

MAY 2003



Conservation News

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DEPARTMENT OF CONSERVATION
AND LAND MANAGEMENT
WESTERN AUSTRALIA

MAY 2003

\$121 million for Department next year

The State's marine environment, management in the rangelands and continuing improvements to national park facilities and management are among the highlights of the Department's appropriation in the 2003-04 State Budget brought down in early May. Acting Executive Director Keiran McNamara said the State Budget had allocated the Department \$121 million. The Department's capital

works program would total almost \$12 million. "Key allocations include \$8 million for works and management associated with creating 30 new national parks and two new conservation parks in the south-west," Keiran said. "This includes \$2.5 million for new capital works, \$4.5 million for management, and \$1 million towards a proposed Walpole

By Nigel Higgs

Wilderness Area Discovery Centre. "The Department also was provided with an additional \$430,000 for marine park management. Of this, \$180,000 has been earmarked for the proposed Jurien Bay Marine Park and

\$250,000 for improved management of Ningaloo Marine Park and the adjacent coastal strip. "The Budget also has allocated a further \$2.36 million over the following three years for the management of these parks." Keiran said that as a result of the functional review of Government agencies – the Costello Review – the Department would take on selected management responsibilities

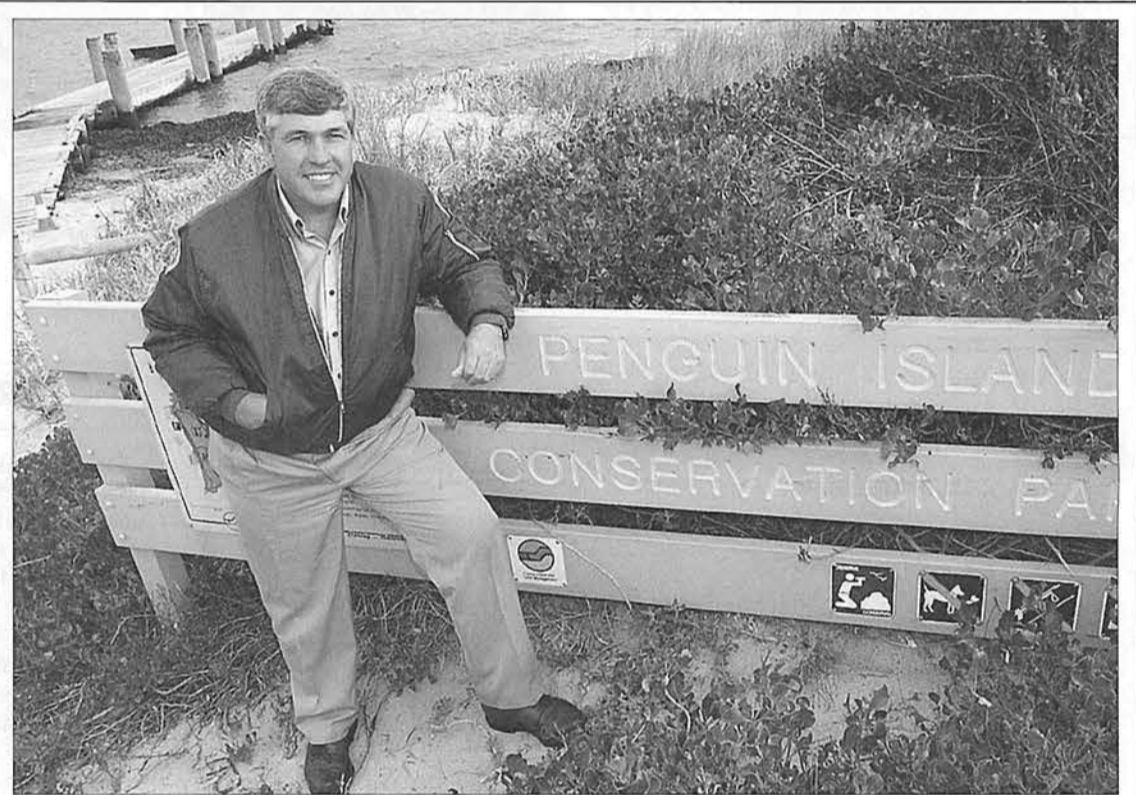
across most of the State's unallocated Crown land, an area totalling around 89 million hectares. "This will provide an opportunity for the Department to implement management programs that will assist in protecting the environment of many areas of the rangelands and arid zone," he said. Full details of the State Budget are available at www.ourstatebudget.wa.gov.au

Tourism boost for South-West

By Nigel Higgs

Two Departmental initiatives are bolstering tourism in the South-West. The new 86 kilometre Karri Forest Explorer drive and a newspaper guide to the southern native forests were launched by Environment and Heritage Minister Judy Edwards. The Karri Forest Explorer was designed and built by the Department to showcase forests around Pemberton. The \$1.6 million project will contribute to the development and management of a vibrant and sustainable recreation and tourism industry.

The concept of the drive is to create a number of 'days of things to do' for visitors to the area, and increase the number of camping, bushwalking and picnicking facilities. Major works around the drive had focused on areas such as Big Brook Dam, Beedelup Falls, Warren National Park, the Gloucester Tree and the former Giblett forest block (part of the proposed 18,000ha Greater Beedelup National Park). The Karri Forest Explorer has a local FM radio network that tourists can tune into. Tourists also receive a copy of the new Guide to the Southern Forests, a 12-page, colour newspaper that focuses on the karri and jarrah forests.



Ranger-in-charge of Shoalwater Islands, Terry Goodlich. Photo courtesy of Community Newspapers.

Shoalwater ranger wins study award

National Park Ranger Terry Goodlich has won a Murdoch University award for the best performance in sustainable tourism studies. Terry, a ranger for 17 years, manages the Shoalwater Islands Marine Park, including Penguin Island, dealing with tens of thousands of visitors each year. He began mature age studies for a Bachelor of Tourism degree in 1999 after receiving a Departmental scholarship. "I was ecstatic when I received this award because it recognised my commitment to sustainable tourism, which is an important part of what I'm trying to achieve

in the marine park," Terry said. Terry added that Alan Byrne, the Department's coordinator of organisational learning and development, had been a guiding light. "I'm thankful that the Department's commitment to a mature age student has resulted in me receiving an award for something that the Department is managing," he said. Terry's responsibilities have been in terrestrial and marine park management, with expertise in management, planning, marketing, interpretation, education, staff co-ordination and community involvement.

Department commitment to Indigenous people

By Rhianna Mooney

Indigenous people are joining the Department to work towards achieving joint management of conservation areas throughout the State. The Department's commitment to joint management and realising employment opportunities for Indigenous people has led to the development of a 10-year program which will see between 10 and 15 per cent of its full-time staff being Indigenous people. Acting Executive Director Keiran McNamara said the Department aimed to realise training and employment opportunities for Indigenous people, especially young Indigenous people who would one day inherit the traditional custodianship of the land. "Joint management is particularly important statewide and is being actively pursued in places such as Purnululu, Mitchell Plateau, Millstream-Chichester and the proposed national parks in the South West," he said. Keiran said the Department already had four Aboriginal trainees based at Kalgoorlie, two each at Denham and Yanchep National Park and two in the Department's Aboriginal Heritage Unit at Kensington, one in Esperance and one in the Perth Hills District between Mundaring and Dwellingup. "Other Aboriginal cadets have been appointed to the Department's People Services Branch, Financial Services Branch, Science Division and the Marine Conservation Branch," he said. "An Aboriginal Employment and Development Officer and an Aboriginal Training Officer have also been appointed to co-ordinate the training programs. "The Department has also taken on other Aboriginal people in the Manjimup and Blackwood Districts." Keiran said this year the Department would also take on a further six trainees – two each in the Mitchell River National Park, Karijini National Park and at Busselton. "The Department is a registered training organisation so the trainees will gain on-the-job experience," he said. In conjunction with the Federal Department of Employment and Workplace Relations, the Department has committed \$1.2 million over five years to an Aboriginal trainee program," he said. "Additional funding has come through the National Indigenous Cadetship Program."

We're well connected!

Winning the Western Australian Information Technology and Telecommunications Award in the infrastructure section confirmed what many of us already know – the Department is well connected. The Department won the award for the way we deploy the email system and the way departmental employees are connected across vast distances. Manager of the Department's Information Services Section Peng Soong said the Department beat rival organisations such as the Ministry of Justice, Bankwest and technological firms.

"The Department won the Information and Technology Telecommunications award in the infrastructure section, one of 12 sections," she said. "The Infrastructure award recognised physical solutions, including hardware, software and networks, and strategic business solutions implemented to improve an organisation's operations." There were 100 submissions for the 12 awards and four category finalists in the infrastructure section. "It just proves, we really are the best connected people in WA!" said Peng.

Working Together

The Department's greatest asset is its people.

This edition of Conservation News celebrates the 2003 Graduation and Awards Ceremony. One of the greatest pleasures of being Executive Director is this annual ceremony where we recognise the achievements of younger recruits to the Department, as well as the successes of various scholarship and award winners, and our indigenous trainees.

Our Minister, Dr Judy Edwards, also finds this annual event an inspiring occasion.

I have also had the opportunity recently to visit the Wheatbelt Region to look at issues in the field as well as attend a safety awards presentation. Together with several head office staff, I have also visited a number of pastoral properties purchased for addition to the conservation reserve system in the Goldfields and Midwest regions. The knowledge, professionalism and dedication of regional staff, and their commitment to developing and maintaining good relationships with reserve neighbours and local communities was most impressive.

In fact it is a regular occurrence on my part to receive highly complimentary remarks about the quality and dedication of our staff throughout the State, from the Premier, the Minister and many others.

On the one hand, the work we do is very rewarding and fulfilling, and that in itself inspires a high level of commitment. At the same time, however, it is also very challenging, and the resources available for the task never seem to be quite enough.

The Department and its Corporate Executive will maintain a high level of commitment to a range of recruitment, training, scholarship and other programs that support staff in delivering conservation outcomes on behalf of the Western Australian community.

Keiran McNamara, Acting Executive Director



Department and FPC staff win award

Present and former Departmental and Forest Products Commission staff were included in the 15,550 people Australia wide, whose work was acknowledged by the Prime Minister's Centenary Award.

Created in 2001, the Centenary Award recognises Australians who made significant contributions to Australian society or government in the last century through science, research or the arts.

Karijini National Park's Ranger in Charge Maitland Parker still doesn't know who nominated him, but assumes it was to acknowledge his work with the Department during the last 16 years.

"I joined the Department in 1985 as one of the first Aboriginal trainees. Since then, there has been an amalgamation of traditional and scientific conservation methods in Karijini National Park," he said.

"Joint management has worked really well and it's a great compliment when visitors to the park comment that they've enjoyed the facilities and the surrounding environment.

"It's also very satisfying when you are nominated for an award like this, knowing that someone has really valued your work."

The Forest Products Commission's Manager for Technical Services, Plantation Operations, Ray Fremlin said he was still surprised to have received an award.

"I can think of a dozen people who have been my mentors over the years and are much better qualified for this than me. It's certainly an honour," he said.

Ray was awarded for his service to plantation development and supporting private owners for almost 40 years in the industry and his involvement in research and operations.

His work can be attributed to developing many forestry techniques used today, Australia wide.

"I have enjoyed a fantastic career and continue to be a strong advocate for forest plantations," he said.

Other recipients were former Executive Director Wally Cox, former Director of Nature Conservation Barry Wilson and former Central Forest Regional Manager Don Spriggins.

Slovenian ranger visits WA



Marjeta Albinini from Slovenia (centre) with Mark Roddy, Acting Ranger in Charge, Torndirrup National Park (left) and Kath White, Acting Ranger in Charge, Walpole-Nornalup National Park (right).

By Rhianna Mooney

Last month's lunchtime seminar goers were treated to a Slavic look at conservation and land management.

Marjeta Albinini, a ranger from Slovenia, visited Australia for the International Ranger's Conference at Wilson's Promontory in Victoria and exchanged information with departmental staff when she visited WA.

Marjeta said that while the environment and terrain of WA and Slovenia differed, the respective conservation agencies strove to

achieve the same goal of sustainable environmental management.

"Compared with Slovenia, WA has bumps not mountains," she said.

"Slovenia's largest mountain is called Triglav. It's almost 3,000 metres high," she said.

"There is an old fairy tale based on the treasures of the mountain. The rangers are considered the guardians of this treasure." Sixty per cent of Slovenia is covered in forest.

Slovenia has only one national park, named Triglav National Park after one of its peaks.

Marjeta said that Triglav National Park was selected as one of six European national parks to host a junior ranger program.

"Sixteen people between 12 and 17 took part in the 10-day program," she said.

"The main objective of the program was to involve young people who live near the National Park in the park's activities and inform them about the purpose and values of the park.

"The program was also a good way to involve parents, mentors and teachers in the park and in the junior ranger's work in the park."

Marjeta said it was seen as a long-term investment to increase public awareness of the park.

Coastal awards honour Science Division

By Rhianna Mooney

Departmental projects which conserve and rehabilitate the State's coastal flora and fauna were recognised by the WA Coastal Awards, coordinated by the Coastwest program and the Western Australian Planning Commission last month.

In 2002, the Western Australian Herbarium developed the Surveying Western Australia's Land Edge (SWALE) program, which won a special statewide Outstanding Coastal Project award.

The program was designed to provide information about the flora in four coastal areas – Port Kennedy, Geraldton, Bunbury and Esperance.

Project Officer Cate Tauss said the SWALE project provided training for community volunteers in ecological survey and monitoring. It established a baseline for monitoring coastal vegetation in eight coastal areas chosen for their

high conservation value.

Voucher specimens collected during the project were databased at the WA Herbarium. The data is included on the Herbarium's website, Florabase.

The Department was also involved in a collaborative program in Roebuck Bay in June 2002.

Funded by Coastwest with input from the Royal Netherlands Institute for Sea Research, Washington State University, Broome Bird Observatory, WA Museum, LANDSCOPE Expeditions, Broome Pearls and Wallis Drilling, and managed by ENVIRONS Kimberley, the project won the Outstanding Coastal Group Effort award and the Outstanding Coastal Project award for the Kimberley/Pilbara region.

A one-day information forum run by ENVIRONS Kimberley prepared the local community for involvement in a three-week survey. Roebuck Bay is one of the most important coastal mudflats in Australia.

The project examined the relationship between the migratory shorebirds and their food supply.



Pictured at the award ceremony was the Minister for Planning and Infrastructure, Alannah MacTiernan (left), Rinn Pedersen from ENVIRONS Kimberley (centre) and the Department's Woodvale Research Centre Manager, Grant Pearson (right).

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Graduation and Awards Ceremony 2003

Graduate recruits 2003: our new skilled workers



Above: Minister for Environment and Heritage Dr Judy Edwards attended the ceremony that honoured the graduates and scholarships recipients.

Above right: Graduate recruits 2003: our new skilled workers.

Young people are taking an increasing interest in a career in natural resource management, resulting in a heavy demand for Government training programs.

Environment and Heritage Minister Judy Edwards attended a ceremony to present awards to 17



conservation and land management graduates who successfully completed the Department's 12-week graduate recruit program.

Dr Edwards said 263 graduates had applied for a maximum of 20 places in the program.

"There was a similar demand for places last year," the Minister said.

"It is a trend that augurs well for the future care of our natural environment.

"Those completing the course go on to careers in specialist positions, usually with the department but also with the Forest Products Commission. They provide a

valuable addition to the Government's pool of staff skilled in natural resource management."

Of those who successfully completed this year's graduate recruit program, 14 have been employed by the Department and three by the Commission. Eleven are female and of the 17, six are from regional Western Australia.

Those now working in regional areas are Allison Driscoll (Collie), Kate Macgregor (Narrogin), Kate Roy Chowdhury (Merredin), Tim Firth and Troy Sawyer (Manjimup), and Craig Lang (Katanning).

Employed in the Perth

metropolitan area are Melissa Hoskins (Woodvale), Sam Hurd and Edward Greenway (Mundaring), Hayley Valentine, Nicole Willers (Kensington), Sandra Hohloch and Kaylene Carter (Fremantle), Fiona Boulton (Mundaring), Richard Reid (Wanneroo), Carrie Doncon and Julie Patten (Guildford).

"Each of the program's short courses has national accreditation and recognition," Dr Edwards said.

"The program teaches conservation and land management practices including skill development in fire, disease and fauna management, four-wheel driving, planning and designing recreational areas, working with the community and much more."

Dr Edwards said the Department was committed to increasing the number of Aboriginal people it employed to 10 to 15 per cent over the next 10 years.

After only 12 months, seven Aboriginal cadets sponsored by the Department were studying at a tertiary level, and 16 trainees were undertaking a formal traineeship with support from workplace mentors and departmental staff.

The Minister said since the commencement of the graduate recruit program in 1995, more than half of all the graduates appointed had been women.

Dr Edwards presented June Craig Scholarships, named in honour of

the work of June Craig, WA's first female Minister with a conservation-related portfolio and second-ever female Cabinet Minister, to six staff. They were:

- Kath White, national park ranger in Albany;
- Leonie Monks, research scientist with the Flora Conservation Group;
- Chontarle Pitulej, indigenous heritage officer for the Indigenous Heritage Unit in Kensington;
- Stella King, grievance contact officer, Crawley;
- Brenda Smith, administration assistant for People Services Branch, Kensington and co-ordinator of the Public Services Training Package; and
- Tiffany Aberin, senior graphic designer for the Strategic Development and Corporate Affairs Division, Crawley.

Other scholarship winners were:

- **Keynes Memorial Award:** Allison Driscoll, parks and visitor services officer, Collie;
- **Aboriginal Trainee of the Year Award:** Chontarle Pitulej, Kensington;
- **Executive Director's Scholarship:** Sean Lawson, Harvey;
- **Dr George Malajczuk Science Scholarship:** Nicole Noakes, Shark Bay and Kylie Ryan, Swan Coastal District;
- **Seamus Mulholland Leadership Scholarship:** Gae Mackay and Cliff Gillam, Kensington.

Graduations celebrate Department's achievements, says Executive Director



Trainee graduate Dale Kickett (left) accepts his Certificate II in Land Management from the Minister for Environment and Heritage Dr Judy Edwards and Acting Executive Director Keiran McNamara.

Nine years into the successful Graduate Recruit Program, friends, family and colleagues gathered at the new Fremantle Maritime Museum last month to celebrate the achievements of Department staff.

The ceremony acknowledged the work of graduates, trainees and award and scholarship recipients and

the various departmental projects they have been involved in.

Acting Executive Director Keiran McNamara said the Graduate Recruit Program was an important aspect of the Department.

"The Graduate Recruit Program provides the Department with leaders for the future and a steady flow of competently trained young

men and women to meet departmental operations requirements," he said.

"Organisational Learning and Development Coordinator Alan Byrne and his team should be congratulated for the work they do."

The Department has 163 Graduate Recruits who have been appointed to a range of positions within our parks, reserves, forests and biodiversity conservation programs. Seventeen graduated at the ceremony last month.

Keiran also said the Department was proud of its graduates and said that parents and friends of the graduates also have every right to feel proud of their achievements.

"While we acknowledge the completion of formal training programs, by no way is this the end of the learning and development journey for these graduates and trainees, in fact it is just the beginning," he said.

"It is important for an organisation such as ours to foster and generate a culture of continuous learning.

"I strongly encourage our graduates, trainees and other staff to pursue further learning and development opportunities either at a tertiary or departmental level."

Seamus Mulholland award

Seamus Mulholland's life philosophy was to turn a bad situation into something positive.

While presenting this year's leadership scholarship in memory of a great leader, Seamus Mulholland, his sister Dr Kathleen Mulholland said the Department's scholarship was definitely a positive to come out of her brother's death.

The Seamus Mulholland Leadership Scholarship 2003 will this year enable Visitor and Regional Services Coordinator Gae Mackay and People Services Branch Manager Cliff Gillam to pursue further tertiary education.

Gae will use the scholarship to undertake a Masters in Management at Charles Sturt University to further develop her management skills.

"This opportunity will enable me to develop my own leadership skills and management style," she said.

Cliff is committed to the idea of lifelong learning and will use the scholarship to continue his postgraduate studies at Monash University through distance education and on-line learning in public policy and management.

"I hope the knowledge gained through this course will help me understand the challenges of policy making and management in the public sector and enable me to assist the Department in becoming simply the best biodiversity conservation agency in Australia," he said.



Dr Kathleen Mulholland (centre) presented the Seamus Mulholland award to People Services Branch Manager Cliff Gillam and Visitor and Regional Services Coordinator Gae Mackay.

Executive Director's Award: Sean Lawson

Acting Executive Director Keiran McNamara acknowledged the challenges that many people juggling full-time employment and study faced.

"Postgraduate qualifications are becoming increasingly important in the workforce these days," Keiran said during the presentation of the Executive Director's Scholarship.

"The Executive Director's scholarship aims to provide the recipient with financial support and study time to ease the heavy burden of combining work and study."

The recipient of this year's scholarship, Sean Lawson, joined the Department in 1998 and is currently employed at the Forest Products

Commission's Timber Technology Centre in Harvey.

Sean is undertaking a Certificate IV in Conservation and Land Management through the South West Regional College of TAFE in Bunbury.

Sean said that he could not have pursued his studies without the support of his family, colleagues and the team at Dwellingup.

"There was a time when I thought being a labourer was as far as I'd go but now I am studying and hope to pursue a career as a National Park Ranger with the Department," he said.



Sean Lawson (right) and Acting Executive Director Keiran McNamara pictured after the Executive Director's Scholarship presentation.

Keynes Memorial Award

The Keynes Memorial Award is the premier award and was presented to Allison Driscoll this year for her high level of achievement throughout the Graduate Recruit Training Program.

Allison received the award that recognised her high level of achievement throughout the course, both in practical and in theoretical work.

The award was a bequest from Miss N.J. Keynes, sister-in-law of Dick Perry, who was interested in land management practices.

Allison said receiving the award was a great honour and she had always considered herself lucky to be accepted into the program.

"There are a lot of young people who strive to join this program," she said.

"It is a further honour to be awarded the Keynes Award when I know that there are at least 16 other recruits who are all equally deserving of this award.

"The Graduate Recruit Program is a fantastic program that has made the beginning of my career a very enjoyable and memorable one."



Minister for Environment and Heritage Dr Judy Edwards (left) presented the Keynes Memorial Award to Wellington District's Parks and Visitor Services Operations Officer and Graduate Recruit Allison Driscoll.

Sciences Scholarship in memory of Dr George Malajczuk



Kylie Ryan (pictured above) and Nicole Noakes received Sciences Scholarships in memory of Dr George Malajczuk. Nicole Noakes could not attend the ceremony due to study commitments at Charles Sturt University in NSW.

During his distinguished career with the Department, Dr George Malajczuk demonstrated scientific excellence that continues to underpin many of the Department's initiatives.

His Doctorate in applied mathematical programming techniques from Yale set the standard for many land management activities throughout the state.

The Sciences Scholarship in his memory aims to provide continuing education opportunities in a range of scientific fields.

This year's winners of the scholarship were Technical Officer in charge of the Peron Captive Breeding Centre Nicole Noakes, and Conservation Officer (Marine) for the Department's Swan Coastal District, Kylie Ryan.

Nicole is undertaking a Post-Graduate Certificate in Captive Vertebrate Management at Charles Sturt University in NSW that will assist her in managing the captive breeding of endangered species at the Peron Captive Breeding Centre. The Science Scholarship will support her in her studies.

Kylie began working with the Department in 1999 and graduated from the Field Officer Cadet Training Program in 2002. She will use the scholarship to undertake a Master of Science in Natural Resources at The University of Western Australia.

Executive Director's Merit Award

The Executive Director's Merit Award was awarded this year to graduate recruit Kate Macgregor (pictured with Acting Executive Director Keiran McNamara below) to recognise her achievement as the best all-round performer in theoretical and practical areas of the Graduate Recruit Program.

Kate is employed as the Visitor Services Officer in Narrogin and is responsible for coordinating the education program for the district, interpretation and managing the Barna Mia project.

Kate said the Graduate Recruit Program played a fundamental role in enabling her to undertake her job and she felt privileged to have been part of it.

"I think the graduate program is one of the Department's best assets when it comes to developing its people," she said.

"Not only does it provide sound mentoring and some fairly hard-core training, but it also installs a sense of loyalty and belonging in a group of very passionate and inspired people."



Aboriginal traineeship and cadetship program

Eight Aboriginal trainee graduates from all around the state received graduation certificates at the ceremony for courses in conservation and tourism.

The ceremony marked the graduate's completion of Certificates II in Conservation and Land Management, Certificates III in tourism and Certificates IV in Land Management.

The Department's Aboriginal trainee and cadetship program is critical to achieve its objective of increasing the number of Aboriginal employees to 10 to 15 per cent over the next 10 years.

There are 16 Aboriginal trainees progressing through the traineeship in various work centres throughout the state. This number will increase to 35 in January 2004.



The Minister for the Environment and Heritage, Dr Judy Edwards (front) is backed by (front row, left to right) Organisational Learning and Development Coordinator Alan Byrne, Assistant Training Officer Beth McKernan, Aboriginal Employment and Development Officer Tania Donovan, Aboriginal Trainee Ken Ninnette, Acting Executive Director Keiran McNamara (back row, left to right) Aboriginal trainees and graduates Robert Narrier (Swan Coastal District), Sean Lawson (Timber Technology, Harvey), Dale Kickett (Perth Hills District), Wayne Dekker (Swan Coastal District), Marissa Maher (Indigenous Heritage Unit Kensington), Robert Thorne (Shark Bay District), Chontarle Pitulej (Indigenous Heritage Unit, Kensington) and Daniel Cock (Shark Bay District).

Chontarle wins Aboriginal trainee award

Chontarle Pitulej's high level of academic achievement in her Certificate III in Tourism and Certificate IV in Land Management was rewarded with the Aboriginal Trainee of the Year award.

She has worked in the Department for five years and is currently employed as an Indigenous Heritage Officer at the Indigenous Heritage Unit at Kensington and is involved in community liaison, education and indigenous interpretation.

Chontarle said that receiving the award was a great honour and she could not have achieved it without the support of her colleagues.

"I have received so much support from the people in the Indigenous Heritage Unit and other Aboriginal people in the Department and I wouldn't have received this award without the assistance of their enthusiasm, guidance and support," she said.

"I have worked really hard over the past few years to achieve my goals and I'm only half way through them. There is still a lot to do but I think my personal growth through the training process has been enormous.

"It is great the Department is not only recognising our personal achievements but also the work we are doing for the Department, our commitment to the community and the relationships that have been formed through the work and training."



Women's role honoured with June Craig



The recipients of the June Craig Award were (right to left) Tiffany Aberin, Leonie Monks, Kath White, Chontarle Pitulej and Brenda Smith. Stella King was absent from the photo.

Six women received scholarships at this year's ceremony to honour the work of June Craig – Western Australia's first female Minister with a conservation-related portfolio.

The scholarship is designed to encourage, support and facilitate women, to enhance and develop their careers and increase their contribution to the Department.

When awarding the scholarships, Environment and Heritage Minister Dr Judy Edwards said that June Craig's contribution to the community and conserving the environment was a way of life.

"June strongly supports an education system that encourages women to express themselves, use technology as a positive learning mechanism and provide them with the confidence to achieve their highest aspirations," the Minister said.

"Furthermore, the scholarship program is an opportunity to develop, reward and retain knowledgeable and competent women in the Department."



Chontarle Pitulej

Chontarle is employed as an Indigenous Heritage Officer in the Indigenous Heritage Unit and has been with the Department for five years.

The scholarship enabled Chontarle to visit The Wet Tropics in Northern Queensland in March and Kakadu National Park in the Northern Territory in August this year.

She said her trip to Northern Queensland was extremely valuable and gave her the opportunity to see how other

government organisations worked with Indigenous communities and dealt with joint management issues in relation to the development of cultural interpretation.



Kath White

Kath recently transferred to Two Peoples Bay where she is a Ranger. Before that, she spent three years working as the Ranger in Charge in the Frankland District.

She looks forward to a new set of challenges that face National Park Rangers in the Albany region.

Kath used her scholarship to attend the Fourth International Rangers Congress at Wilson's Promontory in Victoria, where she learned about the experiences, difficulties and successes of other National Park Rangers.



Leonie Monks

Leonie has been with the Department for six years and is 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.

Leonie plans to use her scholarship to travel within the USA to visit several translocation specialists and bring back ideas to increase the success rate of Western Australian flora translocations.



Stella King

Stella has worked with the Department since 1985 and her primary role is to liaise with the office of the Minister for the Environment and Heritage Dr Judy Edwards. When awarding Stella the scholarship, Dr Edwards personally acknowledged Stella's work.

Stella is one of 12 grievance officers in the Department and plans to use her scholarship to undertake a number of short courses to enhance her skills in this area. Her aim is to expand her current role into that of a grievance resolution officer, in line with the People Services Branch's goal to increase the number of grievance resolution officers in the Department.



Brenda Smith

Brenda is the Administration Assistant for the People Services Branch and has been with the Department for six and a half years.

Brenda used the scholarship to travel to Brisbane where she liaised with various government agencies about the implementation of the nationally endorsed Public Services Training Package. This package was recently implemented at the Dwellingup Training Centre and adapted to the Department's specific requirements for administration staff.



Tiffany Aberin

Tiffany 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 used the scholarship to travel to Melbourne where she attended the AGIDEAS Design Conference where she viewed contemporary design work and learned from 27 nationally and internationally-acclaimed industry professionals.

When presenting the scholarship, Dr Edwards personally congratulated Tiffany on her design of the recently published book *Beneath the Busselton Jetty*. Tiffany described the conference as a career enriching experience.

Graduation and Awards Ceremony 2003

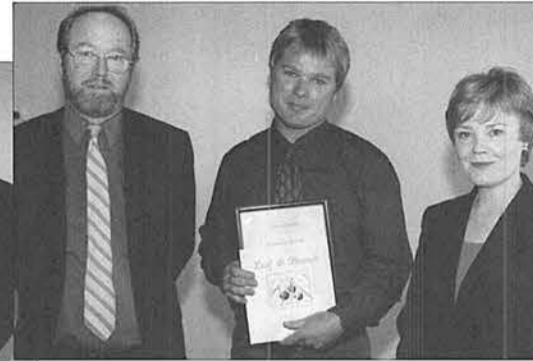
Graduates 2003



Keiran McNamara, Allison Driscoll and Dr Judy Edwards.



Dr Judy Edwards, Craig Lang and FPC Division Manager (Plantations) Gavin Butcher.



Keiran McNamara, Richard Read and Dr Judy Edwards.



Carrie Doncon, Dr Judy Edwards and Gavin Butcher.



Dr Judy Edwards, Hayley Valentine and Keiran McNamara.



Keiran McNamara, Sam Hurd and Dr Judy Edwards.



Dr Judy Edwards, Edward Greenway and Keiran McNamara.



Dr Judy Edwards, Julie Patten and Gavin Butcher.



Keiran McNamara, Kate Roy Chowdhury and Dr Judy Edwards.



Dr Judy Edwards, Sandra Hohloch and Keiran McNamara.



Keiran McNamara, Kaylene Carter and Dr Judy Edwards.



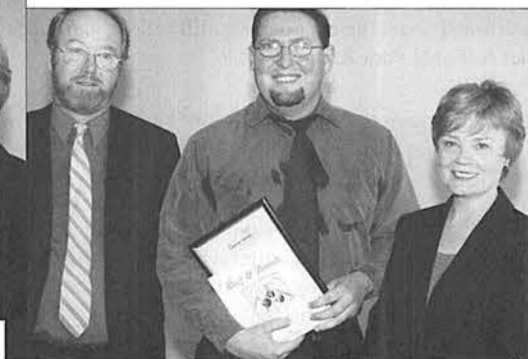
Keiran McNamara, Kate Macgregor and Dr Judy Edwards.



Troy Sawyer, Dr Judy Edwards, and Gavin Butcher.



Keiran McNamara, Melissa Hoskins and Dr Judy Edwards.



Keiran McNamara, Tim Firth and Dr Judy Edwards.



Fiona Boulbee.

Right on track

"On Track" is a regular feature story – sponsored by the corporate executive group – looking at new ways of working within the Department and stories that demonstrate our core values and reinforce our principles and strategic directions.

Forest Management Branch has been focused on improving the way we do business for the new forest management plan currently being developed.

In particular, there have been a number of inventory data updates and enhancements to the computer modelling systems used to calculate the sustained timber yield. This work is the result of more than five years work by the Branch, representing several million dollars worth of new data collection, computer systems development and analysis.

It has included a new inventory of the two-tiered karri forest, a reclassification of the forest estate to improve representation of geographic, silvicultural and site variations, and the development of computer models to simulate tree growth and dieback spread and to estimate yields arising from a range of silvicultural objectives.

The independent panel established in 2000 to review the Department's sustained yield calculations in the context of ecologically sustainable forest management has commended the Branch on the work undertaken for the new management plan.

The Panel, chaired by Professor Ian Ferguson from Melbourne University, recently returned to Western Australia to complete their review and report to the Conservation Commission of Western Australia. This included reviewing the Department's progress on recommendations to improve inventory and scheduling procedures made by the Panel in their April 2001 report.

"Panel members told me much more had been achieved than they expected was possible, including what they described as extraordinary progress in collating data and analysing the rate of dieback spread," said Caris Bailey, Acting Director of Sustainable Forest Management Division.

"This achievement has been delivered by everyone in the Branch in what has been a tremendous team effort.

"All these new ways of working just wouldn't have been possible without those who shouldered the ongoing works programs, conducted the field checks, organised the logistical support and who have willingly provided backup and flexibility when asked to contribute at short notice.

"It is this dedication from staff that has enabled us to satisfy the many requests for data and reports that underpin the overall forest management planning process that has been our main priority in the past few years.

"Much of the work presented to the Ferguson Panel will be of interest to other forest managers as an integrated forest management planning system."

The Panel's final report is expected to be published together with the proposed forest management plan, and the Environmental Protection Authority's bulletin on its assessment of the plan, by August.

Underwater cleanup

By Tracy Peacock

Anchors, rope, camping chairs, a flood light, a helium bottle, fishing knives, hooks, sinkers, lures and fishing line. Sound a bit like a list for a fishing expedition? In fact, it's not.

It's just part of the haul by a team of 14 divers cleaning up the sea bed at Steep Point, in the Shark Bay Marine Park, earlier this month.

The two-day clean-up, undertaken by the Batavia Coast Dive Club with support from the Department, is an extension of a similar exercise undertaken on Dirk Hartog Island.

The Department's Shark Bay District Parks and Visitor Services Program Leader Carl Beck said the clean-up project would help protect fauna such as the dugong.

"Community groups such as the Batavia Coast Dive Club play an important role in managing and maintaining the marine and terrestrial parks in the Shark Bay World Heritage Area," he said.

"Their efforts not only help with the physical maintenance of the area, but also in educating other visitors of the area's importance and what they can do to protect it."

Other items found during the clean-up included PVC rod holders, star pickets, cans, bottles and metal pipe.



Authors Sue Morrison (left), Ann Storrie (second from left) and Peter Morrison (second from right) with the Minister for the Environment and Heritage Judy Edwards (centre) and former Busselton Jetty Manager Ross Bromell (right).

New book highlights local marine life

Busselton's historic jetty and the marine life beneath it are subjects of a new book published by the Department of Conservation and Land Management.

The book, *Beneath the Busselton Jetty*, was launched by the Minister for the Environment and Heritage Dr Judy Edwards who said that while focusing on the marine life beneath the jetty, it would have a broad appeal.

"The jetty's underwater observatory is expected to be completed next spring and attract many visitors to Busselton, which is already made popular for divers by the stunning marine life," the Minister said.

Beneath the Busselton Jetty will help raise awareness of the bay's diverse marine life, which the community and Government share responsibility for conserving for future generations."

The book, co-authored by Perth marine scientists Peter and Sue Morrison and freelance writer/photographer Anne Storrie, contains a wealth of information about the jetty's history, influence on local wind and tide and value as a recreational drawcard.

The book also has an educational role because the Government is establishing a marine conservation reserve in the waters between Geographe Bay and Hardy Inlet.

Sue Morrison and Anne Storrie have collaborated on two other books for the Department *The Marine Life of Ningaloo Marine Park and Coral Bay*, and *Wonders of Western Waters*.

The book retails for \$21.95 and is available from most bookshops and dive shops, departmental offices and the Department's website.

Aboriginal garden on show

According to Perth's Flower and Garden Show, 'ecotopia' is a perfectly balanced environment for all living things.

This year's Flower and Garden Show exhibited an Ecotopia display that included a traditional Aboriginal 'garden' put on by the Department's Indigenous Heritage Unit.

Pictured below is the Department's Indigenous Heritage Officer, Terry (Koodah) Cornwall (centre) with (left to right) Tilly Cornwall (7), Stephanie Cornwall (9), visitor Jordon Vukojevich (12) from Mosman Park and Jade Khan (11).

Koodah said the display was an excellent way to help the community understand and appreciate Aboriginal culture.

"People seemed to really enjoy the display. We had face and body painting, traditional dancing, didgeridoo playing, Nyoongar tool making and rock painting," he said.

"We also gave visitors information about the native Western Australian environment and the way they can build that into their gardens at home."



Conservation briefs

New light on forest mushrooms

A new light has been shone on the brilliantly coloured but often overlooked fungi that live in the shade of Western Australia's tall forests.

The Department's newly released Bush Book – *Fungi of the South-West Forests* – aims to help create awareness of these 'forest recyclers'. They play a vital role in the ecosystem by breaking down forest litter and debris, providing nutrients for plants.

Fungi of the South-West Forests is the twenty eighth Bush Book published by the Department. It was written and photographed by Richard Robinson who is based at CALM's Manjimup Research Centre.

Bandicoots get health checks

Western barred bandicoots on Dorre Island, off Carnarvon, were sent for checkups after some captive animals showed disease symptoms.

Department staff captured 28 western barred bandicoots in baited small cage traps.

The bandicoots were measured, weighed and identified, and examined for disease. They were anaesthetised so swabs and blood samples could be taken to test for two diseases – a chlamydial infection that caused severe eye infections and infertility, and a wart syndrome that in severe cases caused blindness and an inability to walk due to severe lesions on the animal's feet.

The western barred bandicoot is one of five species of threatened mammals on Bernier and Dorre Islands.

Turtle facility in North West Cape

A new \$188,250 turtle interpretation centre designed in the shape of a turtle will play a key role in raising visitor awareness and support for turtles at Jurabi Coastal Park near the tip of North West Cape.

The Department's design specialists designed the centre in conjunction with officers from the Exmouth office, Exmouth Visitor Centre and the Shire of Exmouth. The traditional owners – through the Gnulli Working Group – provided support in finding the appropriate location.

The centre is expected to attract visitors to the area during the turtle-nesting season, between November and January, when green, loggerhead and hawksbill turtles excavate their nests in the sand and lay their eggs.

Environment and Heritage Minister Dr Judy Edwards welcomed the strong support from the local community and tourist operators for the centre.

Norm and Gina new Lorna Glen hosts

By Sarah Adriano

Visitors to the Lorna Glen Station in the Goldfields Region will be welcomed by new campground hosts this year.

Department volunteers and campground hosts Norm and Gina Gregory have accepted an offer to stay on the station during 2003.

Lorna Glen is an extinguished pastoral lease of almost 236,000 hectares, approximately 150 kilometres north-east of Wiluna. It was taken up in the 1930s, and at various times has run sheep and cattle. An unsuccessful era of irrigation was developed in the 1940s, '50s and '60s but the result is an underground aquifer that supplies plenty of good quality drinking water, a comfortable homestead and bunkhouse that provides ample space for visitors.

While still employed as mental health nurses, Norm and Gina began volunteering with the Department in 1994 as Earth Carers. Initially, their role was on a casual basis, manning displays at Perth shopping centres.

Then they began volunteering at The Hills Forest Discovery Centre in the Hills Forest, closer to their home in Mt Helena. They found



Norm and Gina Gregory at Lorna Glen. Photo: Sarah Adriano.

this extremely rewarding and both say they learned and gained much more than they contributed.

After retiring in 1997 and undertaking a short 'trial' period at Millstream Chichester National Park, Norm and Gina became involved in the Department's Campground Host Program. Since then, they have been in

many national parks and forest areas all over the State, rented out their home and spent their time enjoying themselves as station and campground hosts.

The Goldfields Region would like to thank Norm and Gina for their valued work at Lorna Glen Station and look forward to their continued work in 2003.



Peter Humphreys (left) was honoured as the Policeman of the Year, Joy Wade (centre) as Rotarian of the Year and the Department's Daniel Cock (right) received the Trainee of the Year award at the Australia Day ceremony. Photo courtesy of the Northern Guardian.

National park trainee is recognised by Rotary Club

Shark Bay's Indigenous trainee Daniel Cock has received the Carnarvon Rotary Club's Trainee of the Year Award for his work with the Department.

Presented at an Australia Day ceremony, Daniel was recognised for his outstanding progress on Certificate II in Conservation and Land Management and the practical fieldwork component of his traineeship.

Shark Bay's Parks and Visitor Services Coordinator, Carl Beck nominated Daniel for the award. The nomination was supported by the Coordinator of the Yadgalah Aboriginal Corporation, Darren Capewell.

"It was of considerable credit to Daniel that, when all the National Park Rangers in the District were away for four weeks, he stepped in and took on key responsibilities involved in the daily management of the Francois Peron National Park," Carl said.

"He managed the park with limited guidance or supervision and demonstrated good leadership ability when supervising volunteer and school groups."

Daniel's ambition to become a National Park Ranger will be helped by the experience from the traineeship.

Daniel said he was grateful to the Department's Shark Bay District team and the Yadgalah Aboriginal Corporation for their support of himself and fellow-trainee Robert Thorne.

"Without the support of District Manager Dave Rose, Carl Beck, Darren Capewell and Acting Aboriginal Employment and Development Training Officer Beth McKernan, the traineeship would not be possible," Daniel said.

Staff at the Shark Bay District wish Daniel and Robert all the best for the remainder of their traineeships.

Pooh! No flies on dinkum dunnies...

Inmates from Greenough Regional Prison are building creature comforts – otherwise known as "Dinkum Dunnies" – for use in national parks.

The innovative bush toilets use a dry-composting technology, and were put together by minimum-security prisoners.

The prisoners took the parts to Stockyard Gully reserve near Jurien and reassembled the loos on a fixed foundation. They then installed the finishing touches to the dry-flushing system.

So far, two toilets have been installed at the new day use sites and two shelters are now being prepared for Stockyard Gully.

The Department's Moora District Parks and Visitor Services Coordinator Peter Fishwick said the new loos were ideal for remote sites.

"The toilets use solar heat, captured by a black composting tank and venting pipe, to circulate hot air, which quickly dries and composts waste without smelling or attracting flies," he said.

"These projects are a great example of the mutually beneficial relationship that the Department has forged with the Department of Justice.

"Greenough Regional Prison has already built

picnic tables for the Department in Shark Bay, while Roebourne Regional Prison has established a work camp in the Millstream-Chichester National Park."

Prison Superintendent Greg Johnson said Prison Officer Shaun Tormey, a qualified builder and a TAFE instructor for the accreditation of the prisoners Rural Skills certificates, supervised the prisoners.

"These projects provide useful and meaningful work activities for the prisoners and benefits to the WA community."



(L-R) Greenough Regional Prison Officer Shaun Tormey and TAFE Construction Lecturer Matt Silvester help prisoners disassemble a Dinkum Dunny for transport to Stockyard Gully.

Staff changes . . . Staff changes . . . Staff changes . . . Staff changes . . .

Contract

Tristan Farmer, Ranger, Regional Services, South Coast Region, Cape Le Grand National Park, Esperance; Craig Carpenter, Information Management Officer (FMS), Regional Services, Fire Management Services Branch, Kensington; Trevor Smales, Cartographic Officer, GIS Information Branch.

Permanent appointments

Natasha Samulraj, Officer, Financial Services Branch; Jarrod White, Mapping and Survey Officer, Forest Management Branch, Bunbury Regional Headquarters; Paul Winton, Regional Parks Commercial Planning Officer,

Regional Parks, Fremantle; Dave Chadwick, Ranger, Regional Services, West Kimberley District; Ben Fitzpatrick, Nature Conservation Officer, Regional Services, Pilbara Region, Exmouth.

Promotions

Ray Ellery, Payroll Coordinator, Corporate Services, People Services Branch, Kensington; Teresa Gepp, Regional Leader Estate Planning, Regional Services, Swan Region, Kensington; Cheryl Tonts, Project Officer, Strategic Development and Corporate Affairs; Alicia Taylor, Corporate Health Officer, Corporate Services, People Services Branch, Kensington.

Reclassification

Janine Morris, Administration/Centre Manager, Science Division, Kensington; Ian Drumbrell, Senior Research Scientist, Science Division, Forest and Tree Crops, Busselton; Jeanette Gilmour, Senior Policy Advisor, Corporate Executive, Crawley.

Temporary transfer

Greg Freebury, Operations Officer (Nature Conservation), Regional Services, Walpole to Regional Services, Albany.

Resignation

Syke Keillor, Programs Officer, Parks and Visitor Services Division; Helen-Anne Anderson,

Officer, Regional Services, Albany; Sheryle Smith, Cleaner, Perth Observatory; Jeremy Spencer, Forest Ranger, Busselton District Office, Regional Services.

Contract ceased

Linda Reinhold, Technical Officer, Exmouth District Office.

Temporary deployment

Karlene Bain, Nature Conservation Coordinator, Regional Services Division, Frankland District, Walpole; Allison Driscoll, Ranger Grade 2, Regional Services, Wellington District, Collie; Phil Smeeton, Parks and Visitor Services Coordinator, Perth Coastal District, Swan Region.