

# Conservation News

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MARCH 2002

## South-west timber workers employed

Twenty eight timber workers in the south-west have been employed by the Department with seven working as a seasonal firefighting crew.

"They've been a welcome addition to the Warren region," Donnelly District Manager, John Gillard, said.

"They've been actively involved in prescribed burning and fire suppression operations."

The men found themselves without jobs as the timber industry declined and the State Government—fulfilling its election platform—halted logging in old growth forests last year.

A group of four workers taken on by the Department will work on the maintenance of the Bibbulmun Track. They began work on the track south-east of Nannup earlier this month.

Another group of people is working on the construction and maintenance of recreational facilities and signposting in the new national parks. Others are working on jarrah silvicultural projects including jarrah thinning.

Regional Services Director Alan Walker said the Department was seeking every opportunity to employ displaced timber workers in a variety of roles.

"I hope that the employment opportunities we are offering will achieve a transition to new employment and in some cases to permanent positions within the Department.

"There will certainly be an acquisition of skills that will enhance their future employment prospects," Alan said.

A total of 91 people were referred to the Department by the Forest Project Office, which is overseeing the process to transfer timber industry workers to other employment.

"Sixty of those declined an interview, and of the remainder, 28 have now been employed by the Department," Alan said.

He added that more displaced timber workers would be employed in the new parks program, part of the move to develop and enhance the 30 new national parks being established in the south-west. Funding for the program would escalate next financial year.

"We hope to employ up to 30 people in the new parks program and have already created eight new ranger positions.

"Many of those positions will be filled by forest workers who have been obtaining the necessary qualifications. Hopefully, their vacancies can be filled by displaced timber workers," Alan said.

The employment offered by the Department this year follows the 1999 employment of 37 people left without a job when Whittaker's mill closed its doors. Many of those people are now in permanent positions in the Department, particularly in the Blackwood District.



The dugong aerial survey team was (from left) pilot Eddie Malatesta, Judy Davidson and Dave Holley from the Marine Conservation Branch, Department of Conservation and Land Management volunteer Gail Neylan, Ivan Lawler from James Cook University and second volunteer, Richard Campbell.

## Aerial survey shows dugongs abound

**A SIX-DAY aerial survey of the Shark Bay World Heritage area has confirmed the area has possibly the highest density of dugongs in the world.**

The Department's marine fauna zoologist Dave Holley said the estimation of 12,000 dugongs verified the area as having the highest density of the animals per square kilometre anywhere in the world where similar surveys have been conducted.

Shark Bay has been recognised internationally for its significant dugong population.

Dave said the last survey in 1999 had estimated about 14,000 dugongs in the area, with estimates from 1994 and 1989 at 10,000.

"The 1999 survey was conducted not long after cyclone Vance so there had possibly been an influx of dugongs from Exmouth Gulf and Ningaloo into the area," he said.

This new survey, the first to

be conducted in the summer, reinforced the theory that the average dugong population could be between 10,000-11,000 animals.

It also aimed to provide important information concerning distribution patterns and habitats of the dugong for future conservation of the species.

A joint project between the Department and Queensland's James Cook University, it has also enabled the Department to

gain a better insight into the movements of dugongs, and their habitats.

The aerial survey involved the flying of a twin engine aircraft along predetermined transects at a ground speed of a 100 knots and at a height of 137 metres.

The Australian regional populations of dugongs, including those of the Shark Bay World Heritage area, form the largest and most secure populations of dugong in the world.



From left: Acting Executive Director Keiran McNamara, Acting Perth District Manager Peter Dans, Acting Policy and Diversity Consultant Tracey Rankin and People Services Manager Cliff Gillam at the Good Working Relations launch. Photo by Steve Grasso.

## New discrimination policy

by Tracy Peacock

**THE Department's first comprehensive policy dealing with issues such as workplace discrimination and bullying has been launched.**

The Good Working Relations Policy deals with four types of unacceptable and offensive behaviour—bullying, victimisation, harassment and discrimination.

Acting Policy and Diversity Consultant Tracey Rankin said an online program was available on the CALMweb.

"It is user-friendly and includes all information about the policy such as grievance procedures for those behaviours covered under the policy," Tracey said.

She said an important part of the new policy had been the appointment of grievance contact officers across the Department.

"We've now established a network of nine grievance contact officers throughout the

State," Tracey said.

"They are generally accessible during working hours and people should feel free to contact them if they have any matters that can be dealt with under the Good Working Relations Policy."

At a special launch function at the Perth Hills District Office on March 7, the WA Public Sector Code of Ethics was also unveiled.

This code forms the foundation for the Department's newly-revised Code of Conduct. Accessible on the CALMweb, it is a guide to ethical decision-making and actions.

"It provides practical information and guidance for evaluating our behaviour and decisions as employees," Tracey said.

See page 3 for grievance officers' details



# Working Together

After just over one year as Minister for the Environment and Heritage, I am pleased to write this month's Working Together column, and have the opportunity to thank all staff for the progress made in implementing the Government's environmental policies.

I have visited a number of Departmental offices already, and look forward to meeting many more staff. I have been impressed by the Department's work as I travel around the State and by the dedication you bring to your jobs.

I also want to let you know that Keiran McNamara has been asked to continue as Acting Executive Director of the Department for the next 12 months.

The Government understands that having people in acting positions can lead to a degree of uncertainty, but I want to emphasise that Keiran and his fellow Directors have my full confidence, and that of my Government colleagues.

His appointment continues in an acting capacity while the Department faces further changes in its transition to a new Department of Conservation. The Government considered it best to await making a permanent appointment until the new Department of Conservation had been created in accordance with the Machinery of Government recommendations, and new policy directions have been consolidated in forest protection, biodiversity conservation and management of the conservation estate.

Since Keiran was appointed Acting Executive Director in July last year, he has successfully led the implementation of major initiatives in relation to Government strategies for conservation. These include the refocussing of the Department's emphasis on biodiversity conservation, proposed new and expanded national parks in the south-west forests and strengthening the Department's partnership approach with local communities.

I certainly appreciate the Department's role, under Keiran's leadership, in assisting the Conservation Commission of WA with the next forest management plan, in accordance with the Government's policy of protecting all our old-growth forests and applying the principles of ecologically sustainable forest management.

As I mentioned, further changes lie ahead. My priorities for the next year include biodiversity conservation, salinity, forests, expanding our parks system (including marine parks), joint management with indigenous communities, services to visitors in our parks, and working with the community.

I am confident that the Department will deliver the outcomes required, and that the continuity, certainty and stability that Keiran and his fellow Directors provide to the Department will ensure the change process occurs with the support and confidence of the Department's staff.

**Dr Judy Edwards, Minister for the Environment and Heritage**



# Volunteers busy in Goldfields

by Sarah Adriano

**THE Goldfields has been overrun by volunteers!**

The past few months have seen a range of projects completed by a wide variety of volunteers.

The Goldfields Baptist College (GBC) CALM Bush Rangers assisted Department staff at Goongarrie Station by establishing 12 new monitoring sites.

The Bush Rangers worked extremely hard and completed half the sites in one day.

This involved burying 20 litre buckets in the ground and laying out fly wire fencing between the buckets.

GBC Bush Rangers coordinator Greg Combs described the project as providing a "real world learning experience for the students."

Ten volunteers assisted with all or some of the survey.

They included local volunteers Gary Hearle, John and Jeanette Kavannah, Kate George and Danielle Bouwhuis. Tyrone Johnson completed work experience as a student from Southern Cross.

Recent graduates Jacqui Purvis, Jennifer Langton and Adrian Maynard also gained valuable experience as volunteers on the survey.

Volunteers from Conservation Volunteers

Australia (CVA) converged on the Goldfields to establish monitoring sites and construct new fences.

Six volunteers, including three visitors from England – Ellie Turner, Keith Ard and Jo Lemon – and three graduates from Perth – Frances Kirchner, Megan Flowers and Rodger Walker – assisted the Goldfields staff over two weeks.

They were coordinated by CVA team leaders Elaine Campbell and Kris Pascoe.

The first week was spent at Lorna Glen Station, 150km north-east of Wiluna, where the volunteers assisted with the establishment of 22 biological monitoring sites.

The second week involved fencing around the Clear and Muddy Lakes Nature Reserve on Credo Station, to exclude stock from the reserve.

Credo pastoralist Tim Funston assisted Department staff and the CVA volunteers during the week.

The Goldfields Region staff would like to sincerely thank all the volunteers for their hard work and enthusiasm during the long, hot days.

# Albany staff are customer focused

**THE Department's Albany District Office prides itself on being customer focused.**

In fact, the office has recently gained accreditation as an Gold Aussie Host Business for 2001-2002. Aussie Host is a nationwide customer service training program.

District Parks Manager Martin Lloyd said the office had trained 95 per cent of its staff in customer service and received the accreditation.

He said all permanent staff had been sent on customer service training courses since 1996.

"The district is committed to ensuring that each customer visiting the office or field will receive a friendly welcome, professional service and a warm invitation to come back again or spread the word," he said.

"It is important for staff to care and that's what we portray when people come to see us."

He said the office had received positive comments from satisfied customers.

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**Managing Editor:** Sue McKenna

**Journalists:** Tracy Peacock, Mitzi Vance, Niggel Higgs, Rhionna Mooney

**Design and Production:** Tiffany Aberin

**Telephone:** (08) 9389 8644

**Facsimile:** (08) 9389 8296

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# Department a magnet for graduate recruits

**THE Department has selected 20 applicants to go into the Graduate Recruit Program pool for 2002.**

Alan Byrne, the Department's co-ordinator of organisational learning and development, said it represented a record number of recruits.

"By June this year we hope to have appointed at least 12 recruits," he said.

Alan said this year's applicants were of a high standard and ensure a bright future for the Department with the continued appointment at entry level of diverse and competent people.

After advertising in October for TAFE or Bachelor of Science graduates, the Department received 359 applicants and interviewed 60.

Twenty were selected to go on a five-day residential school at

Dwellingup where they underwent fitness, aptitude and field-based tests.

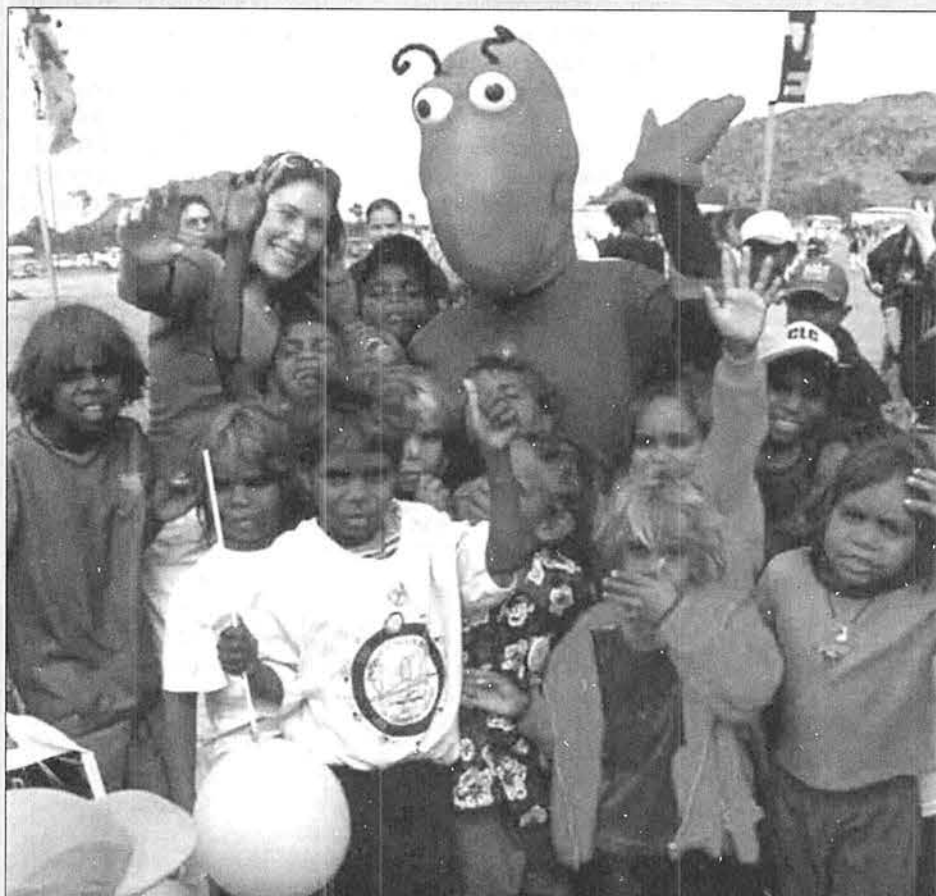
The Graduate Recruit Program started in 1995 and has resulted in 121 graduates being recruited.

Alan described it as a respected and popular program.

"We receive thousands of calls each year from students and parents interested in the program," he said.

He said they were also trying to encourage CALM Bush Rangers to follow a career path which would see them become graduate recruits.

Managers who have an identified vacancy and would like to appoint a Graduate Recruit should contact Alan Byrne or Peter Hill at the Dwellingup Training Centre.



Chontarle Pitulej is surrounded by children and Yamba, the honey ant, at the Yepernyne festival. Eight hundred indigenous clans attended.

# Aboriginal heritage officer on national executive

**ABORIGINAL Heritage Officer Chontarle Pitulej is one of the first two indigenous people to be appointed to a national heritage interpretation organisation.**

Chontarle, of the Bibilmun Wadandi-Ganeng clan in WA, who works at the Department's Indigenous Heritage Unit, was chosen at the Interpretation Australia Association's ninth conference in Mparntwe-Alice Springs late last year.

The Association is dedicated to the advancement of heritage interpretation.

Chontarle said the theme of the conference encouraged participants to 'get to the heart of it' with people from across Australia sharing their experiences, skills, interests and cultural backgrounds.

She added the conference program offered a stimulating mix of guest speakers, presenters, discussions and workshops.

"Participants experienced every heart-felt emotion that exists within in trying to better connect people with heritage," she said.

The conference discussed natural heritage, cultural heritage, community projects and media, the arts and technology.

"A strong focus was clearly Indigenous people and involvement in cultural interpretation.

"The conference provided participants with a good opportunity to become aware of issues relating to interpreting Aboriginal culture," she said.

Chontarle and Cliff Coulthard, of the Adnyamathanha clan in SA were elected as the two indigenous representatives on the executive committee.

After the conference thousands of Indigenous and non-indigenous people from across Australia attended the Yepernyne Festival.

Welcomed by traditional Arrente people, the festival involved traditional dancers, artists, singers and musicians from many Indigenous communities across the nation.

This day became known as the largest cultural gathering of Indigenous and non-indigenous people since colonisation.

"The atmosphere was full of excitement, people buzzed around like dragonflies and happily enjoyed the laughter, song and dance. It was a very powerful event, and will be remembered by many," Chontarle said.





From left to right: Grant Pearson, Keiran McNamara, Andrew Williams, Mike Scanlon, Jim Cocking, Joanne Smith, Alan Clarke and Margaret Langley. Photo by Nigel Higgs.

## Two years without injury for Woodvale research team

**THE Department's Woodvale research team has notched up two years without injury.**

The research staff were presented a certificate to recognise a lost time injury-free run from Acting Director Keiran McNamara at a recent function.

Keiran said the safety record was a great achievement especially considering the geographic challenges, extensive driving time and at times difficult tasks undertaken by the Woodvale research crew.

"Work place safety practices have to be a Department priority because injuries can be very costly to employees, their families and the Department," Keiran said.

Woodvale Occupational Health and Safety officer, Mike Scanlon accepted the award on behalf of the Woodvale staff.

"Over the past few years, people have become more accountable and responsible for their workplace safety —this award reflects that," Mike said.

He said the Department offered comprehensive

by Rhianna Mooney

internal and external safety training programs.

Research staff are trained in skills needed to undertake research in remote areas including advanced 4WD, firearms, senior first aid, basic fire awareness programs, chemical handling, chainsaw safety and specific safety issues.

"We will go to the 'ends of the Earth' to research our species, therefore we train people in anything that will enable them to do their job safely," Mike said.

Mike said team spirit played a big role in minimising the potential for injuries.

"Staff not only look after themselves, they also look after their work mates," he said.

Science Division Director Neil Burrows said he was proud of the Woodvale staff's safety record.

"It reflects a high degree of commitment within the team," he said.

## Sprinklers protect Woodvale's buildings from wildfire

by Margaret Langley

**THE Woodvale Research Centre is nestled amongst the Jarrah, Tuart and Banksia woodland of the Woodvale Reserve making it a very unusual and agreeable place to work, just 15 minutes from the City.**

These factors also cause serious concerns about the need to protect staff, buildings and property (including neighbouring houses) from wildfire.

As the suburbs have grown up around the reserve, the risk of arson in adjacent bushland and vegetated areas has increased. The reserve has been subjected to two major wild fires since 1994 and numerous potential threats during seasons of high fire danger.

The system for protection of people and property at Woodvale has many components. These include a constant presence on site during fire season; automatic response to alarm by Perth District Fire Control team; trained Woodvale staff on roster; maintenance of reduced fuel zones around buildings, boundaries and adjacent to plant and property; maintenance of rooves and removal of roof gutters to reduce litter on rooves; fire suppression equipment, both fixed and mobile; and automatic fire detection, alarm and protection systems.

One of the most novel aspects, and vital to the defence of the buildings and occupants, is the roof and barrier sprinkler systems. These systems have been developed to damp-

en any litter, vegetation or flammable materials around the buildings.

The first risk of wildfire comes from embers blowing in from fire, which may still be quite some distance away. The first line of defence for the Woodvale buildings are sprinklers that can prevent the ignition of flammable materials by keeping them below ignition temperature. As soon as a fire threat is known, appropriate sprinklers on the roof and on the ground are turned on. The systems have electronic switches to enable them to be turned on immediately. There are also manual overrides to the solenoids that are activated by staff to ensure that if power is interrupted the sprinklers will continue to work.

An added advantage is that, if the external fire detection system is automatically activated, the monitored fire alarm and the sprinklers are also activated giving time for staff to assemble and start other fire protection actions. Important to this system are power and water supply as the loss or reduction, of one or both supplies, are a real possibility during wild fire events.

The benefit of the sprinkler system is that the bushland suffers from less protective clearing and fewer people are needed to monitor buildings for outbreaks of spot fires, so more effort can be spent on suppression of the fire elsewhere.

## Alaskan loves Ningaloo exchange

**ENJOYING the abundant marine life, warm weather and natural beauty of Ningaloo Reef is a far cry from the ice, snow, mountains and freezing temperatures of Alaska.**

And that's exactly what 48-year-old Danny Rosenkrans is experiencing as part of his 12-month exchange to WA from the US National Parks Service.

A geologist, Danny has worked with the USNPS as a land manager at Wrangell-St Elias National Park in Alaska for the past 10 years.

He says the job is not too different from his exchange position in WA as operations officer at the Department's Exmouth District Office.

"The specifics are different but they are similar in a lot of ways," he says.

In Alaska, he works at Wrangell-St Elias National Park, which is the largest park in the US parks system with five million hectares, dealing



Danny Rosenkrans

by Tracey Peacock

with issues relating to minerals management, native rights and physical science research programs.

Wrangell-St Elias National Park is part of a World Heritage site with neighbouring Kluane National Park, Tatshinshinni Wilderness Area and Glacier Bay National Park.

Twenty-five per cent of the park is covered in permanent snow and ice and 16 of the 20 tallest peaks in North America are contained within the World Heritage site.

He's soaking up the Exmouth experience with his wife and three children aged 7, 9 and 11.

"I've been in Alaska for more than 20 years so it's a pleasant change being somewhere else with a different climate," says Danny, who was originally from New Jersey.

"Where we are in Alaska, it's remote and isolated in many ways and that community sense isn't there.

"We don't have neighbours, as opposed to here (Exmouth) where we live in the town.

"In Alaska there are very few people within 10 miles of where we live." And highlights so far?

"I guess a few things. One is the landscape, ecosystem and environ-

### Grievance contact officers are:

- Paul Blechynden, Albany (08) 9842 4570
- Richard Ford, Bunbury (08) 9725 5915
- John Gault, Kununurra (08) 9168 4222
- Rob Hopkins, Manjimup (08) 9771 7937
- Kim Kershaw, Narrogin (08) 9881 9259
- Heddy King, Kensington (Swan) 9474 7024
- Stella King, Crawley (08) 9442 0319
- Greg Kitson, Geraldton (08) 9964 0911
- Karen Shaddock, Kensington (08) 9334 0578
- Cliff Gillam, Manager CALMpeople Services, Kensington (08) 9334 0213
- Michelle Bolitho, Manager Workforce Services & Planning, Kensington (08) 9334 0215
- Tracey Rankin, A/Policy & Diversity Consultant, Kensington (08) 9334 0187
- Tanya Mercer, A/Consultant Personnel, Kensington (08) 9334 0301

ment—they are world class," he says.

"Another highlight is having the opportunity to get to know a small district office staff really well.

"Another has been the development of friendships that will probably last the rest of our lives."

Then there's been the opportunity

to explore conservation and development issues in a different continent.

Danny and his family return to Alaska at the end of May.

His last engagement with the Department will be to speak at a lunchtime seminar at Kensington on 29 May.

## Research to save tuart trees under way

**THE Department has pumped \$30,000 into further research and community information on the conservation and decline of tuart trees along the Swan Coastal Plain.**

Tuart Response Group Executive Officer Drew Haswell said an immediate task was the development of a tuart vegetation system health model by Departmental scientists.

"From there we will be able to decide what we do and don't know, and direct funding to

by Tracy Peacock

bolster priority research areas," he said.

He said this would provide a systematic approach to researching tuart decline.

A seminar is also planned for later this year with universities, developers and resource users to discuss research opportunities.

Drew said declining winter rainfall in the south-west, which has decreased by 20 per

cent in the past 20 years, was a fundamental theory in the reduced health of tuarts.

"The weakened tuart trees at Yalgorup may be declining from a range of secondary threatening processes including insect attack, salinity encroachment from groundwater abstraction and land clearing," he said.

The Tuart Response Group has met twice this year, and at its last meeting was briefed on climate variability, vegetation classification, hydrology, tuart decline and tuart landscapes.

The Group comprises representatives from the Tuart Coalition, the Lake Clifton Landcare Group, the South West Development Commission, the Department of Conservation and Land Management, the Department for Planning and Infrastructure, the Department of Environment, Water and Catchment Protection and the Department of Agriculture.

Drew said a comprehensive strategy was expected to be completed in about 12 months.



# Department coordinates international research in Kimberley

WA's Roebuck Bay will come under the microscope of international researchers in June.

Listed under the Ramsar Convention as a Wetland of International Importance, it will host a LANDSCOPE Expedition plus large-scale community-based research activity into the invertebrate fauna on the mudflats.

The Department, The Netherlands Institute for Sea Research (NIOZ), Broome Bird Observatory and the local community group, Environs Kimberley, will run a one-day forum on June 8, called Celebrating the Bay.

The aim will be to provide locals with a chance to interact with researchers and exchange information.

About 60 people, with a core of 30 researchers from WA, The Netherlands, United States, Germany, Melbourne and Sydney, will take part in the major research study and accompanying LANDSCOPE Expedition.

WA Wildlife Research Centre Manager Grant Pearson described it as one of the biggest projects of its type ever undertaken.

"In terms of logistics it's the biggest. We'll have three hovercraft, three five-metre plus boats and several dinghies for operations over the shallow mudflats," he said.

He said it was an "exciting" research project which would be undertaken in collaboration with a number of organizations and groups including international universities and research centres (such as NIOZ and Dr Theunis Piersma and Washington State University and Dr Bob Hickey) and the local community including traditional owners.

The work planned for June will build on the data collected from Roebuck Bay in 1997.

Grant said the project aimed to increase public awareness of the ecological importance of these intertidal mudflats.

"The site is listed as a wetland of importance and widely recognised as one of the most important sites in Australia for transequatorial migratory shore birds," he said.

"Recent work on the biodiversity of the mudflats rates it as perhaps the richest known intertidal mudflat in the world."

Grant said the project would be dependent on volunteer support for much of the work involved in the collection of invertebrate and sediment samples.

"However, there will be an assembly of many world authorities on marine and shore bird research providing a unique opportunity for the volunteers to share their experience and knowledge," he said.



Researchers Marcus Popping, Marc Lavaleye and Bob Hickey taking samples at Roebuck Bay.

## Bush ranger learns map making

Rossmoyne Senior High School's Brodie Lewis has learned to construct WA biodiversity information on GIS maps.

The Year 12 student is an example of what the CALM Bush Rangers program is achieving, and that's providing a range of conservation opportunities that are meaningful for young people and the community.

Brodie spent a week with the Department's

by Bronwyn Humphreys

Robyn Wilson and the Geographic Information System section.

From the training he received he was able to complete an important set of pastoral interest map sheets, an owl species distribution area map for Bridgetown, plus contribute to the

national biodiversity audit project.

The GIS team said it was great to meet a young person who was enthusiastic and passionate about the Department and was happy to give his time to work on our projects.

Now in his fifth year in the CALM Bush Rangers program, Brodie has completed more than 500 hours of volunteering for nature conservation.

## Park planners put plans into practice



Left to right Kim Williams, Cliff Wingfield, Peter Nosworth, Daryl Moncrieff, John Skillen, Tracy Churchill, Peter Henderson, Gae Mackay, Val Cave, Gil Field, Wayne Schmidt, Rod Simmonds.

Photo by Liz Moore.

by Liz Moore

A NEW class of early childhood students recently tested their sensory faculties at Wellington Discovery Forest.

Ten members of the New Parks Steering Group took time out of their serious management deliberations to try out the Centre's sense-ational trail.

This required donning a blindfold, heading out on a ropewalk, over and under logs, through burnt out tree stumps, and at intervals feeling, smelling and listening to the jarrah forest.

Time did not permit the full experience but some feedback from the group will help to develop a more challenging ropewalk for mature clients.

This group aims to coordinate the implementation of the Government's new parks program across the Swan, South West and Warren Regions.

They normally meet in Kensington, but this time decided to meet in a "new park".

Wellington Discovery Forest is within the proposed Wellington National Park.

The group was given a run down on plans and proposals for the Wellington District.

## Conservation briefs

### Purnululu nominated for World Heritage listing

Purnululu National Park has been nominated for World Heritage listing.

Well-known for its Aboriginal heritage and scenic attractions, its nomination was on the grounds of cultural, biodiversity and landscape values.

World Heritage listing of Purnululu National Park will bring increased attention to the park and increased focus on the quality of its joint management by the traditional owners and the Department of Conservation and Land Management.

The traditional owners will be provided with living area leases in the park and opportunities to develop and operate cultural tourism ventures. The Government will encourage the traditional owners to take on park management jobs with the Department.

The Purnululu nomination now goes through an international assessment process culminating in a decision at the June 2003 World Heritage Committee meeting in Beijing, China.

### 80 fires last month

Department staff attended 80 fires in February. Most (23) were in the Perth area followed by 15 in Mornington, 19 in Mundaring, seven in the South West Capes, four in Dwellingup, two in Walpole and one each in Merredin, Narrogin and Pemberton.

Since July last year the Department has attended 488 fires, 226 of them deliberately lit. Others were Departmental prescribed burns (5), other burns (14), industry-caused fires (16), recreational fires which got out of hand (24) and fires started by lightning (87). Unknown and 'other' causes resulted in 116 fires.

### Department organises ecotourism conference

Young people from around WA will play a role in the State's big ecotourism conference in May.

Year 11 and 12 tourism students have been invited to design and develop an innovative sustainable tourism product with the best three entries presenting their ideas to the conference delegates.

The conference - WA tourism: In touch with a sustainable future - will be held at the Aquarium of WA (AQWA) from 21-22 May.

## Staff changes . . . Staff changes . . . Staff changes . . . Staff changes . . .

### Contracts

Beverly Gardiner, Reserves Officer, Goldfields regional Headquarters, Kalgoorlie; Sam Hurd, Assistant Operations Officer, Perth Hills District Office, Mundaring; Melanie Harding, Technical Officer, Wildlife Branch, Kensington.

### Resignations

Christopher Branch, Planning and Administration Officer, Regional Parks, Fremantle; Prescilla Shepherd, Officer, Regional Services, Albany regional headquarters.

### Contract Ceased

Jason Johnson, Officer, Regional Parks, Fremantle; Lisa Archer, Landscape Assistant,

Parks Recreation Planning and Tourism, Kensington; Kate Elzinga, Project Officer, Fire Management Services, Kensington; Margaret Lewington, Assistant Project Coordinator/Technical Officer, Herbarium, Kensington.

### Promotion

Kathryn Muir, Planning Officer, Planning and Visitor Services, Kensington; Brad Barton, Regional Leader Nature Conservation, Goldfields regional headquarters, Kalgoorlie; Barry Hooper, Regional Leader Parks and Visitor Services, Goldfields regional headquarters, Kalgoorlie.

### Secondment

Bridget Hyder-Griffiths, Ecoplan

Coordinator, Wildlife Administration, Kensington.

### Temporary Transfer

Julie Male, Projects Officer, Hills Forest Discovery Centre, Mundaring.

### Transfer

Robert Thomas, Environmental Officer, from Department of Indigenous Affairs to Environmental Protection Branch, Kensington.

### Temporary Deployment

Michael Phillips, National Park Ranger, Perth Hills District Office, Mundaring; Kylie Ryan, Conservation Officer, Swan Coastal District, Fremantle; Clare Anthony, Planning Officer, Parks and Visitor Services, Kensington.