

# Conservation News

Print post approved PP665002/00001



NOVEMBER 2003

## Premier's Award win for CALM

**THE Department of Conservation and Land Management has won the major Premier's Award for Excellence in Public Sector Management for 2003.**

Premier Geoff Gallop announced that CALM's Mentored Aboriginal Training and Employment Scheme was the overall winner of the awards, and winner of the Equity and Diversity category.

Dr Gallop said the scheme – known as MATES – was a world-class example of true leadership in cultural change.

"The judging panel considered it a great model for equity and diversity, building on the skills and talents of staff to address community needs and concerns," he said.

CALM introduced MATES to improve employment outcomes for Indigenous people in conservation. The multi-faceted program is run in conjunction with non-Government training providers and land management organisations.

The Premier said the Department's bold approach to achieving just and equitable Aboriginal employment outcomes meant it had embarked on a 10-year plan to ensure

Indigenous people made up 10 to 15 per cent of its full-time workforce.

"Dan-joo Dabacaan" means 'together, steady, steady' and also describes CALM's approach to ensuring that Indigenous people are strongly represented, and involved, in conservation and land management employment," he said.

"The Department recognises the unique role and expertise that Aboriginal people can have as both 'traditional owners' with cultural responsibility to care for country, and as managers of conservation lands and waters for the State.

"MATES is a role model to the rest of the public sector and makes a significant contribution to social, environmental and economic outcomes.

"The scheme demonstrates a commitment to continuing improvement in management practice and has put in place systems that ensure these practices become part of the ongoing work of the agency."

The Federal Department of Employment and Workforce Relations has welcomed the MATES program and committed \$1.2million over five years to the initiative.

CALM has also instigated processes to develop joint management of many parts of the conservation estate, which is a State Government priority in terms of reconciliation, resolution of native title and provision of long-term secure employment for Indigenous people.

This year, 109 nominations were received for the Premier's Awards from 57 public sector agencies, including universities and local governments

The eight Premier's Awards category winners were:

**Social and Community Development** - The Department of Culture and the Arts and the Department of Housing and Works for Percent for Art Scheme.

**Economic Development** - Fremantle Ports and LandCorp for BHP Billiton Site Acquisition.

**Sustainable Environment** - Department of Land Information for DLI's Sustained Push for Energy Efficiency.

**Services to Regional and Remote Communities** - Department of Health for Telehealth.

**Education and Skills Development** - Mid West Development Commission, Geraldton

University Access Group and Geraldton Universities Centre for Geraldton University Project.

**Management Improvement and Governance** - Department for Planning and Infrastructure and the Public Transport Authority for Improving Contract School Bus Services; Mapping and Route Management.

**Leadership in Equity and Diversity** - Department of Conservation and Land Management for CALM's Mentored Aboriginal Training and Employment Scheme.

**Innovation** - Department of Culture and the Arts, Department of Industry and Resources, and the University of Western Australia for Western Australian Indigenous Arts Showcase.

The various award categories are sponsored by CALM, the Department of Local Government and Regional Development, the Department of Education and Training, the Department of the Premier and Cabinet, the Western Australia Police Service, the Department of Treasury and Finance, Curtin Business School, Curtin University of Technology, the Office of Equal Employment Opportunity and the CEO Diversity Forum.

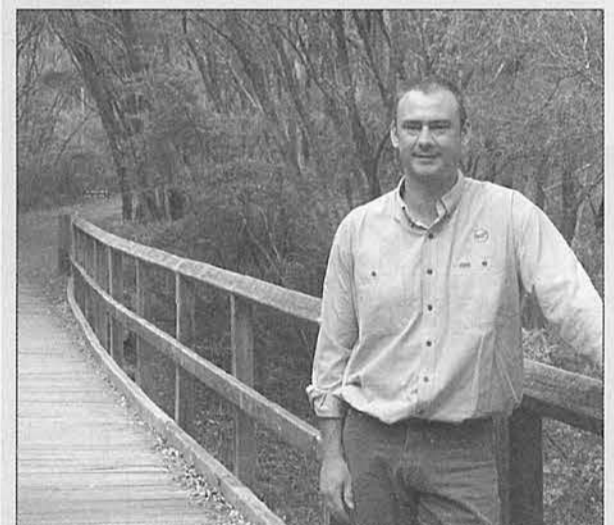


**ENVIRONMENT** Minister Dr Judy Edwards (second from right) took time out to praise community efforts in the Drummond Natural Diversity Recovery Catchment Project, which includes the Drummond Nature Reserve.

The 40,000 hectare Wheatbelt catchment is threatened by salinity, dieback, weed invasion, nutrient enrichment, flooding and habitat fragmentation. In the last 18 months, CALM and the community have planted 80,500 seedlings at six sites, established 44 water monitoring bore sites and carried out a remnant vegetation assessment survey.

Dr Edwards is pictured with (from left) Frank Turnbull from the Toodyay Naturalists' Club, Andrew Edwards and farmer Brenda Clarke.

## New ideas for volunteers



**GLENN** Willmott hopes a six-week overseas trip, courtesy of a prestigious scholarship, will inspire new ideas for volunteer management and universal access at WA's national parks.

The Department's Leeuwin Naturaliste National Park Senior Ranger has been awarded a Churchill Fellowship and will travel to the United States and New Zealand in April, visiting some of the world's most popular national parks.

Glenn said he was honoured to receive the Fellowship, which he would use to study universal access and volunteer programs at national parks.

A three-week visit to the US will see the 35-year-old visit Yellowstone, Yosemite and Sequoia national parks.

In NZ, he plans to look at similar high visitation parks.

Glenn said by going to high visitation parks he would be able to see first-hand how they coordinate volunteers, plus examine universal park access.

He said an aging Australian population meant it was important to start designing and planning appropriate park facilities.

Glenn, who is based at Margaret River, has worked for the Department for 15 years.

His fellowship is sponsored by Lamington National Park (Queensland).

## Foreign 'invaders' sent to Melbourne

**A BIRD** enthusiast has surrendered two foreign 'invaders' to the Department.

The birds are red-whiskered bulbuls – *Pycnonotus jocosus* – that are native to India, Nepal, Bangladesh and Burma but also range as far as the Indo-Chinese region and Hong Kong.

But in areas such as Australia, they can become a noxious pest that can cause considerable damage to fruit orchards and vegetable gardens if they become established in the wild. The species has caused significant damage in New South Wales and Victoria where they are already considered a pest. The birds are prohibited from being imported into – or kept in – Western Australia.

CALM Wildlife Officer Andrew Ando said the Department

by Nigel Higgs

was contacted by the owner through an intermediary who told CALM the owner was willing to surrender the animals rather than passing them on or releasing them into the wild.

The owner was concerned about having the animals as he was aware of their potential as pests should they escape.

"CALM congratulates the owner on his actions," Mr Ando said.

"The Department is always willing to consider the voluntary surrender of illegally held animals and in genuine cases will not prosecute."

The birds were sent to Melbourne Zoo.



# Working Together

In this month's *Conservation News* we celebrate winning the 2003 Premier's Awards for Excellence in Public Sector Management, for our Mentored Aboriginal Training and Employment Scheme (MATES).

This is a tremendous achievement and recognition for those in CALM who had the vision to develop the program, and for all those whose dedication and support have made it a success.

The competition for the Premier's Award is pretty fierce. There are award winners in eight separate categories, and the best of those eight wins the overall Award.

In accepting the Award from the Premier, I said that the Department and its staff are proud of the way MATES bring together environmental and social justice programs, and that in the travels of the Minister for the Environment, Dr Judy Edwards and myself around Western Australia, we take great pride in seeing first hand the difference being made by MATES and related initiatives with Indigenous people. At the same time, we know we still have a long way to go.

This month's *Conservation News* also celebrates four other awards, for records management training, the Tree Top Walk, information technology and *Land for Wildlife*.

The winning of awards isn't an end in itself. However, awards do provide opportunities to recognise and congratulate both teams and individuals. Importantly, such awards are the result of independent judging by eminent people.

All staff should take some time out from their hectic day-to-day roles to reflect on our significant achievements. Congratulations and thank you to all involved.

**Keiran McNamara, Executive Director**



Pictured at CALM's 'Discover Jurien Bay Marine Park' display at this year's Blessing of the Fleet were (left to right) Keith Hockey, Rebecca Carter, Adam Meyer, Peter Fishwick, Rick France and Yvonne Varris.

Visitors to the display, which featured marine critters, a touch table and a 'what am I?' competition, were treated to interactive displays, balloons and face painting.

The display was designed to provide information about the newly-created Jurien Bay Marine Park and the local marine environment. There were also displays on terrestrial conservation and recreation management initiatives in the region.

Staff at the display were on hand to answer any questions about the park zoning which covers the section of the central west coast between Wedge Island and Green Head. They said the feedback from visitors was very positive and people found the information about the newly established marine park useful.

## Conservation News November 2003

Published by Department of Conservation and Land Management Strategic Development and Corporate Affairs, Cygnet Hall, (cnr) Mounts Bay Road & Hackett Drive, CRAWLEY, Western Australia 6009

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**Printing:** Optima  
 Printed on 100% recycled paper

## Investigation into boodie shooting

CALM is investigating the recent shooting of a boodie at Dryandra Woodland.

One radio-collared animal, a female, was found dead on the northern boundary within the woodland.

Narrogin District Operations Officer Greg Durell said x-rays had revealed shotgun pellets in the body.

"It has come as a surprise. Shooting was not one of the major threats we had identified when preparing the translocation proposal," he said.

Greg said the radio collar on the animal had alerted them to the fact that the boodie was dead.

Twenty-one boodies were released in September as part of a research project to determine the most successful release methods and areas favoured by the boodie.

CALM Acting Narrogin District Manager, Paul McCluskey, said they were not sure whether this was an isolated shooting incident or not.

"It is possible that other threatened species that do not have radio tracking collars that live in Dryandra are also being shot. Species such as woylie, tammar wallaby and brush-tailed possums may also be affected," he said.

"It is illegal to shoot any animals on conservation reserves and threatened species such as boodies are fully protected on all public and private lands."

# Conservation project for Tutanning girl



Claire and one of the red-tailed phascogales.

**TWELVE-year-old Claire Blechynden finds it hard to believe that tammar wallabies are listed by the Department as a Priority 4 species.**

As far as she is concerned they are everywhere. Claire's world is a little biased – her family farm is next to Tutanning, a 2206 hectare nature reserve baited for foxes through CALM's *Western Shield* program.

Growing up next to Tutanning, Claire developed a love of nature and as part of her home schooling has been working through 'Exploring Wheatbelt Woodlands - Teaching Activities For Upper Primary Schools' developed by CALM.

Her family's farm is also part of the Dwarlaking Catchment Group where farmers – often members of *Land for Wildlife* – fence bushland, create corridors and carry out fox control. There was also a move to obtain baseline data on animals in the catchment.

When *Land for Wildlife* helped them undertake preliminary fauna monitoring, Claire turned the week-long exercise into a major school project. She had a busy week setting out trap lines, weighing animals, recording information, and learning how to approach and handle caught animals.

Results showed a healthy population of woylies and possums in Tutanning Nature Reserve but the only mammals trapped in the farm remnants were red-tailed phascogales and an echidna.

Fifty-seven species of birds are now recorded for the catchment.

# Chuditch breeding at Kalbarri National Park

by Rhianna Mooney

**A CHUDITCH with important lineage, trapped as part of a fauna monitoring program in Kalbarri National Park, is providing clues to the success of a Department of Conservation and Land Management translocation program.**

The young lactating female was found as part of a routine six-monthly fauna monitoring program that took place with some help from 15 CALM Bush Rangers from the Kalbarri District High School.

The monitoring was conducted over linear transects in the northern and southern part of the park. Monitoring is conducted in the same areas every six months.

The chuditch appeared to be a first generation offspring (or F1) of the 49 original animals that were translocated into Kalbarri

National Park from Perth Zoo in July 2000 and March 2001. The translocation, a *Western Shield* project, aimed to restore the native fauna to the area.

Kalbarri National Park's Ranger in Charge, Mike Paxman, said the find was encouraging because it was the first capture of a new chuditch in the park.

"Being a lactating female, the capture was particularly encouraging because it means that this young female has also bred successfully and would have young animals back in its den. The young from this female are called the F2 generation," he said.

"A true measure of the success of a

translocation program is the proof of the existence of F2 individuals.

"This find proves the translocation program has been a winner."

Mike said he hoped the success of the chuditch translocations would pave the way for more translocations in the near future.

"In particular, we are looking at translocating black-footed rock wallabies and tammar wallabies as well as bringing in some more woylies to join the small population brought in during 2000," he said.

"All these animals were previously recorded in the park but now appear to be locally extinct, probably due to a number of factors including fox predation and surrounding land clearing."



## CALM MATES program wins Premier's Award: A role model for Aboriginal employment in WA



CALM Executive Director Keiran McNamara (front right), WA Premier Geoff Gallop (front second from right) and Environment Minister Judy Edwards (front third from left) with CALM staff (front row left to right) Tania Donovan, Koodah Cornwall, and Alex Rogers, (middle row left to right) Maria Duthie, Sue McKenna, Cliff Gillam, Mitzi Vance, Alan Byrne, Chontarle Pitulej and Robert Narrier, and (back row left to right) Marissa Maher, Wayne Dekker, Ron Kawalilak, Peter Sharp and Laura Sinclair. Photo by Keating Photography.

THE Department has won this year's major Premier's Award for Excellence in Public Sector Management and has been commended as a role model for the successful employment of Aboriginal people.

At an awards ceremony at the Perth Concert Hall, Premier Geoff Gallop announced that CALM's Mentored Aboriginal Training and Employment Scheme (MATES) was the overall winner.

The presentation culminated several years' work for many people in the Department.

Dr Gallop said the judges considered MATES a great model for equity and diversity, building on the skills and talents of staff to address community needs and concerns.

"It is a world-class example of true leadership in cultural change," he said.

The venue was packed with representatives of Departments who were finalists in the awards; sponsors sat on the stage and the evening was hosted by television personality Tina Altieri.

There were eight categories, with the Department's entry submitted

in the Leadership in Equity and Diversity category. Each category had five finalists, with one entry being highly commended and another being named winner.

In CALM's case, there was no highly commended entry, with CALM being named as the winner.

Dr Gallop said the Department's bold approach to achieving just and equitable Aboriginal employment outcomes meant it had embarked on a 10-year plan to ensure Aboriginal people make up 10 to 15 per cent of its full time work force.

He said the Department's adopted phrase Dan-joo Dabacaan – 'together, steady, steady' – echoed CALM's approach to ensuring Indigenous people were strongly represented, and involved in, conservation and land management employment.

"The Department recognises the unique role and expertise that Aboriginal people have as both 'traditional owners' with cultural responsibility to care for country, and as managers of conservation lands and waters for the State."

## Thanks to everyone

WATCHING the Mentored Aboriginal Employment and Training Scheme (MATES) roll out around the State gives Executive Director Keiran McNamara enormous pleasure.

"Sustainable environmental and social outcomes are brought together via MATES, which sees CALM's ties with Aboriginal people strengthened," he said.

"It is particularly gratifying that such an important, socially responsible and environmentally sound program has received such high recognition. Everybody in CALM can be justifiably proud of being associated with this achievement."

He asked all Divisional, regional and district managers to convey the sense of pride and congratulations to staff involved in the MATES program.

"It has a long way to go over the next 10 years, something that Corporate Executive will be pursuing actively," he said.

"But now is a time to congratulate ourselves on the project, to enjoy its success and to thank everyone for all the hard work that made it happen."

Keiran said the program had been a team effort, and acknowledged the following people for their contribution:

- Peter Sharp and Jim Sharp, who championed the cause and initiated the program as part of an overall policy response to native title matters and to increasing the role of Aboriginal people in managing country, including land



CALM Executive Director Keiran McNamara.

that is incorporated in the conservation estate;

- John Byrne, Cliff Gillam and staff at PeopleServices for negotiating with the Federal Department of Employment and Workplace Relations to establish a three year traineeship;
- Noel Nannup, Koodah Cornwall, Chontarle Pitulej, Marissa Maher and Denise Griffith for their excellent work with the Indigenous Heritage Unit in promoting a better understanding of Aboriginal heritage within and beyond CALM;
- Alan Byrne, Tania Donovan, Alex Rogers, Peter Hill, Beth McKernan and Rose Hagggett for their commitment to the successful and continuing roll-out of MATES around the State;
- Maxine Chi and Ken Hayward who played instrumental roles in developing and conducting successful cross-cultural awareness programs for many of our staff;
- our Aboriginal trainees;
- Regional Services Division staff who are driving the roll-out of MATES across the State;
- Mitzi Vance, Maria Duthie, Sue McKenna and Rhianna Mooney who prepared and submitted the award nomination and supporting documentation; and
- All staff in all divisions of the Department who are involved in the development and ongoing application of the MATES program.

## On Cloud Nine after win

IF you see a Whirling Dervish at the Department's Dwellingup Training Centre, it's likely to be Alan Byrne.

The Organisational Learning and Development Coordinator is passionate about training and employing Aboriginal people for careers in CALM, giving much of himself in the process.

The favour is returned; many trainees and graduate recruits say Alan puts plenty of effort into looking after them and ensuring their needs are met.

Alan says that when the Mentored Aboriginal Training and Employment Scheme won the Premier's Award, he was over the moon.

"I didn't come down off cloud nine for several days," he said.

Alan said the organisation had embraced an ambitious yet achievable program involving two initiatives. The first was to progress Aboriginal trainees through Certificates II, III and IV in land management. The second was to sponsor, in partnership with the Department of Employment and Workplace Relations, Aboriginal tertiary students through university studies.

"It certainly is achievable and well resourced by the organisation, and supported by cross cultural awareness training and a mentoring program," he said.

"I am extremely fortunate to work with such a great team at the Dwellingup Training Centre. In the first year of the program Beth McKernan and I worked solely on

the project and in the past 12 months Tania Donovan, Alex Rogers and Laura Sinclair have joined us. All are incredibly dedicated and bring something different to the program," he said.

"We are incredibly well positioned to provide employment to young Aboriginal people... It's extremely rewarding seeing the trainees taking on the national park ranger or field officer roles."

He said that WA's two World Heritage Properties, Purnululu and Shark Bay had Aboriginal trainees

on staff.

"You'll find that the success of the MATES program is evident there," Alan said, adding that CALM was now an employer of choice for Aboriginal people from the Mitchell Plateau to Esperance.

"The hard work has been done but there is quite a bit more still to be achieved," he said.

"The real challenge is to ensure that Aboriginal people have the opportunity to fulfill rewarding careers and progress through the



Alan Byrne, Co-ordinator of CALM's Organisational Learning and Development programs (back) admires the awards with Yanchep trainee Wayne Dekker and Assistant Training Officer Beth McKernan. Photo by Rhianna Mooney.



# Spiritual connection to the land

**CALM's education program about the spiritual beliefs of Aboriginal people is happening and succeeding, says the Acting Leader of CALM's Indigenous Heritage Unit.**

Koodah Cornwall believes that CALM as an organisation is now beginning to understand and appreciate the cultural beliefs of Aboriginal people.

"People are getting used to the idea that the land needs to be looked after, nurtured and loved, just as a person is," he said.

"Our beliefs say that when we are born we come to the land with nothing; when we go out, we take only our knowledge that our Elders have taught us about our culture, and that is made up of our spiritual connections, our dreamtime stories, our dancing ceremonies and our family connections.

"We are also only here on borrowed time and this is one of the reasons why we should share the importance

and knowledge of the culture that our ancestors have taught us, and the understanding and meaning of what mother earth is all about," he said.

The IHU's staff provide the backbone of many of the Department's Aboriginal programs. It has been a training ground for several people now employed under the Mentored Aboriginal Training and Employment Scheme.

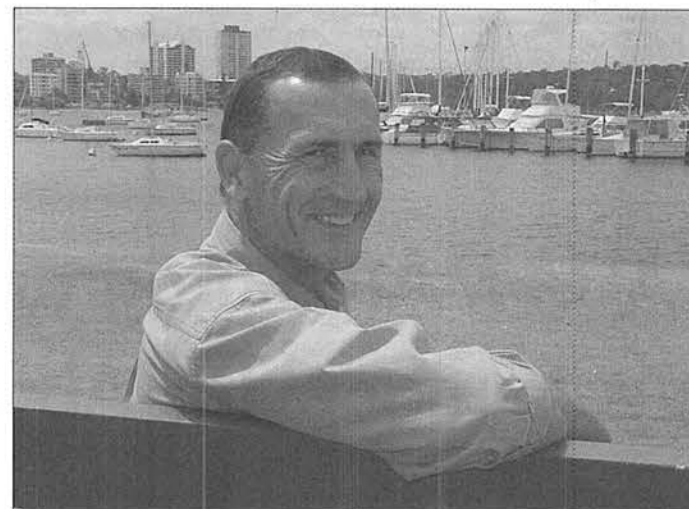
Koodah said the MATES' win in the Premier's Awards recognised the role of all IHU staff who had contributed to Aboriginal involvement in the workplace.

"We're here because we're passionate about the role that Aboriginal people provide with their spiritual connection to the land," Koodah said.

Denise Griffith, Project Officer of CALM's Indigenous Heritage Unit said that Noel Nannup has been instrumental in setting up the mentoring program and there has been a team effort by staff in implementing it and making it work.



Indigenous Heritage Unit staff and other Aboriginal CALM employees are (front from left) Denise Griffith (IHU), Tania Donovan (Dwellingup Training Centre), Chontarle Pitulej (IHU) and Wayne Dekker (Yanchep) and (back from left) Jason Barrow (Penguin Island), Koodah Cornwall (IHU), Kevin Hill (Mundaring), Marissa Maher (IHU), Maurice Agale (PeopleServices), Shawn Councillor (Manjimup), Robert Narrier (Yanchep) and Alex Rogers (Dwellingup Training Centre). Photo by Rhianna Mooney.



Peter Sharp. Photo by Rhianna Mooney

## Between two worlds

**PETER Sharp is a man in the middle of two worlds.**

His job as a senior policy officer at Crawley has been to work within CALM policy and with Aboriginal groups to create a forward pathway in conservation and land management.

Since 1996 Peter has worked hard to ensure that both CALM and Aboriginal people achieve their aims.

"It's about working in partnership but there will be some real tests ahead," Peter said.

He said the Mentored Aboriginal Training and Employment Scheme was part of a target to have 10 to 15 per cent of the workforce being of Indigenous descent within the next 10 years.

Peter has worked with Indigenous Heritage Unit Manager, Noel Nannup, and others to implement programs, work out memoranda of understanding with Aboriginal groups around the State, and deal

with native title and other issues.

"A lot of this success is due to Noel," Peter said. "He was one of the key people and was instrumental in getting Yanchep National Park's programs up and running, and in putting trainees in the organisation."

Maxine Chi, who now works for the Department of Indigenous Affairs, also played a key role, Peter said.

Peter's next project is to create a program for Indigenous protected areas. There are already two in Western Australia - one in the Western Desert and one in the Kimberley, totalling 12.5 million hectares.

"It is a significant area so we need to work with Aboriginal people to get more formal protection for those areas," he said.

"We work with Aboriginal people to assist their desires and aspirations in a partnership with CALM... it's the only way forward," Peter said.

## CALM making a difference to Aboriginal communities

**Goldfields Regional Manager Ian Kealley believes the Goldfields team is making a difference in liaison and the joint management of conservation reserves with Aboriginal communities.**

Three trainees working from the Goldfields office - Anthony Richardson, Ross Lynch and Darren Mason - will be part of that future direction and are part of CALM's new Mentored Aboriginal Training and Employment Program.

They began working for CALM before the implementation of MATES, with special funding from CALM under the CALM/Goldfields Land and Sea Council Memorandum of Understanding signed in July 2001.

In March this year, the trainees were brought into the MATES system, and are now working for their Certificate III in Conservation and Land Management.

Barry Hooper, Regional Leader of CALM's Parks and Visitor Services Division in Kalgoorlie, said the three trainees worked across a range of programs.

"It makes for a bigger team, with more intensive management, and engages you more with the Aboriginal community," Barry said.

Esperance District Manager Klaus Tiedemann has one trainee completing Certificate IV.

Ian Kealley has spent most of the last 20 years in Kalgoorlie - 18 of them as CALM Regional Manager - working with many Aboriginal communities and elders.

"Elders and community members

have taken me out and taught me about the country from a cultural perspective, which adds an essential element to land management," he said.

He said that due to historical engagement with communities, the Goldfields Region was well positioned compared to many parts of the State to further progress joint management.

Some of the early initiatives adopted and driven by Ian and Goldfields staff were ranger training, planning, documenting cultural values, Indigenous Protected Areas and land management traineeships for

Aboriginal people.

Ian said joint management, meaningful consultation and working with Aboriginal communities was a huge new task. While it had come a long way in 20 years, there was still a long way to go.

He said he had seen a massive improvement in the liaison between CALM and Aboriginal communities and described them as major stakeholders in the land management process.

A major change has been the increase in conservation estate, including the acquisition of pastoral leases for conversion to reserves.



Ian Kealley (left, Goldfields Region), Klaus Tiedemann (centre, Esperance District), and Barry Hooper (Goldfields Region). Photo by Rhianna Mooney.



Goldfields trainees Anthony Richardson (right) and Ross Lynch surveying flora while training at Dwellingup. Photo by Sue McKenna.

## Working for CALM a labour of love

**FALLING in love with the land and the ocean at an early age meant just one thing for Anthony Richardson - that to work for CALM would be a labour of love.**

Anthony is one of four Aboriginal trainees from the Goldfields recruited under a joint management approach by CALM and the Goldfields Land and Sea Council last year after answering a newspaper advertisement.

"I love the job immensely," he said, adding that his former jobs were driving a dump truck for Thiess in Kambalda, and working in the furniture removal business.

He is currently studying for Certificate III in Land Management.

"The training is wonderful because we get a big variety of jobs. Eventually I may be able to become a marine officer or a reserves officer," he said.

One of his favourite parts of the job is going out with reserves officers and ecologists, putting in pit traps, doing biological surveys and identifying animals. Anthony grew up in Broome and has swapped the marine environment for the diverse Goldfields woodlands and deserts.

## Respect from CALM Indigenous traineeship

**"I feel respected..."**

Those words sum it up for Goldfields Aboriginal trainee Ross Lynch, who hopes to get a permanent position in the Goldfields region after his training ends. Having just turned 18, Ross is one of the youngest trainees, commencing after leaving school.

"I didn't know what I would have done without the traineeship," he said.

"It's good fun, you meet a lot of other trainees, you work all over the place and I like to get out of town," he said, adding that he enjoyed the role and working with the other trainees in the Goldfields.



## Working in step with Shark Bay Aboriginal community

**SHARK Bay Aboriginal trainee Daniel Cock has a dual role of working for CALM and being an active member of the local Aboriginal organisation, the Yadgalah Aboriginal Corporation.**

"Daniel is a product of a partnership with CALM," says the Yadgalah Aboriginal Corporation's Manager, Darren Capewell.

Daniel has lived in Shark Bay for 20 years and took up the traineeship early last year after working as a professional fisherman.

He was involved in dugong tagging, has freed dolphins trapped at Useless Loop and has worked on Indigenous interpretation material at Monkey Mia.

He is also involved in feral cat and goat control, works with school children in the CALM Bush Rangers' program, carries out activities with Conservation Volunteers Australia, carries out a comprehensive animal track count for Project Eden once a month, and has worked on the construction of tourist facilities.

He and Robert Thorne, who used to work for the Department's Indigenous Heritage Unit, are Shark Bay's two Aboriginal trainees. The third Aboriginal person working at Shark Bay's CALM Office is Ros Wear in administration and customer service.

Daniel said his long-term goal was to be a ranger, following a childhood dream of becoming a

wildlife officer. Daniel was recently awarded the Carnarvon Rotary Club's Trainee of the Year Award.

Robert and Daniel work closely with the Aboriginal community to ensure that everyone is happy.

Darren Capewell sees the Yadgalah Aboriginal Corporation as being an integral part of CALM's program.

"We see CALM as an ally in regards to addressing some of the issues, such as the impact on the environment of other activities," he said.

"We're also looking at the preservation and protection of 124 registered Aboriginal sites, some within the boundaries of the Francois Person National Park... We'd like to assist CALM to try to preserve the sites and raise the awareness of the public."

Darren said it was good to see Aboriginal people working with CALM.

"It will only strengthen our partnership, and have flow on benefits to establish similar partnerships with other stakeholder groups such as the Shire of Shark Bay and the Fisheries Department," he said.

Shark Bay's CALM District Manager, David Rose, said the traineeships were resourced and would succeed.

"We're keen to take a long term approach in Shark Bay," he said.

"We're very proud of what's happening, because we have the advantage of having Indigenous people added to our team, and we also employ local people."



Ranger Carl Beck (left), Darren Capewell (Yadgalah Aboriginal Corporation), Daniel Cock (Indigenous trainee Shark Bay) and David Rose (District Manager Shark Bay). Photo by Sue McKenna.

## Our Indigenous trainees are...

**Mark Ungchango** (Mitchell Plateau)  
**Vernon Wright** (Mitchell Plateau)  
**Wayne Dekker** (Yanchep National Park)  
**Robert NARRIER** (Yanchep National Park)  
**Wayne Williams** (Esperance)  
**Robert Thorne** (Shark Bay)  
**Daniel Cock** (Shark Bay)

**Darren Mason** (Goldfields)  
**Anthony Richardson** (Goldfields)  
**Ross Lynch** (Goldfields)  
**Luke Stokes** (Goldfields)  
**Cecilia Parker** (Karijini)  
**Kelviston Parker** (Karijini)  
**Phoebe Houghton** (Blackwood District)  
**Dion Winmar** (Blackwood District)

## Way forward with MATES...

**CALM's Mentored Aboriginal Employment and Training Program (MATES) has been years in the making.**

From humble beginnings, the Department now has a scheme which is the envy of organisations everywhere, offering long term employment to Aboriginal people.

People Services Manager Cliff Gillam said the Department started negotiating with the Federal Department of Employment and Workplace Relations (DEWR) in 1998.

"The MATES program is the linchpin for a policy commitment to the very significant expansion of Indigenous employment in CALM associated with a desire for joint management arrangements," Cliff said.

"It's a measure of if you persist, it will happen. As a business case, it is clearly in CALM's interest to create stronger relationships with Indigenous people.

"There's also clearly a benefit for visitors who have interaction with Aboriginal rangers and Aboriginal people."

Cliff said the problem with the MATES'

predecessor, a one-year traineeship, was that when completed, the trainee did not have the entry level qualifications for CALM.

"The minimum educational entry to work at CALM is a Certificate IV in land management but most of the trainees did not have this. We wanted to create a training program that could build opportunities for Indigenous people," Cliff said.

He went to DEWR with a request that CALM wanted to train a significant number of Aboriginal people.

"The one-year traineeship didn't address the realities of how you get training delivered in remote regions. We wanted Indigenous people to be able to reach the entry level to become a ranger or field officer," Cliff said.

Cliff and others negotiated with DEWR for 18 months, persuading it to change its funding guidelines so that it could set up three-year traineeships.

"It was a very difficult thing for DEWR to do but we finally got the agreement," Cliff said.



Cliff Gillam, John Byrne, Michelle Bolitho and Alan Byrne with the awards. Cliff and John took a lead role in setting up the new traineeships. Photo by Rhianna Mooney.

## Building trust with local Aboriginal people

**TRAINEE graduate recruit Daniel Oades spends a good amount of his time developing relationships with the Baiyungu and Jinigudira Peoples in the Exmouth district**

As an Assistant Operations Officer in Exmouth, he finds the work rewarding and interesting.

"I do a lot of different jobs from working in Ningaloo Marine Park and Cape Range National Park through to visiting Coral Bay and patrolling the lands adjacent to Ningaloo Marine Park.

"I'm learning how the Department works and I spend about a quarter of my time in the field, maintaining marine park infrastructure, mixing with and educating the public and tourists about safety issues. I also liaise with the local Aboriginal community.

"We're consulting with traditional owners at Cardabia Station on land management issues and signage to redirect people from camping and four wheel driving in areas that they're not supposed to," Daniel said.

He loves his job and would like to become more involved in the joint management of conservation lands with Aboriginal people, and to further his work in marine conservation reserves.

"Traditional people are land managers with long links to their country, who want to look after their country in the same way that CALM looks after the country.

"It's a winning combination, and one which also provides employment and economic opportunities for traditional people."

Daniel is a Bardi person from the Broome area and spent half his life in the Kimberley before moving to Perth to attend high school and university, studying marine science at Murdoch University.



Daniel Oades (second from left) at Lane Poole Reserve with trainees (from left) John Snowden, Wayne Dekker, Dion Winmar and Phoebe Houghton. They are pictured with Laura Sinclair (right) from the Training Centre. Photo by Sue McKenna.



# Working for a positive outcome

**CALM's first district Indigenous Liaison Officer is hard at work liaising with the Nyoongar People in the Warren Region.**

Shawn Councillor, formerly a teacher at the Burringurrah remote community in the Gascoyne, jumped at the chance to apply for the position when he saw it advertised in the West Australian at the end of last year.

"I've always wanted to work with CALM and was delighted to get the job because I'd lived almost all my life in Port Hedland, away from my people, and I wanted a job where I could get back to my traditional country," he said.

He started in Manjimup at the end of January and now works with elders, native title claimants and the South West Land and Sea Council in the South West and Warren regions and half the South Coast Region.

"We're involved in site surveys, site inspections for cultural heritage reasons (to avoid damaging a sacred site, sites of special interest, scattered artefacts or scar trees) and planning of recreation sites and walking trails," he said.

In future he would like to see reserves set aside for Aboriginal heritage, where Aboriginal people could practice traditions such as making spears, going hunting or cooking food in the ground with their children.

"It's something that Aboriginal people ask about all the time," he said.

One of his roles is involvement with the employment of Aboriginal people under the MATES program. Two school-based trainees – Luke Binder and Shawn Dow – work at CALM's Manjimup Work Centre two days a week.

Three seasonal forest workers have just been employed; Warren Taylor and Terry Derschow work in the Walpole area while Gae Minter works in Manjimup.

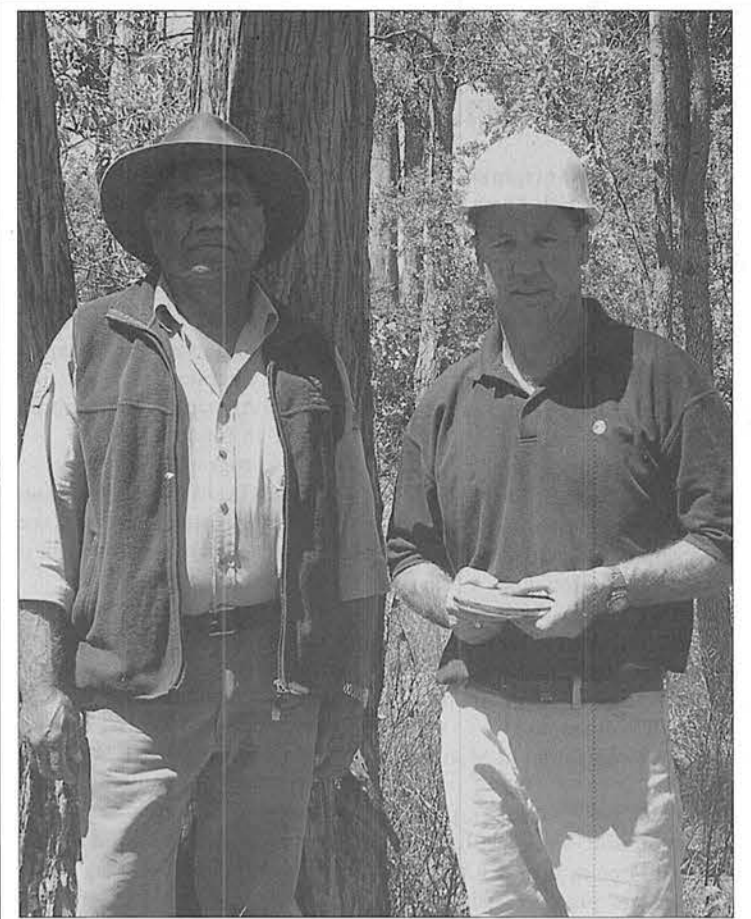
"None of this would happen without the support of CALM's Warren Regional Manager Peter Keppel, Works Program Co-ordinator Brian Moss, Frankland District Manager Peter Bidwell and others from the region," Shawn said.

Peter Keppel said the Warren Region was positive about the involvement of Aboriginal people.

"We've run another series of cross cultural awareness training courses in Walpole and Manjimup, and significantly increased the awareness about Aboriginal culture for our staff... I think there's been a shift in the attitude of workers to Aboriginal people," he said.



Shawn Councillor (right) is pictured with trainees (from left) Katie Hargreave, Shawn Dow, Gae Minter and Luke Binder, and Works Program Co-ordinator Brian Moss (second from right). Photo by Jacki Baxter.



Kevin (left) and CALM's Organisational Learning and Development Co-ordinator Alan Byrne at Lane Poole Reserve, Dwellingup. Photo by Sue McKenna.

## Mentor works for younger trainees

**KEVIN Cameron swapped life in the Pilbara to head to Icy Creek near Dwellingup to start his Indigenous traineeship, and to become a mentor for younger trainees.**

After working as a maintenance worker with Karijini National Park's Ranger-in-Charge, Maitland Parker, for six years, he headed down country to take up his Indigenous traineeship and work on Land Management Certificate II III and IV at CALM's Dwellingup Training Centre.

As a trainee ranger he liaises with the public, carries out flora surveys, fauna trapping and dieback sampling, maintains firebreaks and carries out maintenance.

## Noongar land management trainees, Albany

**AN era of change has embraced CALM's Albany Work Centre where for the past few months eight people appointed under the Mentored Aboriginal Training and Employment Scheme have been undergoing on the job training in land management and conservation projects as Noongar Land Management Trainees.**

Several CALM staff, in particular Peter Bidwell, Martin Lloyd and Neil Scott, have worked diligently to give Indigenous men and women an opportunity to participate. The programme has been set up in a unique partnership between CALM, the Southern

Aboriginal Corporation, the Department of Education and Training, and Great Southern Group Training (a not-for-profit local training and employment provider).

Aspiring applicants from across the South West attended a selection process where each was assessed to decide their suitability. Representatives from each partnership agency contributed in selecting the successful applicants.

Those chosen formed two teams and have taken part in training and work tasks to give them skills and experience which, together with classroom instruction through Greenskills Albany, will equip them to perform duties undertaken by other conservation and land management personnel. When their three-year traineeship is completed, they will have achieved a Certificate IV in Land Management that will qualify them to apply for appropriate employment in land management.

If the very favourable comments that are forthcoming from all of those who have been involved in this landmark enterprise are any indication, the success of each team member is assured.

It is anticipated that in a few short years visitors to the area will be able to interact with local people whose heritage and affinity with the land extends back through the mists of dreamtime.



Frankland District Manager Peter Bidwell  
Photo by Rhianna Mooney.

## Delighted with CALM support

**YANCHEP National Park's Indigenous Trainees Wayne Dekker and Robert Narrier are delighted with the support they receive from CALM people.**

The two are leading the way in promoting Indigenous heritage and involvement in conservation and land management with their cultural tours at the park, and their interaction with the public.

Before the traineeship Wayne worked as a casual staff member at Yanchep and as a volunteer at our Indigenous Heritage Unit. Robert grew up in the town of Carnamah, in the North Midlands area. He was a student at Curtin University studying for a science and technology diploma before joining CALM.

"This Indigenous traineeship program is wonderful – it's the only way I can put it," Robert said.

"It will open a lot of doors in areas which I'm interested in. From my experience, many of the

supervisors and managers have been very, very helpful, so there are a lot of people who want us to succeed, apart from ourselves," he said.

Wayne said that there were plenty of mentors in CALM who were always ready to help out.

"My progression to a full time traineeship has opened up a lot of doors and exposes you to how big CALM is," he said.

"When you are learning about fire management and fauna management, you realise that you have the Department's knowledge and our knowledge working side by side."

Wayne's goal is to go to the bush to a big national park, and to retain his connection with the other trainees.

"When we come together we bring all the landscapes together. That's how it was in the ancient times when people came together," he said.



Robert (left) and Wayne performing a cultural song at Lane Pool Reserve. Photo by Sue McKenna.



# More awards for CALM

## One for the record book



Record keeping winners were the writers of the on-line record keeping awareness training course, Gwen Buch (front) and (clockwise from front left) Clare Rose, CIS Branch Manager Colin Pearce, Director of Corporate Services John Byrne, Gerard Ots, Julie Walters, Ian Welch, Thuy Tran, Tracy Heaperman, Sue Adams and Sharon Endersby.

CALM's Corporate Information Section (CIS) has entered the record book by receiving its second Records and Information Management Liaison Group Award for Excellence in Records Management.

CALM won the award for its development of the online Recordkeeping Awareness Training course (dubbed RAT by its creators). CALM is the only government agency to win the award twice.

State Records Commissioner and Ombudsman for WA, Deirdre O'Donnell, presented the award to CALM.

"The CALM team is to be warmly congratulated on their innovative and engaging training module," Deirdre said.

"As a former teacher, I was most impressed with the quality and comprehensiveness of the course.

"As a Commissioner, I believe the 'RAT' provides excellent training in the important area of records management – a key plank in any agency's accountability program."

CIS Project Officer responsible for writing the course, Gwen Buch, said the award recognised CALM's outstanding commitment to the continued improvement of records management practices in the public sector.

"The new State Records Act 2000 requires every government agency to demonstrate that all employees have been made aware of their record keeping responsibilities," she said.

"The RAT course was developed by CIS as a tool to fulfil this obligation."

## National prize for computer system



The ISS team with their Government Technology Productivity Gold Award (back row, left to right) Sheree Beardsall, Bernard Ong, John Byrne, Colin Pearce, Jay Huang, Scott Purdye, John Brent, Ross Williams, (middle row, left to right) Peng Soong, Audrey Abraham, John Vodopier, Maggie Paltridge, Jeff Philips, (front left) Shaun Mellowship, and (front right) Coles Bergersen.

THE innovation and success of CALM's information technology projects CALMnet and eXchange have received a national Government Technology Productivity Gold Award.

The projects also won the WA Information and Telecommunication Award in February 2003.

The awards cater for Commonwealth, State and local governments as well as statutory authorities.

Information Services Section (ISS) Manager, Peng Soong, said the awards recognised government agencies that have improved productivity and provided better service using technology.

"The awards positively reinforce the aims of Government and focus on CALM's goals," she said.

CALMnet and eXchange were developed to correct the 'digital divide' that existed throughout CALM, caused by geographic isolation and problems with technological connections to remote areas.

In the 24 months since its development ISS has connected CALMnet and eXchange to 36 locations and 1,300 users throughout the State.

## Right on track

Right on Track is a monthly series of Conservation News articles sponsored by Corporate Executive that are designed to illustrate some of CALM's strategic directions and corporate values.

This month's article focuses on the role of the annual administration seminar in highlighting the key areas of:

- conserving biodiversity in the Wheatbelt Region;
- professionalism and value – bringing together 80 people from across all outputs and service areas of CALM for training and development; and
- teamwork – working collaboratively and cooperatively with co-workers.

This year's administration seminar was based in Narrogin and hosted by an energetic and creative team, which included Bruce Bone, Barb Kennington and Aimee Italiano from Narrogin Regional Office; Tamie Wrangmore and Melissa Bascombe from Narrogin District; Taryn Jones from the Merredin Office and Terri Garrity from Katanning District.

The seminar program was almost as rich as the regional biodiversity, which featured the springtime beauty of the woodlands, wildlife and wildflowers and set the scene for the seminar, themed "Showcasing the Wheatbelt".

The program included a wide variety of sessions that ranged from those designed to enhance relevant skills, provide updates on current corporate issues and first-hand experiences of work in the Wheatbelt Region.

It also provided an opportunity for staff from around the State to meet as a collegial team, reflect on achievements and contributions, share ideas, learn and grow together and enjoy some networking opportunities.

Events, such as the administration seminar, require a lot of organising and this year's organising team had the extra challenge of finding a venue in the absence of a dedicated conference centre. It was held in Narrogin's historic town hall.

Director of Corporate Services, John Byrne, said attendants appreciated the level of detail, the content, pace and atmosphere of the seminar.

"The team effort and dedication shown in organising the venues, accommodation, buses, presenters, workshops, field trip logistics and meals enabled those attending to fully experience a varied and professional program," he said.

"The feedback has been glowing ... well done."

## LFW a winner



THE Land for Wildlife program has received a major environmental award.

LFW won the 'Promoting Behaviour Change' category in this year's Western Australian Government Environment Awards.

The award goes to a group, organisation or individual that has raised public awareness, increased community understanding of environmental issues or innovations, and/or influenced individual or group behavioural change.

CALM's LFW Coordinator Penny Hussey said the Land for Wildlife nomination cited the 1000-plus landholders who, in the seven years of operation, have been encouraged to use best-practice techniques to manage 120,000 hectares of 'LFW sites' - in effect, private nature reserves.

"This is a highly significant figure, especially as much of it is in the widely-cleared agricultural area," she said.

# Tree Top Walk soars above the world's best

WESTERN Australia's world-renowned Valley of the Giants Tree Top Walk has won the Environmental Experience category of the prestigious international British Airways Tourism for Tomorrow Awards.

The Department's unique eco-tourism attraction was chosen for the award from more than 75 entries from 38 countries.

The awards are a showcase of the world's role models for responsible tourism and are judged by an independent panel of environmental and conservation experts chaired by

by Mitzi Vance

Professor David Bellamy.

WA Environment Minister Judy Edwards said the accolade was further demonstration that Western Australia was succeeding on an international scale in integrating tourism with conservation.

"The popularity of the Tree Top Walk and its huge benefits in conserving the rare tingle forest prove that a balance can be found between human usage and conservation when innovative

thinking is applied," she said.

"The Tree Top Walk has surpassed all expectations and is now the benchmark for planning, designing and implementing eco-tourism projects on conservation lands – in fact the Tree Top Walk has been copied in other projects throughout the world.

"Since it opened in 1996, more than 1.3 million people have visited it. Last year alone, more than 200,000 people experienced the Tree Top Walk."

The Tree Top Walk is an ambitiously designed elevated walkway that lifts visitors into an exhilarating walk 40 metres above the

forest floor through the forest canopy. It is constructed of six lightweight bridge spans, each 60 metres long and four metres deep, supported between guyed pylons.

The walk enables people to experience a forest of 400-year-old red tingle trees close up while saving the trees from the impact of tourism.

It has created huge economic and social benefits for the local and wider regional communities.

A range of accommodation and visitor services facilities has been developed since the walk opened including a major four star motel,

bed and breakfast establishments, and many other small businesses.

Dr Edwards said the Valley of the Giants Tree Top Walk was the only Australian winner in the British Airways Tourism for Tomorrow Awards.

The award submission was prepared as a colour booklet by Strategic Development and Corporate Affairs staff Rhianna Mooney and Sue McKenna (writing and editing) and Natalie Jolakoski (graphic design), with information supplied by Ariana Svenson and Trevor Burslem from the Tree Top Walk.



## Conservation briefs

### WA coastline conference

WA's pristine coastline, and ways to conserve it for the future, was the subject of the second WA State Coastal Conference.

Organised by the Mid West Development Commission, the conference drew leading experts, government agencies, educators, community groups and private businesses together.

### Tips for retirees

A series of Retirement Education Seminars, run by the Council of Ageing, are open to government employees over the age of 45.

CALM's Employee Relations Project Officer, Chantal Laval, said the two-day seminars offered information and advice on issues that affect people thinking about retirement.

CALM staff and their partners thinking about retiring are encouraged to attend the seminars. They cost \$384 (GST inclusive) and \$55 (GST inclusive) for partners.

For more information and dates for the next seminar, please contact Chantal Laval on 9334 0478 or by email ([chantall@calm.wa.gov.au](mailto:chantall@calm.wa.gov.au)).

### Butler National Park

A proposed South-West national park is to be named Butler National Park in honour of the late John Francis Wiltshire-Butler.

He was a former Forests Department employee who was killed fighting a bushfire at Barlee Brook in 1958.

The Forests Department named Butler Forest Block after him, part of which will be incorporated into the proposed national park.

The proposed Butler National Park will incorporate the old-growth forest in Butler, Layman and Darradup blocks between Nannup and Margaret River.

### Volunteer thanks

An army of 21 volunteers made the Department's Perth Royal Show display an outstanding success.

CALM Community Involvement Co-ordinator Marg Buckland said volunteers included wildlife carers Yvonne and Fred Varris and their black cockatoos, June Butcher and her volunteer carers from Kanyana Wildlife Rehabilitation Centre and Amanda and Stuart Payne, and Terry High and their raptors.

"CALM Bush Ranger cadets provided a lot of support and hard work to keep the area watered and tidy, and were a great asset throughout the week," Marg said.

### Draft management plans

Draft management plans for Rockingham Lakes Regional Park and Forrestdale Lake and Thomsons Lake nature reserves – popular conservation reserves in Perth's southern region – have been released.

The public comment period for Rockingham Lakes Regional Park Draft Management Plan will be open until February 27, 2004.

The draft management plans for Forrestdale Lake and Thomsons Lake nature reserves will be open until January 30, 2004.

Copies can be obtained from CALM and relevant local government agencies.

### Whale of a time

Senior Wildlife Officer, Doug Coughran, travelled to Tasmania last month to conduct a two-day whale disentanglement workshop.

The workshop was attended by members of Tasmania's Marine Conservation Unit and the Marine Police from around the State and outlined currently used practices and occupational health and safety issues.

Rosemary Gales from Tasmania's Department of Primary Industries, Water and Environment said the success of the course was largely as a result of Doug's extensive knowledge as well as his enormous passion and commitment to the work.

"All attendees found the course extremely useful and we are now confident that we are in a good position to confidently and safely attempt a rescue of an entangled cetacean," Rosemary said.



**MORE** than 70 volunteers attended a special Campground Host Information Day at Kensington last month. CALM Community Involvement Coordinator Marg Buckland said they covered a range of topics from risk management and outback safety to talks from Departmental

rangers about regional areas. "The day was a huge success, and the participants were so relaxed. We all enjoyed getting together. We provided lunch and refreshments and it was as much a social occasion as an information day for our volunteers."

## Epic Energy winners visit Hills Forest

**TRAPPING** and measuring a chuditch, a quenda and an indignant bobtail were activities enjoyed by more than 55 students and teachers from Floreat Park Primary School.

They took part in a Wildlife Adventure as the Hills Forest Discovery Centre in Mundaring.

The school won the Epic Energy Wildlife Conservation Challenge which included a prize of \$5,000 to be spent on environmental work by students.

The trapping experience, led by CALM Nature Conservation Officers Dennis McDonald and Alan Wright, was part of the *Western Shield* program.

CALM Acting Senior Environmental Officer John Asher congratulated the students and teachers on their excellent

by Liz Moore

contribution in promoting the conservation of threatened species.

Students were also treated to close encounters with a bilby, echidna, tawny frogmouth, western grey joeys and other species from the Kanyana Wildlife Rehabilitation Centre.

A BBQ lunch followed an experience that tested their other senses, while blindfolded, of touch, smell and hearing along a ropewalk trail, the Sense-ational Trail.

Each student and teacher received a certificate, a chocolate frog and a hug or handshake from the Centre's mascot Charlie Chuditch, alias Lorita Schmitz, CALM EcoEducation Officer.

## Obituary: Bert Wells

by Rhianna Mooney

**BERT** Wells' meticulous eye for detail, love of photography and dedication to capturing the 'perfect' shot earned him international respect and accolade.

The CALM community was saddened to hear of his passing last month.

Bert did not pick up a camera until he was 55 but, until his retirement from photography in 1994, he and wife Babs developed a remarkable library of images

of Western Australia's flora and fauna.

In the process they became expert naturalists greatly assisted by frequent field trips with CALM Woodvale wildlife scientists.

In 1994, CALM purchased the Babs and Bert Wells collection of 17,400 transparencies.

These images can now be seen in almost every issue of *LANDSCOPE*, throughout the Bush Book series, on CALM's NatureBase website and in many other informative and educational materials.

Bert's photographic specialty was high-speed flash and his favourite subject was birds. Bert and Babs became internationally acclaimed for their wildlife photography.

"Bert will continue to be remembered in the many fine wildlife images we use

in CALM's conservation information and education programs," Strategic Development and Corporate Affairs Director, Ron Kawalilak, said.

In 'For the love of the job', *LANDSCOPE* Winter 1999, Bert said that the logistical support he received from Babs was invaluable.

"It can't be over-emphasised how meaningless the person with the camera is to it all, without the backup of knowledge and support in the field," Bert said.

"Not one of these photos would have been possible without the work that Babs put in. Not one."

Babs and Bert have made an important contribution to the conservation of WA's flora and fauna. Bert will be remembered fondly by those who knew him. He died aged 85 and is survived by Babs, his three daughters and son.



Bert Wells and family.

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

### Contract

Janet Date, EcoEducation Project Officer, Strategic Development and Corporate Affairs, Bunbury; Anne Harris, Project Officer, Research, Woodvale; Julie Patten, Project Officer, Wildlife, Woodvale; Harley Barron, Technical Officer, Science Division, Woodvale; Vanessa Clarke, Conservation Officer (Flora), Nature Conservation, Woodvale.

### Permanent

Terry (Koodah) Cornwall, Aboriginal Heritage Officer, Visitor and Regional Services Branch, Indigenous Heritage Unit; Ben Tannock, Ranger in Charge, Marine Parks, Fremantle; Juanita Ciampini, Technical Officer, Forest and Tree Crops Group, Kensington; Darren Stevens, Ranger Grade 2, Walpole Parks; Chris Goodsell, Ranger Grade 2, Walpole Parks.

### Promotions

Jennifer Reeve, Officer, Manjimup District Office; Melanie Barnes, Senior Personnel/Payroll Officer, Department of Premier and Cabinet.

### Criteria progression

Raymond Cranfield, Principal Technical Officer, Science Division, Manjimup District Research; Alex Chapman, Research Scientist, Science Division, WA Herbarium.

### Transfer

John McGrath, Group Manager, Science Services Group; Amanda Klenke, Senior Project Officer, Financial Services Branch; Katherine Lee, Librarian, CALMScience.

### Resignation

Elena Aniere, Policy/Project Officer, Park Policy and Tourism, Kensington; Corinne Gaskin, Officer, Park Policy and Tourism, Kensington.

### Contract ceased

Ken Hayward, Project Officer, Indigenous Heritage Unit; Owen Massenbauer, Assistant Operations Officer, Kimberley Region (Kununurra); Jerome Carslake, Farm Forestry Project Officer, Forest and Tree Crops Group, Kensington; Tim Brett, Reserves Officer, Katanning.

### Temporary deployment

Robyn Weir, Officer, Marine Conservation Branch, Fremantle; Kellie Agar, Ratis Field Coordinator, Park Policy and Tourism, Kensington.