path of continuous learning. The Pathways Program develops and maintains a sustainable and effective conservation employee workforce through recognition and reward for their skills. This program provides employees with:

- current skills and knowledge, recognition, and
- expansion of their professional experience and expertise.

Pathways reinforces the skills and knowledge needed by the department. Regional and Fire Management Services and Learning and Development's commitment to continuous improvement tailors the Conservation and Land Management and Public Safety qualifications to suit the operational needs of Parks and Wildlife, offers flexibility allowing individuals to pursue their own areas of interest in Parks and Visitor Services, Regional and Fire Management Services and Forest and Ecosystem Management.

Parks and Wildlife supports and encourages conservation employees to 'step up' to higher level positions and take up the challenge of continuous learning within the broad range of activities the department has to offer.

## Pathways Program Award

The Pathways Award recognises a Parks and Wildlife conservation employee that has achieved outstanding results both personally and professionally, demonstrated by their dedication to workplace learning and a high level of commitment to the department's core

values. Candidates for the award have shown success in their achievement, professional conduct, leadership and initiative throughout the Pathways Program.

The recipient of the Pathways Program Award for 2015 is Leigh Woodland.



### Leigh Woodland

Leigh started with the department in 2012 as a seasonal conservation employee and quickly became an effective team member with motivation and the ability to quickly adapt his skills to the department's work, showing a willingness to help and support other team members to get the job done.

Hardworking and reliable, Leigh took advantage of the Donnelly District's offer to undertake the Pathways Program, which enabled him to further build on his land management and fire knowledge. Leigh now works in the Frankland District, in the fulltime permanent position of machine operator.

Leigh displays an energetic and enthusiastic character with a willingness to go the extra mile. He has shown on many occasions he is an effective and valued

team member who takes responsibility for the quality of his work and makes a positive contribution to the department. Leigh embodies Parks and Wildlife's values of honesty, courage and integrity, respect, openness, commitment and innovation in his daily work.

## Regulatory Training Program

As an essential element of the reform of the delivery of environmental regulation, the Department of Environment Regulation is committed to ensuring that officers have the necessary skills and knowledge required to perform their statutory functions effectively. New courses are being developed to fill identified training gaps, with an initial focus on the statutory roles central to the environmental regulation of Western Australian industries.

### Certificate IV in Government

Certificate IV in Government is a qualification designed to improve public administration capability and provides essential foundation training for the Regulatory Training Program. This qualification underpins the Department of Environment Regulation's Graduate Development Program.

## Frontline Management Program

The Parks and Wildlife management and leadership framework identifies and develops the department's current and future leaders.

Leadership framework programs are designed to promote career development and to help personnel to build personal and leadership skills.



The Frontline Management Program is aimed at personnel who are new supervisors, team leaders, managers and personnel who are being developed into supervisory positions.

In 2013/2014 participants undertook corporate training and workplace tasks, to complete a Certificate IV in Frontline Management.

## Scholarship Program

Parks and Wildlife supports continuous learning and professional development for all employees and offers financial assistance through the Scholarship Program to those wishing to undertake further development and/or studies.

Financial assistance is provided by the department to support employees' learning and development opportunities through the following categories:

- Women's Scholarship
- Science Scholarship
- Leadership Scholarship
- Career Development and Study Assistance Scholarship.

The Scholarship Program rewards outstanding individual performance and recognises the significant dedication required to successfully combine work and study.

## The Women's Scholarship in Honour of June Craig

The Women's 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.

This scholarship was 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. It provides an opportunity to develop, reward and retain knowledgeable and competent women in the department.

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 Women's Scholarship for 2015 are:

- Sarah Comer, PhD Research in Invasive Species Ecology
- Alison McGilvray, PhD Research in Environmental Science and Social Sciences.

## The Science Scholarship in Memory of Dr George Malajczuk

The Science Scholarship is available to all employees with an undergraduate science qualification. The scholarship is designed to provide continuing education opportunities in a range of science disciplines.

This 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. 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 provided the scientific excellence underpinning many of the department's initiatives. It is this scientific excellence that is fostered and nurtured with the Science Scholarship Award.

The recipients of the Science Scholarship for 2015 are:

- Saorla Finucane, Master of Science (Environmental Management)
- Hooman Tabarestani, Graduate Certificate in Environmental Assessment and Management

## 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 and leadership disciplines and is available to all employees.

Seamus Mulholland passed away in December 1996 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 was a well-respected leader who demonstrated a delicate balance of courage, wisdom and integrity. It is this leadership quality that is fostered and nurtured with the Leadership Scholarship award.

The recipient of the Leadership Scholarship for 2015 is:

- **Stephen Bradfield**, Master of Business Administration (Leadership).





## Director General's Scholarship for Career Development and Study Assistance

Parks and Wildlife staff wanting to study at the post-secondary education level are invited to apply annually for the Director General's Career Development and Study Assistance Scholarship.

- The recipients of the Career Development and Study Assistance Scholarship for 2015 are:
- **Sonia Gillespie**, Certificate IV in Programming
- **Catherine Hasluck-Lang**, Certificate IV in Accounting
- **Michelle Jess**, Bachelor of Arts (Psychology)
- **Leanne Kolin**, Certificate IV in Accounting and Diploma of Management
- **Jayden Miller**, Indigenous Community Management and Development Degree
- **Katie Needham**, Bachelor of Science (Environmental Management and Sustainability).







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