

Conservation News

Print post approved PP65002/0001



JUNE 2004

New panel to consider prosecutions

THE department will set up a prosecution advisory panel to consider public interest issues before charges are laid for breaches of wildlife conservation laws.

Executive Director Keiran McNamara said the Acting Director of Nature Conservation, Gordon Wyre, and the Chief Wildlife Officer, David Mell, now will have responsibility for the department's actions on this matter in line with the Government's response to the recommendations.

Environment Minister Judy Edwards said the advisory panel was one of the recommendations of a review of CALM's prosecution policy and guidelines instigated late last year.

The review followed significant public interest in several prosecutions the department pursued under the Wildlife Conservation Act. Two of the prosecutions were withdrawn on the grounds that they were not in the public interest. A third was withdrawn because of some inconsistencies in the management of wildlife interaction activities.

Dr Edwards released the report of the independent review, prepared by barrister and University of Western

Australia Senior Fellow of the Faculty of Law, Peter Johnston; ecological consultant Dr Mike Bamford; and senior commercial program officer with the Department of Fisheries, Shane O'Donoghue.

"The report of the panel makes 11 recommendations that the Government and CALM have accepted and will act on," the Minister said.

"Significantly, the review did not find any major flaws in the department's prosecution policy and practices."

The review made recommendations that will assist CALM in considering whether to prosecute.

Dr Edwards said the review acknowledged the cumbersome definition of 'to take' in respect to flora and fauna under the Wildlife Conservation Act.

"The Government expects this matter will be rectified by the introduction of a Biodiversity Conservation Bill into Parliament," she said.

The panel's report and the Government's and CALM's response to its recommendations are available on CALM's website - <http://www.naturebase.net>.

Arbor Day brings beauty to Bayswater



ENVIRONMENT Minister Judy Edwards was pictured planting a seedling with Bayswater Primary School students Saskia Holmes-McNab (left) and T'Keya Chambers at Bayswater for Arbor Day.

The former Bayswater flood plain and landfill site will be dotted with trees after more than 100 seedlings were planted. Dr Edwards, CALM staff and students from the Maylands Peninsula and Bayswater primary schools planted flooded gum, sheoak, freshwater paperbark, peppermint, hakea and other seedlings at Riverside Gardens Park.

Dr Edwards said she hoped the students would return to the area with their families in the future and be proud of their 2004 Arbor Day contribution. Photo by Ernie McLintock.

Cultural activities at Kensington

by Tracy Peacock

SPEAR and boomerang throwing, and string and bush jewellery making were some of the activities on offer at CALM's Kensington office during National Aboriginal and Islander Day of Celebrations (NAIDOC) Week from July 4-11.

Organised by the Indigenous Heritage Unit, the activities ran daily between 11 am and 1 pm from July 5-9.

CALM IHU Business Development Officer Tania Donovan described the week of activities as "interesting and fun" and an opportunity for all staff to learn more about Aboriginal culture and spend some time together during their lunch break.

She said a highlight of the celebrations was a colourful "dance off" between male and female staff. Participants were able to have their faces painted to immerse them in the experience.

Yanchep National Park hosted free cultural events on 4 July for the wider community.

Starting at 11 am, activities included tool making, a spear and boomerang throwing demonstration, mia building and a didgeridoo and dance performance.

Yanchep has hosted NAIDOC events over the past three years, with very good community participation.

Successful burning season

WESTERN Australia has benefited from the best fire research programs in the world for decades, and its strategies are best practice, says an Environmental Protection Authority discussion paper.

It quotes that a report - *Fire, For What Purpose?* - found that CALM's fire management procedures were as good as, if not better than, any other system in Australia.

The high number of successful burns carried out by CALM in autumn this year were conducted primarily for biodiversity conservation, creating strategic fuel-reduced buffers to minimise the potential for long wildfire runs, especially in areas of high conservation value such as the Fitzgerald River National Park.

More than 120,000 ha was burned in autumn, the highest level of burning for the season in decades.

The department received extra State Government funding in response to concerns that a backlog of burning programs in the South-West was increasing and there could be a significant risk to communities and environmental values.

About 191,000 ha in the South-West were burned in 2003-04 to try to avoid the type of devastating fires seen in the Eastern States-particularly in the ACT.

The department achieved its highest level of burning for eight years and the highest level of autumn burning in more than 20 years.

A big thanks to work camp

CALM has awarded a Certificate of Appreciation to the Department of Justice Work Camp at the Millstream-Chichester National Park.

The award was presented at a barbecue attended by Department of Justice and CALM staff and members of the work camp at the beautiful Deep Reach Picnic area.

Millstream-Chichester National Park Ranger Ashley Millar said the award coincided with the fifth year that the work camp had been at Millstream.

"During this time, the staff and prisoners have been involved in a number of significant projects that have aided in the conservation of natural and cultural values of the park," he said.

"These include maintenance of the Millstream Homestead, many walk trail developments and the control of introduced weeds such as Parkinsonia and the date palm."

The Millstream Work Camp was set up under a

by Ashley Millar

partnership arrangement between the Department of Justice and CALM.

Members of the work camp are screened and selected from the Roebourne Regional Prison and serve some of their time in the national park.

They are given the chance to learn new skills such as domestic skills and are trained to use machinery and equipment.

The Millstream Work Camp has proved to be a positive initiative that has achieved many conservation outcomes, while benefiting many of the participants.

CALM and the national park rangers at Millstream greatly appreciate the assistance the work camp has provided over the past five years.



Darren Day (left) from the Department of Justice receives the certificate of appreciation for five years of service by the Millstream Work Camp from CALM Ranger Russell Asplund.

Working Together

On 23 June the Minister for the Environment, Dr Judy Edwards introduced a Bill into Parliament that, when passed, will create nine new national parks as well as an expanded Wellington National Park, as promised in the Government's policy to protect old-growth forests. Passage of the Bill, together with a second Bill later in the year to create the remainder of the new national parks in the south-west forests, will be the culmination of a great deal of work by CALM staff and others.

The new national parks will represent another step towards achieving the Government's objective of establishing a truly world class parks and reserves system that meets CAR (comprehensive, adequate and representative) principles.

Establishing a CAR conservation reserve system remains a core role of the Department. While CALM currently manages extensive areas across the State, the network of parks and reserves in our terrestrial and marine environments is still short of meeting CAR criteria.

One of the features of the Bill introduced to Parliament on 23 June is that it also gives effect to some very longstanding proposals from earlier management plans to establish a number of new nature reserves and conservation parks.

There are many reserve change or creation proposals in CALM management plans that remain to be implemented, and a special project is underway in the Department, to implement these longstanding proposals.

Another project that has commenced and that will help improve the conservation reserve system in the agricultural region is the Government's \$1 million Biodiversity Adjustment Scheme, which will fund the purchase of selected land where permission to clear has not been given, and where the land will make an important contribution to biodiversity protection.

Keiran McNamara, Executive Director



Rangers meet in Perth



The WA Rangers' Association executive recently met in Perth to discuss the latest issues. Brought together from all parts of the State were (front row, left to right) Steve Dutton (Swan Region, based at Matilda Bay Reserve), Chris Mather (Marine Conservation Branch, Fremantle), Kath White (Albany), and (back row, left to right) Geoff Passmore (Esperance), Luke Bouwman (Swan Region), Rory Neal (Augusta), Ingrid Hunt (Perth Hills) and Paul Udinga (Karijini). Photo by Sue McKenna.

Students go bush to celebrate World Environment Day



Students Damien Gallagher and Megan Schmitke were pictured making a fishing fence with Education Officer Leonard Thorn at The Hills Forest Discovery Centre.

More than 200 students celebrated World Environment Day by participating in a host of hands-on activities organised by CALM, with the aim of encouraging involvement in biodiversity conservation.

The annual event is one of the biggest for CALM's EcoEducation and Nearer to Nature programs, taking place at The Hills Forest Discovery Centre and Henderson Environmental Centre, Star Swamp.

The students experienced six sessions covering the issue of the impact of feral animals and plants, with an introductory session about CALM's *Western Shield* program before seeing some of WA's endangered mammals and raptors.

Activities with CALM staff Paul Tholen, Doug Giles and Bob Huston enlightened the students about the important role national parks have in conserving biodiversity.

The Hills Forest EcoEducation Coordinator, Jill Francis, said: "Students from a number of schools, including South Thornlie and Clarkson Primary Schools, St Mary's Anglican Girls School and Mary McKillop Catholic Community School enjoyed a wonderful, action-packed day.

"They returned to school encouraged by their new knowledge on what they could do to help their environment."

The CALM Bush Rangers from Rossmoyne and Duncraig Senior High Schools were excellent role models in community service by providing a friendly face and

assisting the students throughout the day and with the tree planting.

"World Environment Day is a wonderful opportunity for students to gain exposure to WA's threatened marsupials and raptors and for the students to participate in hands-on activities aimed at conserving the environment," said South Thornlie Primary School teacher Joan Munro.

"This is the second year we have been involved and look forward to bringing other students next year," she said.

Conservation News June 2004

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

Managing Editor: Sue McKenna

Journalist: Tracy Peacock

Contributing Editor: Rhianna Mooney

Design and Production: Natalie Jolakoski

Telephone: (08) 9389 8644

Facsimile: (08) 9389 8296

Printing: Lamb Print

Printed on 100% recycled paper

Aboriginal values in marine planning

ABORIGINAL values and concerns about WA's southern marine areas will be integrated into planning for proposed new marine reserves.

Marine Conservation Branch Officer Sonya Stewart spent several years speaking to South West Aboriginal elders about marine areas as part of her Murdoch University honours thesis.

"The spiritual affiliation Aboriginal people have with the land is commonly acknowledged but the cultural and traditional values they hold for marine systems and coastal areas are less well known," Sonya said.

"I uncovered stories that related to the marine environment, values and uses of the area as well as specific places, habitats and species.

by Rhianna Mooney

"There was concern about coastal developments, disturbance caused to important fish breeding and hatchery areas, loss of significant sites, decreased fish stocks and pressure on inshore intertidal reefs," she said.

"This information formed the basis for my recommendations to integrate Aboriginal values and concerns into WA's marine conservation."

Sonya interviewed Aboriginal families from the Wardandi people, which have traditional ties to the proposed Geopraphe Bay-Capes-Hardy Inlet marine park area.

Her research and recommendations were submitted to the Capes Community Advisory Committee

as a public submission during the public participation period for the zoning of the proposed Capes Marine Park.

"I received positive feedback from the advisory committee and look forward to working with CALM's Marine Conservation Branch to integrate Indigenous values and uses into the marine conservation planning process," she said.

She added her research revealed that Aboriginal people were concerned about the implications of tenures on the protection of culturally significant areas and the cultural and traditional values held in the area.

Sonya received Murdoch University's Geoff and Lyn Field Award for the best thesis relating to Australian Studies.



Sonya (centre) was pictured at her graduation ceremony with her honours supervisor, Dr Laura Stocker, and Steve Kinnane. Sonya delivered the valedictorian address.

Congratulations CALM graduates and trainees



CALM's new graduates—Clare Forward, Marika Maxwell, Marie Strelein, Ryan de Flores-Butler, Ian Anderson, Nick Phillips, Daniel Coffey, Shawn Debono, Darren Stevens, Jennifer Langton, Yvette Caruso, Tenielle Brown, Beverly Gardiner, Lisa Bland, Kate Moore and Michelle Davies—were pictured with (front row, left to right) Assistant Training Development Officer Beth McKernan, Environment Minister Judy Edwards, CALM Executive Director Keiran McNamara and Organisational Learning and Development Coordinator Alan Byrne. Graduates Terese Dimascia and David Mickle were absent. Also pictured was Learning Programs Consultant Peter Hill. Photos in this liftout by Ernie McLintock.

Graduates at the top of their class

A graduation and award ceremony has been held to honour the hard work of 19 people who graduated from CALM's Graduate Recruitment Program with skills and knowledge in management practices.

The 2004 graduates, selected from 359 applicants, developed skills in fire, disease and fauna management, four-wheel driving, planning and designing recreational areas, liaison with the community and much more as part of the 12-week program held at Dwellingup Training Centre.

Each of the components of the program is nationally accredited and aims to improve the skills of young people working in conservation under the employment of CALM.

At the ceremony, Environment Minister Dr Judy Edwards said that it was extremely encouraging to see the enthusiasm of young people who will play important

roles in the future management of our conservation estate and biodiversity.

"The graduates will undoubtedly go on to develop satisfying careers in specialist positions, forming a pool of skilled staff for CALM," Dr Edwards said.

"All of this year's graduates have been appointed to positions throughout the State."

Dr Edwards also said that it was pleasing that 12 of the 19 graduates were women.

"More than half of all recruit graduates appointed since 1995 are women, an important development considering how males have traditionally dominated the natural resource management industry."

In its tenth year, the program boasts that 191 graduates have taken up a range of positions within our parks, reserves, forests and biodiversity conservation programs.

Graduation a beginning, not an end, says Executive Director

GRADUATING from CALM formal training programs was a beginning, not an end, to learning and development, said Executive Director Keiran McNamara at CALM's graduation ceremony.

He told graduates and trainees that both the graduate recruit program and the Mentored Aboriginal Training and Employment Scheme provided leaders for the future.

Welcoming the graduates and trainees to rewarding and challenging CALM careers, Mr McNamara said they were fortunate to be able to join an employer of choice that received thousands of employment enquiries each year.

"We offer diverse and challenging positions, located in environments that people travel the world to see.

"Given the diversity of functions we perform as an agency, there are opportunities for our people to have a career change within the organisation," he said.

"We now have 191 graduate recruits who have been appointed into a range of positions in our parks,

reserves, forests and biodiversity conservation programs.

"We also have the capacity to recruit, train and appoint 35 Aboriginal trainees over the next five years. Concurrently we are supporting Aboriginal people while they are studying at tertiary level."

Mr McNamara said it was important for CALM to foster and generate a culture of continuous learning.

"If we are to manage the ever-increasing demands and complexities of conservation management, we need to have a workforce that can respond to those demands," he said.

Scholarships and awards reflected the importance that CALM placed on the development of its people, and he encouraged graduates and trainees to pursue further learning and development at the tertiary and departmental levels.

Mr McNamara said CALM's executive team was proud of its commitment to occupational safety and health, and to its employee assistance program.

Alicia wins June Craig Award



This year's recipient of the June Craig Award was Alicia Taylor, pictured here receiving her award from Environment Minister Dr Judy Edwards.

THANKS to the scholarship in honour of June Craig, CALM's Consultant for Corporate Health Alicia Taylor travelled to Sydney to learn more about health and fitness.

The health and safety conference, the largest in the southern hemisphere, showcased expert local and international speakers on topics including fitness, wellbeing, healthy aging, exercise and nutrition.

Alicia, who was this year's only recipient of the June Craig Award, said there was an increasing focus on health and wellbeing in the workforce.

"The conference provided me with a lot of practical information that I can use and implement in the workplace," she said.

"I see all CALM employees as my 'customers', so anything I learn will be used to help them directly."

Congratulations CALM graduates and trainees

Trainees of the year look to future



Pictured at the ceremony were the Aboriginal Trainee Graduates (back row, left to right) Dion Winmar, Vernon Wright, Alex Rogers, Daniel Cock, Ross Lynch, Leigh Walker (Fremantle Football Club), Wayne Dekker (middle row, left to right) Anthony Richardson, CALM's Executive Director Keiran McNamara, Organisational Learning and Development Coordinator Alan Byrne, Mark Ungchango and Robert Narrier and (front row, left to right) Cecilia Parker, Marie Houghton, Roslyn Wear and Beth McKernan.

CALM's Aboriginal trainee of the year, Anthony Richardson, hopes his study skills and affiliation with the country will enable him to become a national park ranger or nature conservation officer in the future.

Anthony was chosen for the award because of his high level of achievement throughout Certificates II and III in Land Management, both in practical and in theoretical work.

Anthony has been based in the Goldfields Region since starting his traineeship in 2002. He is studying for Certificate IV in Land Management.

Originally from Broome, Anthony is interested in marine conservation. He enjoys his work very much, particularly field work and assisting with biological surveys.

Under the traineeship, Anthony has worked on tasks ranging from maintenance and construction to reserve and nature conservation inspections, recreation and campground developments and biological surveys on remote Goldfields stations.

An integral part his success stems from the commitment and dedication of the Goldfields Regional staff in supporting the traineeship program and providing their trainees with valuable learning opportunities.



Anthony Richardson.

Merit awards to two A-class students



The Executive Director's Merit Award was awarded to Darren Steven (centre), and Jennifer Langton (inset). They are pictured with CALM's Executive Director, Keiran McNamara, and Environment Minister, Dr Judy Edwards.

JOINT WINNERS of the Executive Director's Merit Award, Jennifer Langton and Darren Stevens, both agreed it was a surprise to be named recipients of the award for best all-round performance in theoretical and practical areas.

Jennifer, who works in Collie as a Nature Conservation Officer, and Darren, who is a Ranger in the Walpole office, both said that they benefited from the program because it gave them a wide range of skills and experience that help them in their day-to-day work.

"My university training was more suited to laborato-

ry-style work but when you're out in the field you need a different type of training," Jennifer said.

"In this way the Graduate Recruit Training complemented my university studies."

Darren said that as a Ranger, his work included nature conservation, parks and visitor services and fire management tasks, so it was important that he received a wide range of skills.

"The program gave us job-specific skills that we use in our every day work," Darren said.

"And we had a ball doing it!"

Robyn Wilson's new challenge

CLEARLY not afraid of a challenge, CALM's GIS Applications Group Manager, Robyn Wilson, is undertaking a Masters of Business Administration with help from the 2004 Seamus Mulholland Leadership Scholarship.

The scholarship, which honours the memory of respected economist Seamus Mulholland, will assist Robyn to undertake her Masters on a part-time basis over four years while working full time.

Robyn said her studies would enhance her management and leadership skills and broaden her knowledge of information strategies, sustainability, marketing and economics.

"It's a great challenge and I'm learning many things that I can apply to my current and future work.

"The scholarship is providing me with a wonderful opportunity.

"It's great to have the Department's support."



Dr Kathleen Mulholland (left), sister of the late Seamus Mulholland, presented the scholarship to Robyn Wilson.

Nick at the top of his class



Nick Phillips (centre) was presented CALM's principal award, the Keynes Memorial Award, by CALM's Executive Director, Keiran McNamara, and Environment Minister, Dr Judy Edwards.

WILDLIFE Officer Nick Phillips' hard work in the Graduate Recruitment Program paid off when he was recognised with CALM's principal award, the Keynes Memorial Award, at the graduation and award ceremony.

Nick, who has worked in Nature Protection Branch since February 2002, received the award for his high level of achievement throughout the course, both in his practical and theoretical work.

He is involved in investigating illegal trade in fauna, managing the commercial use of wildlife, marine mammal entanglements and strandings and wildlife rescues.

His aim for the next two years is to develop specialised investigation skills and continue his Masters of Business Administration (MBA) at Curtin University.

A helping hand for studies

BRADLEY Bourke has his sights set on completing his Certificate IV in Conservation and Land Management by the end of this year using the Executive Director's Scholarship for Study Assistance.

The scholarship aims to assist financially permanent conservation (wages) employees in their post-secondary studies to enter into field officer positions throughout the State.

Bradley has been studying for the past 18 months and has completed his Certificate II and III by correspondence through Bunbury TAFE. Some of his assessments have been based on Recognised Prior Learning (RPL), which has seen him use his on-the-job experience to count

towards his course.

Bradley said that by studying, he hoped to expand his career options to include more job satisfaction.

"Studying has been a big change for me and I couldn't have done it without the support, encouragement and motivation that I have been given by people in the Blackwood District and in particular, Brad Commins," he said.

"The Dwellingup Training Centre's staff members have also been fantastic and have given me practical support with things like report and letter writing."

After he has finished studying, Bradley hopes to become a CALM officer in Fire Management Services.

New wildlife book launched

by Sue McKenna

More than one hundred people gathered at a South Perth café to celebrate the launch of CALM's latest wildlife book featuring the bird, fish and other wildlife at Roebuck Bay near Broome—one of WA's most important wetlands.

The 162-page colour book is the result of years of sleep deprivation as Dutch and CALM researchers, and Dutch photographer Jan van de Kam, worked nights and made hovercraft and boat trips to remote muddy areas in their bid to capture the biodiversity of Roebuck Bay for future generations.

Photographer Jan flew from Holland to attend the launch with Australian authors, birdwatcher Danny Rogers and CALM's Woodvale Research Centre Manager, Grant Pearson. Dutch scientific authors Thenuis Persma, Marc Lavaleye and Petra de Goeij sent video congratulatory messages.

The book *Life along land's edge: Wildlife along the shores of Roebuck Bay, Broome* has been a work in progress since 1997, when Jan began to take photographs as researchers from around the globe made annual visits to the mudflats.

Environment Minister Judy Edwards launched the book, which she said epitomised the enthusiasm and collaboration between Government departments, tertiary institutions and the community.

The Minister commended the authors and organisations that provided funding and goodwill—Enviro Kim, the Broome Bird Observatory, Coastwest/Coastcare, the Norman Wettenhall Foundation, World Wide Fund for Nature, the WA Museum, Curtin University, Washington Central University, Griffith University, Charles Sturt University, Birds Australia and the Australasian Wader Study Group.

Executive Director Keiran McNamara said the book would show Roebuck Bay's biodiversity to people throughout the world.

He praised the "incredible array" of people involved in its production and thanked CALM's graphic design and editing team of Tiffany Aberin and Carolyn Thomson-Dans.



Pictured at the launch were (from left) photographer Jan van de Kam, CALM graphic designer Tiffany Aberin, CALM researcher Grant Pearson, Environment Minister Judy Edwards, CALM Executive Director Keiran McNamara and birdwatcher and author Danny Rogers. Absent was the book's editor, Carolyn Thomson-Dans. Photo by Sue McKenna.

CALM fire expert joins international research panel

ONE of WA's leading fire experts, Dr Neil Burrows, was invited to join a select global gathering of fire scientists and ecologists to discuss the impact of fire on ecosystems, and make recommendations for future research directions.

Neil—CALM's Director of Science—was one of 15 experts from Australia, Canada, the USA, Mexico, Russia, South Africa, Germany, Portugal and Spain to attend the Global Fire Partnership Experts' Workshop in Switzerland.

They discussed the role of fire in conservation efforts around the globe, agreeing there was no single global solution, and that work needed to be done at the local level.

Neil said the workshop recognised that too much fire, too little fire, fire at the wrong time and fire in the wrong place posed a serious threat to conservation efforts in many ecosystems around the world.

The meeting had three objectives—to assess the scope, degree and nature of the threat of altered fire regimes to ecosystems and biodiversity globally; to provide a broad overview and assessment of current fire-related conservation efforts; and to recommend how the Global Fire Partnership, comprising the Nature Conservancy (TNC), the World Wide Fund for Nature (WWF) and the World Conservation Union (IUCN), should allocate its resources.

Neil delivered a written and oral presentation on fire and biodiversity issues from an Australian perspective.



Neil Burrows. Photo Sue McKenna.

The workshop made a "rapid assessment" of world ecosystems using the Global 200 ecoregions—a science-based global ranking of the Earth's most biologically outstanding terrestrial, freshwater and marine habitats—as a basis.

Regions requiring priority attention included the Taiga Forest

of far east Russia and the south western Amazonian forests, which are of immense importance to global biodiversity and to global processes including carbon sequestration.

Eight terrestrial habitats occur in Australia, with four occurring in WA—the Carnarvon region, the Great Sandy and Tanami Deserts, the South-West Australian forests and heathlands and the Kimberley.

Representatives from the TNC, WWF and IUCN met immediately after the workshop to take action on the recommendations from the experts. The aim is to get a consolidated map of ecoregions affected by fire and to prioritise five to six areas where the Global Fire Partnership can commence work in partnership with relevant local communities and agencies. A follow-up workshop involving climate modellers and experts in ecological processes and fire effects will concentrate on devising specific actions for the priority regions.

Neil said he was impressed with the structure of the workshop and with the workshop facilitators who emphasised the importance of working in partnership with governments and local communities to achieve conservation outcomes.

"Our process identified 13 key global fire issues including the impacts of climate change and that fire management needed to be integrated with other land management activities including restoration," he said.

Right on track

On Track is a monthly series of Conservation News articles sponsored by Corporate Executive, designed to illustrate CALM's strategic directions and corporate values. During the past few months a number of our staff have been invited, on an all expenses paid basis, to share their CALM experience and approaches to issues and management outcomes held in common with other government agencies around Australia. Executive Director Keiran McNamara commented on the trend of exporting the CALM approach.

I am proud that we are recognised across Australia for our initiative and that we are actively sought by others who wish to learn from our practice. It highlights the high standard of our work, our professionalism and our leadership in key areas of conservation and land management.

It is also demonstrates one of our corporate principles, that we cooperate, share and seek to integrate resources and knowledge in the work we do. We also benefit from such professional exchange and communication, and the people mentioned in this article, I'm sure, gained much in the way of professional contacts, new information, perspectives and ideas.

1. Parks and Visitor Services, Management Planning Coordinator, Daryl Moncrieff, recently returned from a two and a half week visit to the South Australian Department of Environment and Heritage. He was invited by the Director of Parks (a former CALM Mid-West Regional Manager, Greg Leaman) to present the planning framework and approaches used by CALM's management planning unit. This involved a week of presentation and discussion at head office with the remainder of the time spent in

presentation and field trips with the Regional Conservators. The intent was to reinvigorate the SA planning process by comparing and contrasting how CALM had improved its planning function for the terrestrial reserve system.

2. CALM's Nature Conservation Division's Environmental Officer, John Asher, was invited by the SA Department of Environment and Heritage to share his experience and knowledge of aerial baiting techniques. This was to assist the work of the DEH's Project Bounceback management team, which conducts a similar program to Western Shield. John provided operational and technical advice in a demonstration of broadscale aerial fox baiting using a fixed wing aircraft over 360,000 ha of the Gawler and Gammon Ranges national parks and 180,000 ha around the arid recovery project at Roxby Downs.

The demonstration used CALM's Western Shield contract fox baiting aircraft and associated navigation equipment and expertise to showcase the accuracy and effectiveness of the fixed wing operation.

SA currently uses helicopter and ground baiting and is keen to trial more cost effective methods with the intention of scaling up the baiting program to one million ha of conservation lands. The SA DEH has consulted with CALM, seen CALM's operations in progress and values CALM's long experience using aircraft in feral animal control. Project Bounceback will use the broadscale demonstration results to argue for further funding and support.

3. Corporate Services Division's Organisational Learning and Development Officer, Alan Byrne, and Aboriginal Learning and Development Officer, Beth McKernan, spent a week in Canberra at the request of the Commonwealth Public Services Commission and the Commonwealth Department of Environment and Heritage outlining the various elements and corporate strategies behind the award-winning Mentored Aboriginal Training and Employment Scheme (MATES). The initiative is recognised across Australia for its on-ground results and effective Indigenous employment and training outcomes in the land management and conservation area.

4. Fire Management Services staff are also in demand across Australia. A snapshot of some of the staff expertise and experiences in demand include:

Fire Management Services' Air Attack Supervisor Natasha Oke conducted two two-day training sessions for 40 navigators and incendiary management officers for the Northern Territory's Bushfires Council based at the airstrip at Batchelor in April.

Kimberly Regional Fire Coordinator Kevin White was invited to inspect and advise the Tiwi people on the protection of plantations on Melville Island (NT) and Senior Fire Operations Officer Terry Maher was invited across the Tasman to provide advice and counsel to the New Zealand Department of Conservation about the use of fire to control the spread of the environmental weed *Pinus contorta*.

In the coming months, Aviation Manager Mark Dixon and Terry Maher will conduct air observation training for the Queensland Rural Fire Services with the intention of training future locally based trainers in spotter activity, fire behaviour and water bombing operations.

Wonderfully wild Shark Bay

COMMUNITY spirit and cooperation at Shark Bay created a successful CALM/Coastwest school holiday program featuring everything from spear throwing to reptile encounters.

The highly successful 'Wonderfully Wild Shark Bay Events' school holiday interpretive activity program in April offered 56 conservation-orientated activities and attracted 1526 people.

Activities that enthralled adults and children at Monkey Mia and Denham, keeping them entertained and environmentally aware, included beach combing, raptor displays, looking at ocean discovery pools, spear throwing, Easter bilby stories and meeting bilbies.

Involvement from the Yadgalah Aboriginal Corporation, the Department of Fisheries, Shark Bay Power Dive, Just Raptors Rehabilitation Centre, Denham Seaside, Blue Dolphin and Shark Bay Caravan Parks,

by Daniella Hanf

international researchers and volunteers and the CALM Bush Rangers was invaluable.

A highlight of the program was the 'Mini Golf Mega Day', a joint project between CALM, the Yadgalah Aboriginal Corporation and the Shire of Shark Bay. The Shire of Shark Bay's Youth Recreation Officer, Irene Vallis, said: "The day was a fabulous success and the turnout was excellent. Working together was a pleasure and I look forward to our next collaborative project."

Birds Australia will be added to the line-up for the July program while the October program will coincide with Shark Bay's Wind Festival.

For timetables or further details please contact CALM's Monkey Mia Visitor Centre on 9948 1366 or look up www.naturebase.net (What's On link).



Pictured (from left) were Dale Wilson from the Yadgalah community, Daniella Hanf from CALM, Irene Vallis from the Shire of Shark Bay, and Darren Capewell from the Yadgalah community.

Conservation briefs

Spiders

This gem appeared on the electronic staff bulletin from Lisa Wright, CALM's Librarian at Woodvale.

Assistance required to translate a Korean paper on spiders.

Are there any Departmental staff who read Korean and would be willing to assist with the translation of a scientific paper on spiders?'

World gets wetter and warmer

A meeting of 100 greenhouse research scientists from throughout Australia concluded that contrary to popular perceptions and despite lower rainfall in many regions, the world is getting wetter as it gets warmer through climate change.

Contrary to widespread expectations, potential evaporation from the soil and land-based water bodies is decreasing in most places.

Reproduced courtesy of the Greenhouse CRC's eCarbon News.

Introducing Debra Rule



by Colin Pearce

THE Corporate Information Section (CIS) of CALM has a new manager. Her name is Debra Rule and she joined CALM in February, following the departure of Jenny Moss a few months previously.

For Debra it is a return to the public service after an interval of nine years. Debra originally worked for the Department of Education as a teacher librarian, but left in 1995 to work in consulting on information management.

During the years that followed, she became one of Australia's top consultants in the field, with major projects in more than 40 leading government and private organisations throughout the nation. One of her most recent projects was to review records management within the Federal House of Representatives.

In CALM, Debra will face the challenge of introducing the benefits of electronic records and document management to the agency—a task in which she has already had significant experience as a consultant and project leader. Debra will also be responsible for guiding the department along the road to full compliance with the new State Records Act over a period of about five years, as well as managing the day-to-day running of CIS.

Debra is not afraid of getting her hands dirty—literally—and spent many hours learning the ropes in CIS, from doing the mail clearance trolley-round to retrieving files from the dry store.

She is an enthusiastic member of the section's volleyball team and attends lunchtime yoga classes when she remembers. Outside work, Debra's main interests are enjoying coffee in South Fremantle and working in a voluntary capacity as the president of two not for profit organisations, the Fremantle Education Centre and Learning Network Australia.

Challenges for new Regional Manager

A challenge is something that drives many people to do their job, and to do it well.

For Kimberley Regional Manager, Gae Mackay, her new appointment means more than a challenge. She says it's something she feels compelled to do.

"I've always responded to opportunities rather than planned my career, and I knew that I had to do this," said Melbourne-born Gae, a mother of four and a former teacher, ranger and recreation specialist.

She said on seeing the Kimberley manager job advertisement she knew it was something she would have to try.

"While I've very little experience in the Kimberley, I feel that the region is ripe for change," she said.

"I want to be part of that and want to take a proactive role in shaping the new Kimberley.

"I love the area and I feel like I've come home. I didn't move for the address—it just feels right."

Gae has worked for CALM for

more than five years including about 18 months with parks and visitors services at Kensington.

She will be joined in the Kimberley later this month by her husband John and four children aged 5, 7, 9 and 10.

Gae and her family have just spent the past three months travelling around Australia, on long service leave, concentrating on the east coast.

And her vision for the future? "I'm looking forward to the opportunity to facilitate a growth

in conservation and in the role of Indigenous joint management," she said.



Gae Mackay at work.

RIP DENIS 'the Legend' MARSHALL

by John Gillard

DONNELLY District personnel are mourning the loss of one of their most experienced and respected team mates, District Fire Operations Officer Denis Marshall (63) who passed away on 25 May.

CALM staff from across the State formed a guard of honor at his funeral as a mark of their respect and to acknowledge his 31 years of exemplary service.

Denis joined the Forests Department in Manjimup in 1971, later joining the Northcliffe gang under Overseer Bill Adams and Assistant Forester Ron Kitson.

The Northcliffe gang of Denis, John Mac Donald and Wayne Kitson always won the fire competitions against other gangs as Denis always found the best and quickest way to draught water.

In 1976 Denis and his family shifted to Pemberton. Through his hard work, dedication and eagerness to take on responsibility he became an overseer for the number three gang. He was renowned for his bridge building skills, using only select jarrah.

Denis was an outstanding overseer, faller, mechanic, truck driver and dozer operator. Not many could match his skill and he

always gave his best.

In 1982 he joined the Field Officer Cadets and was transferred to Jarrahdale from 1983 to 1986.

In 1987 he returned to Pemberton as a Forest Ranger. His knowledge and skills gained as a gang member and overseer in fire control works were vital and resulted in a promotion to Forester and then Operations Officer to acknowledge his skills in wildfire suppression and controlled burning.

Denis pioneered the burning of coastal heath and flats in winter to minimise fire impacts on organic soils and coastal woodlands. One of his proudest achievements was burning approximately 4000 to 5000 hectares of heath vegetation in Chesapeake block in July 2001 with the use of the helicopter drip torch.

His knowledge of past issues and community connections was invaluable and his memory of which bits didn't burn in previous fires and the different fire intensities across a patch of forest over the years was awesome and invaluable.

Denis became the unofficial mentor to people like Donna Green, Natasha Oke, Katie Hargreaves, Shawn Debono and Yvette Caruso and helped them build their knowledge and experience in fire management. He also volunteered to be an Air Attack Supervisor and Navigator so he could use his extensive knowledge of fire to better effect.

He will be missed by everyone and remembered for his commitment to CALM, sense of humour, enjoyment in helping others, knowledge of the bush, attention to detail and observation skills.



Denis Marshall - a good friend and a loyal and generous workmate who will be sadly missed.

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

Promotion

Alicia Taylor, Corporate Health Consultant, PeopleServices Branch, Kensington; Joe Kinal, Research Scientist, Forest and Tree Crops; Cliff Gillam, Manager, Public Transport Authority; Lindsay Baker, Senior Ranger, Kimberley Region; David Whitelaw, Regional Leader, Parks and Visitor Services, Karratha; Chontarle Pitulej, Indigenous Heritage Officer, Indigenous Heritage Unit, Kensington.

Permanent

Nicholas Phillips, Wildlife Officer, Wildlife Protection Branch.

Permanent Promotion

Rodney Mell, Administration and Finance Manager, Research Woodvale.

Contract

Kirsten Pearce, Project Officer, West Kimberley District; Pam

Jennings, Seasonal Ranger, Geikie Gorge, West Kimberley; Glenn Claybrook, Seasonal Ranger, Geikie Gorge, West Kimberley.

Secondment

Jan Daronch, Officer, Swan Region.

Temporary deployment

Paul Jones, Director, Sustainable Forest Management.

Transfer

Laurie Lush, Supply Coordinator, Financial Services.

Resignation

Ben Carr, Senior Environmental Officer, Wildlife Administration.

Contract ceased

Chery Casserly, Officer, Pemberton.