

Training news

Learning and Development, Conservation and Land Management Training Team

Patrick Foley and Steve Leeder recently delivered training in the East Kimberley District to Aboriginal Ranger Assistants from Purnululu National Park and Trainee Rangers from the 31165 Reserve Program.

Rangers attended the *Chemical and Weeds Level 2* course over three days followed by the *Operate and Maintain Chainsaws* course over two days in Kununurra.

The rangers enjoyed the training and performed well, quickly picking up the necessary skills. Feedback received from the rangers highlights how the training will be used back in the workplace:

“I have a better understanding of the Departments duty of care, how to use these chemicals safely and what they can do to a person if they are not wearing the correct PPE”

“We learned actually how to spray on the plants, not over spray or drift, and when we go back to work we know that we will not spray native plants only weeds.”



Learning and Development, Training Policy

Parks and Wildlife provides a range of training to its personnel to meet the department's organisational needs and legislative obligations.

The department now has a corporate policy for training as well as supporting guidelines and procedures that define training and the associated requirements.

Learning and Development oversees the department's training policy, endorsed by its governing body the Learning and Development Steering Committee.

The policy, guidelines and procedures can be viewed on the Learning and Development [Policy and Guidelines](#) intranet page.

For any queries regarding the policy and guidelines contact Amanda Nabi, Manager Learning and Development.



Training news

Learning and Development, Training Calendars

The department provides a range of organisational training to its personnel. Training consists of corporate (mandatory and optional) and operational training as well as job specific training and requests for customised training.

All personnel are required to undertake the following corporate mandatory training:

- Ethical and Accountable Decision Making (*soon to be available via e-learning*)
- Health and Safety Induction
- Health and Safety Training
- Manual Handling
- Aboriginal Cultural Awareness Training

Department training opportunities advertised via a broadcast email will now be accessible through the **NEW** [corporate training calendar](#) and [operational training calendar](#) managed by Learning and Development.

Both calendars will provide course outlines, training opportunities and session availability for courses delivered by internal and external trainers and subject matter experts.

To have training listed on either calendar contact the [Manager Learning and Development](#) and to nominate for a course, complete a [Training course nomination](#) and forward to learning@dpaw.wa.gov.au

Other news

Corporate Health Cover – what's in it for you?

As a corporate member, Parks and Wildlife employees are eligible to receive discounted Health and general insurance cover under the department's renewed Corporate Health Cover Agreements with Medibank Private Ltd and HBF Health Limited.

To raise awareness of the Corporate Health Cover discounts, HBF Health representatives will host an Expo on Wednesday, 1st April at Kensington. The expo promises to deliver valuable health information and will re- launch new lifestyle services and wellness initiatives available to all employees.

To support the expo, come along to the HBF stand between 12-2pm in the Keiran McNamara Conservation Science Centre, Ningaloo and Purnululu Meeting rooms. Details about the expo can be accessed [here](#).

In addition to the expo, a HBF consultant will be available, via appointment, on Thursday 2 April to conduct one-to-one consultations with staff who would like to review or discuss their existing health cover arrangements and needs.

Details about the one-to-one consultations including instructions on how to book an appointment can be accessed [here](#).

For further information, please visit the People Services Branch [Corporate Health Cover](#) intranet page.

Staff News

International Day of People with Disability Celebrations at Parks and Wildlife

International Day of People with Disability is held on 3 December each year and aims to increase public awareness, understanding and acceptance of people with disability and to celebrate their achievements and contributions.

This year Parks and Wildlife's held a BBQ at the Kensington site to celebrate the contributions people with disability make to the department. The BBQ was organised by the Diversity and Access Committee which was established to progress equity and diversity within the department.

Executive officer to the Diversity and Access Committee Kathryn Wilkinson said that the BBQ was a fun way to celebrate the contributions made by staff with disability.

"The gardeners at the Kensington site are employed through [Intework](#) an Australian Disability Enterprise (ADE) and the committee felt that a BBQ would be a great social opportunity for staff based in Kensington and Bentley to meet some of the Intework crew."

The BBQ was a great success with over 50 staff attending to meet and show their appreciation for the work carried out on the Kensington site by the Intework crew.

Simon Andrews who was responsible for organising the BBQ, said that he enjoyed meeting the crew and getting some tips on how to cook sausages properly.

"It was great meeting the Interwork guys, especially when they took over my job of cooking the sausages, apparently you need to hear the sizzle! They really enjoyed themselves and it was great to see them included in the social aspect of the workplace".

Manager fleet and works Craig Simpson explained that as Intework is a registered ADE, the department can contract them directly for services without the need to go through the normal tendering process. ADEs are generally not for profit organisations that help people with disability to join the workforce.

"Parks and Wildlife are currently contracting staff through a number of registered ADE's, including Activ who help package the *LANDSCOPE* magazine and Westcare who service some of our printing needs" he said.



Staff movements

Sections amalgamate

The start of 2015 has seen People Services Branch undergo some significant change, both in structure and staffing. After 47 years in the public service, 34 of those with Parks and Wildlife and its predecessors, John Ireland retired from his role as Manager Health and Safety.

Morgan Marsh, Manager Employee Relations and Planning, has taken on management of the Health and Safety team, with both sections now forming the amalgamated "Employee Relations and Safety Section".

Bruce Richardson, another long-time employee, who has worked with the department for 30 years, has moved on to take up another opportunity elsewhere in the Public Sector. His former role as Injury Management Coordinator has now been taken on by Simon Andrews.

Emma-Lee Finch also moved on in November, with Catherine Ynema (nee Gadd) having stepped up into her role as Health, Safety and Wellbeing Coordinator.

In Employee Relations, Lynda Oversby's secondment in the Employee Relations Consultant role recently came to an end. Emma Laurie has returned from maternity leave, and taken up her position in a job share arrangement with Kylie O'Neill, who also has recently returned from maternity leave. To assist in managing the job sharing arrangement, please email any employee relations queries through to employeerelations&planning@dpaw.wa.gov.au.

The Employee Relations and Safety team:

Morgan Marsh, Manager Employee Relations and Safety – 9219 9279

Emma Laurie/Kylie O'Neill, Employee Relations Consultants – 9219 9243

Kathryn Wilkinson, A/Workforce and Diversity Coordinator – 9219 8779

Eva Farm, A/Workforce Development Consultant – 9219 9828

Peter Burton, Principle Health and Safety Officer – 9219 9780

Catherine Ynema, A/Health, Safety and Wellbeing Officer – 9219 9783

Simon Andrews, A/Injury Management Coordinator – 9219 9760

Other staff movements

Helen Gmeiner, A/Senior Workforce Service Officer – 9219 9857

Michelle Anderson, Workforce Service Officer – 9219 9829

Wendy Finch, Senior Workforce Service Officer – ceased employment

Marie Dumitro, Workforce Services Officer – ceased employment