



# Conservation News



Print post approved PP65002/0001

JANUARY 2006

## Guidelines to scare birds, not neighbours

by Rhianna King

**RESIDENTS** of the Perth hills, including the black cockatoos, are set to benefit from a set of guidelines that Environment Minister, Dr Judy Edwards, launched in December.

The guidelines were prepared by a black-cockatoo fruit protection technical advisory committee to address the conflicting objectives of protecting Baudin's and Carnaby's cockatoos – which are known to feed on and damage fruit and nut crops respectively – as well as protecting crops and maintaining the local amenity.

At the launch, Dr Edwards said the guidelines provided practical methods to protect the cockatoos and reduce bird damage while minimising impacts of bird-scaring devices on neighbours.

"The guidelines will be trialled this fruit growing season and I have asked the committee to continue to look at longer-term solutions to this complex problem," Dr Edwards said.

Baudin's and Carnaby's cockatoos, WA's two white-tailed black cockatoos, are both threatened. Last year's Perth hills fire, which burnt through 27,000 ha, and the subsequent loss of habitat, exacerbated their impact on orchards.

It is estimated there may be only between 10,000 and 12,000 Baudin's cockatoos in the wild and, as threatened species, it is illegal to kill them.

"CALM has also reported five cases of illegal shooting of white-tailed black cockatoos in the south-west in the past 18 months," Dr Edwards said.

"Consequently, there is a need for measures that will address the range of issues facing the species, orchardists and their neighbours."

The guidelines as well as a pamphlet about noise pollution for neighbours of orchards, a best practice checklist for fruit growers are available from CALM offices, Department of Agriculture and Department of Environment offices and local government authorities.



Environment Minister, Dr Judy Edwards (front left), and MLC and Black-Cockatoo Fruit Protection Technical Advisory Committee Chair, Louise Pratt (front right), with members of the committee (left to right) Department of Agriculture's Gary Martin, Department of Environment's John Macpherson and Peter Popoff-Asotoff, CALM's David Mell and the City of Armadale's Peter Meyrick with a Baudin's cockatoo brought to the launch by specialist black cockatoo carer, Fred Varris. Photo – Rhianna King

## CALM volunteer awards



From left to right: Penguin Island volunteer Bill Morgan, Crooked Brook Forest volunteer Denise Gillies, CALM Executive Director Keiran McNamara, Hon Ken Travers MLC, flora survey volunteer Fred Hort, Penguin Island volunteer Bill Simpson, CALM Parks and Visitor Services Director Jim Sharp, Bibbulmun Track Foundation member Peter Dear (front) and CALM Community Involvement Coordinator Marg Buckland.

**CALM has recognised the exceptional service of its volunteers as part of the 2005 Volunteer of the Year and Outstanding Service awards.**

The annual awards were presented last month by Hon Ken Travers MLC.

Volunteer of the Year Award recipients were:

- Bill Simpson, of Safety Bay, for his contribution and dedication to Penguin Island and expressing its many natural wonders through his photography.
- Bill Morgan, of Warnbro, for his contribution and dedication to sharing geological and historical knowledge of Penguin Island; and

- Fred Hort, of Swan View, for his commitment and dedication to rare flora and priority species in WA.

The Outstanding Service Awards were presented to:

- Peter Dear, of Nedlands, for his contribution to the Bibbulmun Track Foundation; and
  - The Crooked Brook Forest volunteers, of Dardanup, for their 10-year contribution to the Crooked Brook Forest project.
- CALM Community Involvement Coordinator, Marg Buckland, said the work undertaken by volunteers was invaluable to the Department.
- "The volunteers we have come from

all walks of life and they support a wide variety of CALM activities," she said.

"In fact, volunteers have worked some 444,000 hours during the 2004-2005 financial year."

CALM set up its volunteer program in 1989 and appointed a full-time coordinator.

It was the first government agency to introduce a formal volunteer program in WA and provided the model for other agencies.

The CALM Volunteer of the Year Award and Outstanding Service Awards 2005 were held at the Matilda Bay Restaurant in Crawley.

## Funds for landholders

by Tracy Peacock

**MORE** than \$700,000 has been allocated to private landholders in the south-west as part of CALM's Bushland Benefits program.

In all, 58 projects have been funded out of 72 submissions received by the Department. Forty-two landowners have already received their first payments and begun their projects.

CALM's Bushland Benefits Coordinator, Anthea Jones, said a range of bushland conservation projects had been funded.

"These projects consist mostly of revegetation, weed control and fencing of remnant vegetation," she said.

"There were also some more unusual projects such as construction and erection of nesting boxes for native wildlife, the releasing of rust for bridal creeper control and malleefowl surveys of previously revegetated corridors to ensure the continued improvement of such corridor revegetation projects in the future."

The successful projects included work to help conserve:

- 17 wetland areas, three of which include a portion of Swan Coastal Plain 'Conservation Category' wetlands;
- seven threatened ecological communities;
- 30 populations of threatened flora;
- Baudin's or Carnaby's cockatoos or the malleefowl; and
- 10 populations of other threatened fauna.

One successful applicant, Stephen Newbey, who has a property in Yabberup, near Donnybrook, has received funding for a project involving fencing, weed control and planting.

He said he was pleased to receive the funding. The Bushland Benefits program aims to help landholders meet the initial management costs of bushland that is under voluntary protection.

All successful applicants have signed voluntary management agreements with Land for Wildlife, WWF Australia or the National Trust of Australia (WA).

Most of these agreements are for a period of five years, but many are longer. Six landholders have entered into 'in perpetuity' conservation covenants with the Trust.

# Working Together

This issue of Conservation News highlights the role that volunteers play in assisting CALM in meeting its mission.

The growth in registered volunteers has been outstanding, the total now numbering 7,600.

The diversity of projects and areas of volunteer activities and in the age, backgrounds and interests of volunteers illustrates the extent to which the community is both interested and engaged in CALM responsibilities.

This is really encouraging for us as CALM staff, as we have long recognised that the task of conserving a natural environment and providing the opportunity to enjoy and experience its delights is beyond us if we do not have a knowledgeable, active and involved community.

Furthermore, we can be satisfied that we are meeting our responsibilities in giving

members of the community opportunities to engage in voluntary activities that contribute significantly to their health and wellbeing. The Healthy Parks, Healthy People initiative is based on the knowledge that engaging in voluntary activity related to the natural environment can significantly improve an individual's physical and mental health.

What has impressed me in travels around the State and at the celebration of volunteers at the Volunteer of the Year and Outstanding Service Awards was the close relationship that has developed between CALM staff and volunteers, individual and group. The shared enthusiasm and mutual respect for each other gives us great hope for the future.

May the partnerships flourish as we ensure we give the recognition to volunteers that they deserve.

**Jim Sharp**  
Acting Executive Director



# Vale Abe

PRACTICAL, down-to-earth, good-humoured, energetic, reliable – these are just some of the ways we might describe the man that many of us had the privilege of sharing a part of our lives with.

Abe van de Sande died suddenly in December. He was returning from the bush near Jarrahdale when he collapsed and was unable to be revived.

Sixty-year-old Abe was well-known to many within CALM and the FPC as an outstanding senior dieback interpreter, a dedicated workmate, and a valued friend.

With more than 37 years service, Abe began his work career as a towerman with the Forests Department, and progressed into dieback interpretation and forest assessment.

Abe marked himself as someone who would always work hard, enjoyed tackling new challenges, and above all, had a passion for the bush.

Abe's work ethic and ability were already recognised by the time the Forests Department began a program to map the extent of jarrah dieback disease.

In 1980 Abe was specially selected to join this important program as a dieback interpreter, to map the occurrence and impact of this threat.

Over the ensuing 26 years, Abe excelled, and ultimately became responsible for CALM's interpretation program across more than three quarters of a million hectares of



by Martin Rayner

land in the northern region.

Abe knew the importance of his work, and that he could make a difference. His enthusiasm, his desire to learn and his love of the bush ensured that he became an expert.

His knowledge and skills were admired not only within CALM, but was also in all of the various government departments, private companies and research institutions for whom Abe undertook work.

His outstanding knowledge of the vegetation patterns in the forests was highlighted in 1998. That year, in Brady forest block, he discovered a new species of *Dryandra* that was completely unknown to science.

It was later named *Dryandra insulanemorecinta*, and further survey identified five populations in the area.

Abe's contribution to our forests and the landscapes he loved leaves us a rich legacy.

# Vale Marie

**MORE than 60 volunteers, family and friends gathered on Penguin Island late last year to unveil a hand crafted wooden bench seat in memory of Marie Mitchell, a Shoalwater Islands volunteer who died in April 2003.**

During Marie's 12 years of volunteering she touched many people and undertook a wide range of projects.

Foremost was work with Little Penguins both as a volunteer and research assistant to the Murdoch University team. Extending her skills overseas she volunteered at Chilean Chiloe Island Penguin Centre interacting with international volunteers and visitors.

Liaison roles saw Marie forming important links between volunteers and CALM staff to ease potential difficulties.

An 'A' class bird banding licence gave Marie the opportunity to commence a project on Shoalwater Caspian Terns. Marie's quest for knowledge saw involvement with fauna surveys, bird census, seadragon monitoring and visits to Milyering Cape Range Park and Eyre bird observatory. She joined the Herbarium in 2001 to identify and catalogue the extensive seagrass collection.

Marie's capacity to be involved and to



Volunteers with the wooden bench seat in memory of Marie Mitchell. Photo – Marian Maughan

by Marian Maughan

involve others meant that she worked with several environmental groups including the Friends of Lancelin Island. She was also a founding member of the Friends of Shoalwater Islands.

Marie's true legacy was in the joy and fulfillment, as well as the challenges, that she accepted in her ongoing desire to conserve the

environment. She was indeed an outstanding volunteer who has left a lasting mark in the Shoalwater area.

However Marie's time at Shoalwater was not entirely devoted to the environment. Marie was a proud and loving mother, grandmother, twin and sister. Family and friends meant a great deal to Marie and there was always time and an open house for all who called. Marie left a wonderful legacy... She did it her way!

# Delight at Gilbert's potoroo birth

**SHEER delight accompanied the birth of a critically endangered Gilbert's potoroo on a new relocation island off Albany last month.**

The surprise discovery of a new young potoroo in its mother's pouch was made by Senior Research Scientist, Tony Friend, just four days after the mother had been released onto Bald Island.

The tiny potoroo was about 15 mm long when discovered in the pouch.

"This young one would have been conceived while the mother, known as F100, was still in the wild on Mount Gardner.

"The impressive thing is that she gave birth successfully despite being captured from the wild, moved into captivity, fed on fruit and veges for two weeks, then taken by car, small boat, and carried between four and five km up and along the island.

"She was then released into a strange place and had to find food and shelter," he said.

He added that she had settled down within 100 m of her release site and had lost only a small amount of weight.

It was promising start for the future existence of the species on Bald Island because if the young potoroo, believed to be a female, survived to maturity, it would increase the breeding gene pool of the island's potoroo population.

Tony said the mother was released on the island during the December trip. He and technical officer, Stephanie Hill, spent six days on the island carrying out trapping, first of all releasing F100 – with a tail transmitter – into the same patch of bush as the first potoroos in August.

"Four days later we found the young potoroo in the pouch, which was astounding," Tony said.

Potoroos will hold a single young in the pouch for up to four months before weaning.

The new mother was the second female potoroo released on the island, following the initial release of a female and two males last August as part of a CALM project to increase the status and population of the species. There are fewer than 40 animals left in the wild.

Gilbert's potoroo (*Potorous gilbertii*) is known to exist in the wild only at Mt Gardner in Two Peoples Bay Nature Reserve and its population is so critically endangered that the establishment of another population is essential.

The August release of potoroos followed a five-week trial in February this year, when movements and the condition of two animals were closely monitored to determine whether the environment could support the species.

Bald Island was chosen for the translocation as its climate is similar to Two Peoples Bay. It has suitable habitat for the survival of the species and is free of foxes and cats.

## Conservation News January 2006

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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Printed on 100% recycled paper

# Indian translocation

**CALM Research Scientist Leonie Monks has had the opportunity to discuss plant translocations in another country – thanks to an international conservation agency.**

The Department's plant translocation expert recently traveled to Pune in Western India to help conduct a four-day workshop on translocation.

"To tell others about what we've done and learnt in the area of plant translocation and then in exchange learn from them was a great opportunity," Leonie said.

"Many of their plants are threatened by social issues such as collecting for food or medicine, which is very different from the threats to our plant species.

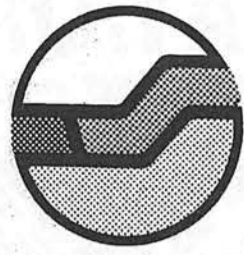
"But it was interesting that many of the solutions, like education, seed collection and translocation, are similar."

Leonie and two other Australians – Tricia Hogbin from the NSW Department of Environment and Conservation and Maurizio Rossetto from Sydney's Royal Botanic Gardens – went to India at the invitation of the Botanic Garden Conservation International.

"It was really a bit of an honour and recognition of the work we do in Australia and, in particular, what we do at CALM," she said.

Leonie, who has been CALM's plant translocation specialist since 1998, is also an Australian Network for Plant Conservation committee member.

Twenty years ago this month. . . January 1986



# CALM News

Official newspaper of the Department of Conservation and Land Management.

Vol 2 No 11 January 1986

## Testing time for candidates



GEOFF ROLAND is one of 12 candidates offered a CALM cadetship after completing the one-week selection course, which included pruning and felling pines. Story, page 2.

## WORKSHOP ATTRACTS PUBLIC INTEREST

By COLLEEN HENRY-HALL

A WILDFLOWER enthusiast uses a national park differently than does a four-wheel drive enthusiast, and such varied recreation needs pose challenges to land management.

A one-day workshop held recently by CALM enabled about 70 people from various recreation groups to discuss the management of national parks, nature reserves and State forest in the shires of Swan, Kalamunda and Mundaring.

Ian Herford, Parks and Reserves Officer for the Northern Forest Region and chairman of the meeting, said it gave groups using land in the Mundaring District a chance to communicate with each other and to make suggestions for land management.

He said most people attending the workshop agreed there is a need for increased public awareness and proper land management.

In the morning session, District Manager Tony Raven explained recreation patterns in the District; Wayne Schmidt, manager recreation and landscape branch, spoke on resolving conflict between recreation and other land uses; and Jim Sharp, scientific adviser, spoke on resolving conflict between recreation users.

Wayne said some of the conflicts between recreation and other land uses that he has identified are competition for physical resources, conflict between use or non-use of particular areas and a conflict of funding were maintaining "old" programmes gives way to developing "new" ones.

Wayne outlined some ways conflict could be resolved through design and planning and the importance of communication between the public and CALM for planning.

Jim said resolving conflict between groups of recreators could be achieved through design of an area, restricting access to different places or different times, and education.

Representatives of recreation groups outlined their needs and concerns in four broad areas: equestrian, motorised, nature-based and organised outdoor recreation.

Participants formed small groups in the after-

noon session to consider a number of questions concerning management priorities and appropriate recreational activities for national parks, nature reserves and State forest in the District.

A similar workshop, coordinated by Drew Haswell, regional leader planning, will be held early this year on protection of national parks, nature reserves and State forest within the District.

Ian said the points of view expressed will be taken into account in a regional strategy plan due at the end of 1986 and will also be considered for inclusion in the District Recreation Plan up for review shortly.

## Pole life span study

THE State Energy Commission is investigating ways of reinforcing power poles below ground level to extend their usefulness.

If perfected and used by the SEC, the programme also could take pressure off CALM to supply the SEC with long poles, a demand the Department is finding harder to meet.

"We've recently been trying to alter the balance of pole production to something more in line with what is out in the forest" said John Sclater, inspector utilisation hardwood.

In the trial, a truck and machinery developed by Austpole, a private company based in Victoria, slips a steel sleeve over the damaged part of the pole.

The pole is lifted out of the ground about two feet while the sleeve of galvanised metal, with its base filled with concrete or a wooden insert, is slipped over the bottom of the pole.

For CALM, the attraction of the operation lies in the possibility of lengthening poles that are too short by joining two pieces of wood together, such as karri log at the top and treated pine log at the bottom.

The SEC wants poles of not less than 12.5m while CALM's supply lies in the 9.5m range.

That gap of three metres would be corrected by the use of composite poles, and a base of treated pine or concrete would decrease fungal rot and termites.

The SEC contracted the replacement of 50 poles to Austpole originally, but the number has since been increased.

The programme continues, with informal involvement by CALM in the replacement of poles in the metropolitan area.



ROSS McDUGALL (left), National Park Ranger, District Manager George Peet (centre) and Charles Eadon-Clarke, Executive Director of the Swan Valley Tourism Council (right) discuss the morning's proceedings at the recreation workshop.

## LAND PURCHASE PLAN BY DEPT.

CALM is negotiating to buy nine parcels of land as new or additions to existing nature reserves or national parks.

Land purchases are decided by the Conservation Lands Acquisition Committee, an internal committee which replaces the former Parks and Reserves Committee.

The properties range from 2ha, which will increase Benger Swamp nature reserve, to a 202ha freehold area with its associated 3200ha pastoral lease on the south coast.

That area of 3402ha represents a current private property enclave in the D'Entrecasteaux National Park and its removal will assist management of the Park.

Many of the properties will increase the viability and biological and botanical diversity of existing nature reserves and national parks.

Committee members are: Alex Errington, chairman; Barry Wilson, Director of Nature Conservation; Chris Haynes, Director of National Parks; Peter Hewett, Director of Forests; Andrew Burbidge, Principal Research Officer; David Hampton, Manager Wildlife and Land Administration branch; and Robert Powell, senior clerk, reserves, who serves as secretary.

Also on the Committee are representatives of the Lands and Surveys Department and the Valuer General's office.

The Committee will meet quarterly to plan future acquisitions and monitor and assess requests and suggested acquisitions.

## Penguins island retreat

Penguin Island, a 13ha off the coast of Rockingham, is home to a number of animal species, and perhaps most importantly, is a nesting spot for little or fairy penguins.

Management of the island has been difficult in past years because of a lack of supervision at weekends and holidays when visitors are most numerous.

For the day visitor, it is hard to detect the presence of the penguins, when they nest in spring.

During the day, males and females take turns incubating a single egg in a nest under the low-lying island vegetation.

But at night, penguins head to the sea in search of food and they can be seen entering and leaving the water.

Proper management of the island would include

protecting the vegetation areas penguins and other birds use for nesting sites.

The bridled tern also uses the island to nest.

Metropolitan Park Ranger Jim Maher would like to see signs erected on the island informing people to keep to marked walkways, which would keep birdlife out of danger and also enable dune areas to be revegetated.

Jim said the island also needs a monitoring project to discover more about birdlife using the island.

At present, Jim has spotted 34 bird species and seven animal species on the island.

THE PRESERVATION of Penguin Island's sand dunes, birdlife and vegetation will be undertaken with a Community Employment Programme grant of \$78,996.

The project will employ six people for 26 weeks, and will include the construction of post railing and steps to prevent disturbance of fragile vegetation and birdlife.

Post railing will also be put around penguin nesting areas and management and environment information signs will be erected.

Also included in the project is revegetation of some areas.



Twenty years ago this month... January 1986



**From my Desk**

AS THE first policy director to be invited to prepare his chapter for this section of CALM News, I have the advantage of there being no precedent against which to measure my efforts, and the disadvantage of not being sure how to approach the task.

The Director of Forests, the first in the history of Western Australia, follows a long line of Conservators of Forests, the most recent incumbent being Bruce Beggs, now Chairman of the Lands and Forest Commission.

The role of the Director, is however, vastly different from that of Conservator, principally in that there is no direct link with operations and administration in the field.

Along with the Director of National Parks and Director of Nature Conservation, the Director of Forests' primary concerns are those of policy.

The Policy Directorate includes the Director of Research and Planning, The General Manager and the Executive Director.

It meets on a regular basis, usually twice each month, mainly to thrash out ideas on policy development.

From a personal viewpoint, the position of the Director is as challenging as it is new.

As some staff will know, my involvement as a forester with the wood-using industry virtually ceased with the creation of Extension Branch in 1973 and recommenced in a minor way in 1983.

A large part, probably more than 60 percent of my present job, is concerned with wood production.

I had lost touch with many of the timber companies and their personnel didn't know me, so both parties are at the start of a new learning curve.

I have a great advantage over Barry Wilson and Chris Haynes in having access to experienced staff at all levels in the forestry operations of CALM, many of whom I have known and worked with for 30 years.

Barry and Chris have a different range of contacts and have spent a lot of time getting to know who is who, and what is what.

Within the Directorate, there is also a learning process taking place.

The group dynamics are slowly developing as the Directors, Managers and Executive Director get to know each others' modus operandi.

Even though the ex-Forests Department group have known each other for a number of years, they are negotiating from a new stand point and in a new administrative environment.

I like to think that the group is shaping up pretty well, and that, in policy making in particular, we are beginning to make some real progress.

Time will tell, and possibly so will Barry when they get the opportunity to contribute to the desks.

A Happy and Prosperous  
PETER HEWETT

**DIBBLER POPULATION RARE FIND**

By PHIL FULLER and ANDREW BURBIDGE

A JOINT CALM Wildlife Research, Planning and Wildlife Protection team had no idea they would find something as interesting as a Dibbler population while collecting information for a technical report and management plan on the islands between Lancelin and Dongara.

On October 31, while on the 25ha Boullanger Island, about 1km off Island Point at Jurien Bay, Phil Fuller saw tracks in sand which were larger than the small dunnarts and house mice known to be on the island.

The tracks were still visible shortly afterwards when he returned to the site with other staff but soon disappeared; they had only been visible because of overnight dewfall.

A month later we returned to Boullanger Island with 18 Elliott mammal traps (all that could be located at the Wildlife Research Centre at the time) and these were set on December 3.

The next morning Greg Keighery and Phil checked some of the traps while Sue Moore and Andrew Williams checked the rest.

The first two traps had captured house mice but the third had a larger animal in it.

It took them a few moments to realise that it was a Dibbler (*Parantechinus apicalis*) since no-one had expected anything so interesting.

On the next day we returned with 10 more traps and with the help of Williams, Geoff Hanley and Don Noble.

This time we had 158 Elliott traps, some sent down from the Karratha office and some lent by the W.A. Museum.

We also set five pit-fence traplines.

The next day most of the team had work to do on islands near Cervantes so Andrew Burbidge travelled to Boullanger Island on his own, courtesy of the Fisheries Department.



The catch for the day was an amazing 89 House Mice, five dunnarts (*Sminthopsis* sp. probably *griseoventer*) and 15 Dibblers.

Over the next two nights we caught a further 18 Dibblers, plus two recaptures.

Twelve of these were on Whitlock Island (5.4ha) which is joined to Boullanger by a sand bar at very low tides.

We also trapped on Favourite Island (3.0ha) and Escape Island (10.5ha) but did not catch anything there although small mam-



This female Dibbler was the cause of much excitement when it was captured on Boullanger Island in Jurien Bay. The Dibbler's presence was unexpected but a welcome news to CALM's wildlife researchers because it improves its chances of conservation.

**TAMMIE GOES TO U.S.**

TEACHING people how to see and appreciate the natural environment isn't an easy task, but it's one that Tammie Reid has tackled with enthusiasm and innovation during the three years she has been CALM Education Officer.

Tammie, who started with the Department as a forester, began 18 months ago in January to start a family and to study in the U.S. to increase her skill and knowledge of environmental education and nature interpretation.

At Chicago University in Chicago, Illinois, she'll learn new strategies and techniques in getting people to look at nature," she said.

The University specialises in outdoor recreation, education and environmental education and Tammie will bring back many new perspectives and ideas.

As Education Officer she has taught kids and adults to use games like "Eye in the Sky" and "Rainbow Chips" to see all those things in nature they miss because they're not really looking.

She has also taught teachers, CALM staff and the general public how to look at nature imaginatively.

Tammie has seen CALM's education section grow in the last few years from occasional talks in the classroom to developing the entire community education programmes.

And she knows when she returns things will be changed.



Tammie Reid unwraps a going-away gift from staff members.

**Joe leaves envious record**

DEVELOPMENT of a vegetation classification system as a basis for land management is the accomplishment that Research Director Joe Havel during his 20 years with the Department.

That list also would include the development of a high-quality research team and their subjects.

Dr Syd Shea, once one of those researchers and now Executive Director, paid tribute to Mr Havel following the 1985 Production and Protection Research Conference by saying: "It is a rare person who can combine high morals and principles with practical skills like doing good research and working well with people."

Joe has "been in forestry-related things since arriving in Australia in 1948" when he cleaned and stoked bush "locomotives in Jarrahdale.

The years since then have seen him in many places and many positions, during which he studied and completed two university degrees.

In the 1950s, Joe joined the Department of Territories and headed to New Guinea to work in forestry and "do just

"The Department wanted to know the feasibility of planting pine on areas outside Gnaragarra," he said.

"We wanted to know where to plant pines with a reasonable degree of certainty," he explained so he set to helping find some way to accurately classify and map the area using native vegetation as the indicator of growing conditions.

Joe tackled a similar but larger task soon after by classifying and mapping the northern jarrah forest.

His vegetation classification system was put to use providing some hard data for decisions involving multiple land use planning.

In his development which he has headed more recently, Joe has to develop a research team to participate fully in his work.

On his retiring, Joe said: "This is a fairly big and difficult job and I had many other involvements which I had to suffer."

Joe has three children and seven grandchildren and is involved in youth work and church work.

Joe is a keen gardener and returns things which he has changed.

Joe Havel



Jenny Burgess and John Atkinson at the Como Christmas Party. Ken Allan, Rick Currier, Jacque Rene, Steve Mountford (dinner guest) and Shaun Robless at the Christmas dinner.



Roger Gorski, Ken Allan and Glenn Anderson (from Homeswest).

**XMAS CAPERS**

Christmas was a time of great cheer for CALM staff, who, by the looks of these pictures, did more partying than working in December.

These festivities began in November with the Sunday dinner at Crawley.

Next was the Christmas Dinner Party at the South Perth Yacht Club, a high-class affair with dancing, dining, and drinking throughout the night.

The annual Christmas Party, held at Como on Christmas Eve, finished the season in fine style.



Alanna Stingmore, Ian Frame, Debbie Greaves, Allan Burnett, Roxanne Horsley and Kerry Olsson at Como.

# 2005 – the year in review

## January

A juvenile arsonist lit fires in Yanchep National Park that burnt through half the park. The youth was jailed for three years on each of three counts of arson, to be served concurrently. A CALM house was lost in the fire and another house damaged. Assistant Ranger, Brad Johnson, almost lost his life during the fire cleanup when a 30 m tuart tree fell on him from behind. Brad returned to work later in the year, but with titanium rods in his spine.

In the biggest fire in the northern jarrah forest since the 1961 Dwellingup fires, an arsonist lit fires that burnt nearly 28,000 ha in Pickering Brook, Karagullen, Mundaring and Barton's Mill, in the Perth hills. CALM teams came from as far afield as Albany, Kalgoorlie and Karratha, assisted by the Forest Products Commission, Fire and Emergency Services Authority, the Police and volunteers. CALM Conservation Employee, Meagan O'Connor, suffered injuries after being hit by a falling tree branch, but returned to work after intensive physiotherapy.

Weed control programs run by CALM and the Department of Agriculture were allocated an extra \$400,000 in State Government funding.

On the animal scene, volunteers clocked up thousands of hours to monitor turtle nesting near Exmouth while CALM staff went to Adele Island off the Kimberley coast to rid the island of the Pacific rat. CALM invertebrate experts discussed the presence of tiny prawn-like stygofauna at an international conference in Perth.



Staff members (from left) Patrick Cullen, Tristan Farmer, Dan Kamien and Roger Whitelaw use their weight to assist a mobile drilling rig to drill holes for vertebrate pit traps in the hard Pilbara landscape. The traps catch small ground dwelling creatures such as dunnarts, skinks, geckos and small dragons. Photo – Jim Rolfe

The Management Plan for the Ningaloo Marine Park and Muiron Islands Marine Management Area 2005-2015 was released, as well as an indicative management plan for the proposed Dampier Archipelago Marine Park and Cape Preston Marine Management Area.

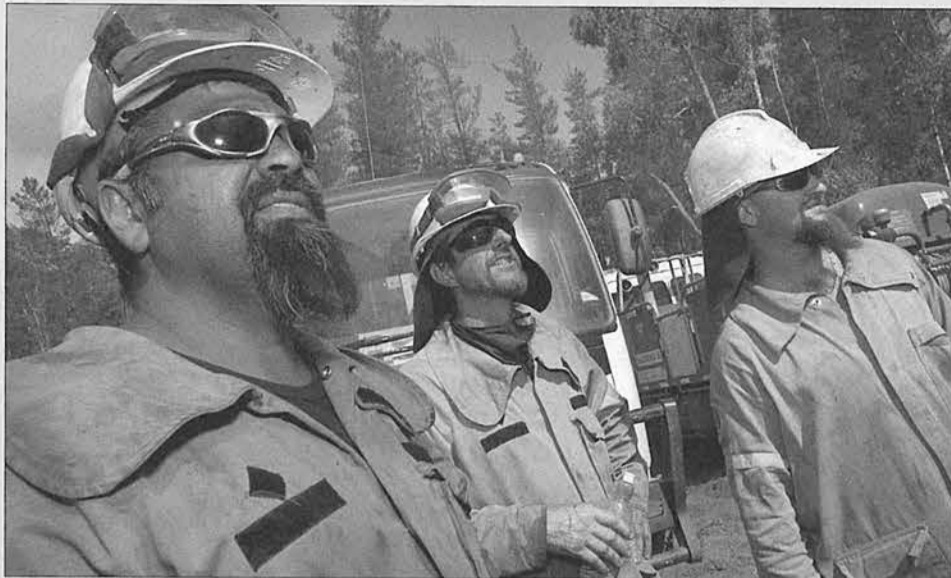
A draft management plan for the proposed St John Brook and Jarrahwood Conservation Parks, near Nannup, was released for public comment.

## February

Two new schools joined the CALM Bush Rangers program from the start of the school year, bringing the total number of WA schools in the program to 36.

CALM and *Western Shield* sponsor TIWEST joined forces when 30 quenda were reintroduced into Nambung National Park as part of *Western Shield's* wildlife recovery program.

A five-week trial began to relocate Australia's most critically endangered mammal, Gilbert's potoroo, to Bald Island near Albany.



Fire crew on duty at the Perth hills fire in January were (from left) Karim Khan (Kirup), Tom Powell (Busselton) and Anthony O'Neill (Busselton). Photo – Ron D'Raine

## March

CALM marked 20 years since the *Conservation and Land Management Act 1984* came into effect. The Act introduced new conservation measures for WA and established the Department. About 300 of the staff who reported to work for the new CALM in 1985 were still working for the Department in 2005.

A new book, *Threatened animals of Western Australia*, by eminent former CALM Scientist Andrew Burbidge, was launched. The book added to the knowledge of WA's threatened animal species.

The Turquoise Coast Islands Nature Reserves Management Plan 2004 was released.

## April

The findings of one of the largest and most comprehensive biological surveys conducted in WA were released. A *biodiversity survey of the Western Australian Agricultural Zone* was produced by CALM and WA Museum staff, in collaboration with staff from The University of Western Australia and the University of Adelaide. The survey covered 250,000 sq km between 1997 and 2001, sampling more than 1000 terrestrial and wetland sites.

The second round of sampling for the Pilbara Biological Survey – a biological snapshot of 180,000 sq km of land across the region – began. The survey is one of the largest of its kind in the world and will provide extensive data on aquatic life, flora, mammals, reptiles and birds.

CALM staff and more than 350 community members helped to rescue a pod of beached pilot whales at Busselton. Nineteen whales beached themselves along a 20 km section of beach. Four whales died before the beaching was discovered, but CALM's incident management team coordinated the rescue of the remainder during a two-day operation.

CALM Senior Wildlife Officer Doug Coughran led a team to save a southern right whale near Albany. The team spent four days tracking the whale to dislodge fishing gear from its mouth. In a bitter disappointment for everyone, the nine-metre whale swam away with a heavy 20 m rope, a deflated white buoy and four loops of heavy braided green rope streaming from its mouth. Former basketball star Luc Longley joined the team by supplying his boat for the mission.

Wild horses were removed from CALM-acquired Earaheedy Station, 200 km north-east of Wiluna, following a destocking and decommissioning process that began in 1999 to return the station to its natural state.

WA Government agencies began a joint project with their Northern Territory counterparts to test the effectiveness of trapping cane toads to stem their western advance across northern Australia.

A new Career Development Model for conservation employees provided a classification system based on national standards of compe-

tency. The new system provided employees and managers with tools to identify training needs and career development opportunities.

CALM began a \$1.1 million upgrade of Bellburn airstrip in Purnululu National Park, part of a \$1.8 million project to improve visitor facilities and services in the world-renowned park in the 2004-05 financial year.

## May

More than 80 delegates from 23 countries attended a whale shark conference in Perth. At the end of the four-day conference, delegates produced a communique that said regional and international conservation measures were urgently needed to protect whale sharks.

Final management plans were released for Forrestdale Lake Nature Reserve and Thomsons Lake Nature Reserve, as well as the D'Entrecasteaux and Shannon National Parks Draft Management Plan.

CALM honoured its graduates and trainees at its Graduation and Award Ceremony. This year there were 24 graduates of CALM's Graduate Recruit Training program, 17 who graduated from Certificates II and III in Conservation and Land Management and 25 others who received various other awards and scholarships.

Public forums to discuss the conservation and management of tuart forest were held at Busselton and Lack Clifton. The State Government also allocated \$830,000 for a

range of tuart conservation projects under off-set funding arrangements from the Cable Sands mining operation at Ludlow.

A new nature reserve was announced in the Wheatbelt, following the gazettal of Cairn Hill, north of Moora, as an A class nature reserve.

The construction of a new CALM biodiversity and science centre got the official go-ahead in the 2005-06 State Budget. Funding of \$16.2 million over three years was allocated for the integrated facility, which will include a new State herbarium.

The State Budget also included an allocation of \$900,000 for 2005-06 for the WA Cane Toad Initiative, in addition to the \$600,000 already announced by the State Government in December 2004.

## June

CALM led a dramatic whale rescue operation, supported by an incredible 1500 volunteers and a range of other organisations. All but one of the 123 false killer whales stranded on two Busselton beaches were successfully herded back to sea within eight hours.

Arbor Day was celebrated with a variety of events – this year's Arbor Day poster featured salmon gums to highlight the Wheatbelt's biodiversity and the biological survey of the region.

CALM installed two floating pontoon swimming jetties at a popular picnic spot on Matilda Bay Reserve, replacing the dilapidated and dangerous jetties built in the 1940s.

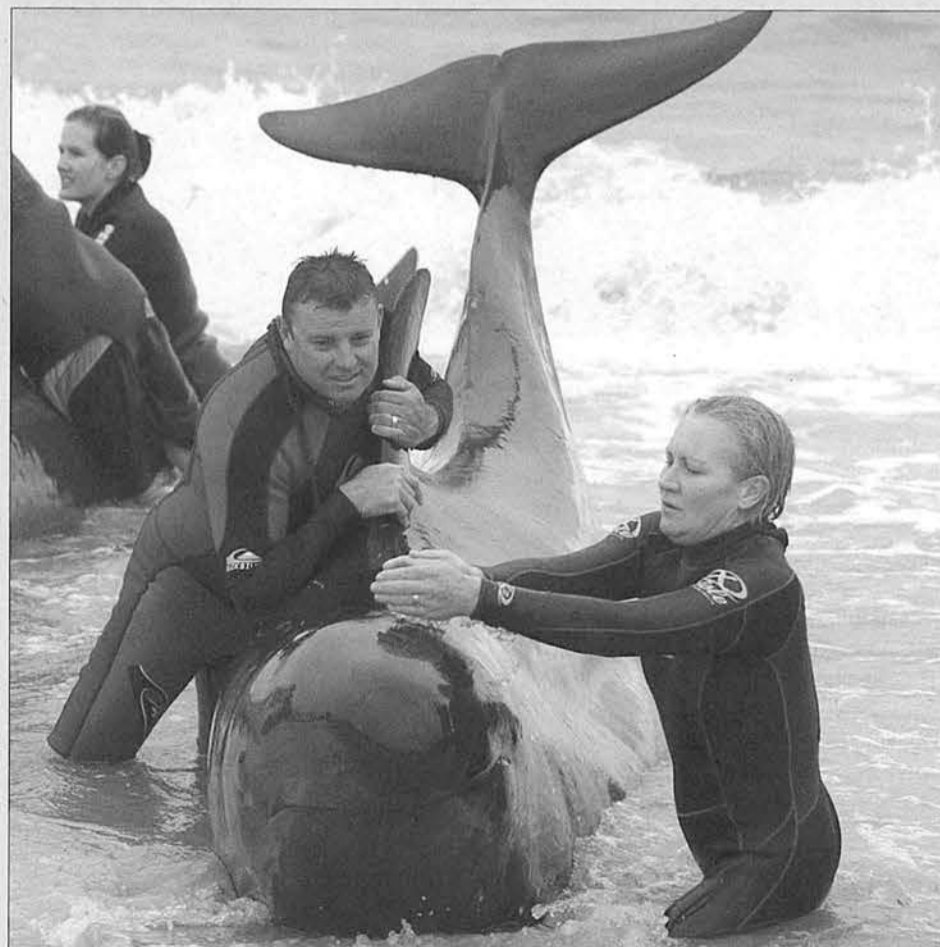
*Flowers of the Stirling Range* was released, the 30th publication in the Bush Book series. More than 250,000 Bush Books have been sold since CALM began the series in 1996. Another three Bush Book titles were published during the year.

The Jurien Bay Marine Park Management Plan 2005-2015 was released.

The Wandoo Recovery Group hosted a community forum focusing on wandoo decline and what is being done to understand and manage the problem.

Policy Advisor, Kate Hassall, won a Churchill Fellowship to follow her passion for ecotourism and progressing Indigenous involvement in parks. She later visited Canada and South Africa.

Yanchep National Park Trainee Ranger, Wayne Dekker, won the national Indigenous tour guide category of the inaugural Gnunkai Awards.



Volunteers tend one of the false killer whales at the mass stranding on Busselton beaches in June. Photo – Jeff and Sarah Henderson

# 2005 – the year in review

## July

CALM became the lead agency for the WA Cane Toad Initiative, building on the work already done by the Department of Agriculture.

Environment Minister Judy Edwards endorsed a review of CALM's fire management in the south-west. Dr Edwards sought the review by the Environmental Protection Authority (EPA) as part of a staged process to look at CALM's fire management responsibilities and objectives.

A new memorandum of understanding was signed by CALM and the Department of Justice to enable prisoner rehabilitation to continue in the creation of park facilities and tracks. More than 23,000 hours have been contributed to CALM projects by prisoners since the original MOU was signed in 1999.

The State Government signed an agreement to resume control of Dirk Hartog Island and announced it would become a national park. The agreement ended 15 years of negotiations with the island's lessees. Many of the 15 native animal species once found on the island are locally extinct but 11 species will be reintroduced after CALM undertakes a restoration program of the island's vegetation and eradicates goats and feral cats.

An EPA review of the ecological impacts of fire regimes in the interior and northern parts of the State was initiated.



Martin Hadley assembling a cane toad trap. Photo – CALM

which said the program was at the leading edge of wildlife conservation.

CALM teamed up with the Cape Conservation Group, World Wide Fund for Nature Australia and the Exmouth community to conserve black-footed rock-wallabies, which are listed as vulnerable to becoming extinct.

The Perth Observatory at Bicton, managed by CALM, was placed on the State Register of

A \$1.2 million environmentally sustainable wilderness camp opened in Purnululu National Park. An \$830,000 capital works program for other visitor facilities in national and conservation parks in the Kimberley was also announced.

The South West Region reported a busy year with \$2 million worth of parks and visitor services projects under way.

Work began on the development of a visitor centre within The Hills Forest Discovery Centre, near CALM's Perth Hills District office.

Innovative wildfire pre-suppression planning in the Goldfields won CALM an award in the WA section of the 2005 Australian Safer Communities Awards.

New visitor facilities worth \$750,000 were officially opened at Bluff Knoll in the South Coast Region.

Environment Minister Judy Edwards marked Threatened Species Day on 7 September by announcing there would be new distance limits set for spectators watching female whales and their calves who come in close to shore.

CALM's *Draft Good Neighbour Policy* – aimed at maintaining good relationships between the Department and its neighbours – was released at the Perth Royal Show.

Mining company TIWEST continued to support *Western Shield* by sponsoring the program for a further \$300,000 for the next three years.

## October

CALM staff normally based in the south-west were deployed to other regions of the state to undertake a number of conservation projects. The \$780,000 program is in line with CALM's *Draft Good Neighbour Policy*, which aims to strengthen partnerships between CALM and the 10,000 landowners whose properties adjoin CALM-managed lands.

A Port Kennedy man was fined \$2000 and ordered to pay \$700 costs for unlawfully possessing 76 reptiles. He pleaded guilty to 10 charges of possessing protected reptiles, four charges of keeping the reptiles in captivity without a licence and three charges of failing to observe the conditions of a licence already issued to him.

A total of 156 dibblers were trapped and marked in four days during a field trip by CALM staff to Boullanger and Whitlock islands off Jurien Bay. The high numbers indicated that the population was recovering and reflected good rains during the last two winters.

The State Government allocated more than \$700,000 to private landholders in the south-west under its bushland conservation funding scheme, Bushland Benefits. These funds will go to a range of projects planned over a total of nearly 8000 ha of bushland and wetlands.

A critically endangered western ground parrot astonished a threatened species research scientist by walking up to him and calling out on cue for the camera. The sighting was the highlight of Brent Barrett's time with CALM, since it happened on his last day of work.

More than 200 delegates from around the world attended the *Advances in plant conservation biology: implications for flora management and restoration* conference organised by CALM and the Botanic Gardens and Parks Authority. CALM Executive Director Keiran McNamara told the conference that the world faced a major extinction of WA plants, which were threatened by salinity, dieback, climate change, weeds and grazing by introduced animals.

## November

Major surveys of the north-eastern Goldfields and Nullarbor for malleefowl led to the discovery of a new population of the threatened species.

One of the wettest springs for more than 30 years slowed CALM's prescribed burning program to a virtual standstill.

## December

*Urban Antics* was published, a compilation of 68 stories written by CALM Public Affairs Officer, John Hunter, for his column of the same name in CALM's *LANDSCOPE* magazine.

Australia's first Internet telescope, which provides real-time images of the southern skies during daylight hours in the northern hemisphere, was launched at the Observatory.

Workshops organised by CALM, the Tourism Council of WA and McNaughton Gardiner Insurance Brokers were held on the State's west coast region to help Coral Coast tourism operators in the nature-based tourism industry.

Five striped dolphins stranded at Dunsborough were successfully rescued by CALM officers.

Environment Minister Judy Edwards released new guidelines to address the conflicting objectives of protecting Baudin's and Carnaby's cockatoos – which are known to feed on fruit and nut crops respectively – as well as protecting crops and maintaining the local amenity.

Cool conditions during December made it possible for CALM to continue with prescribed burning.

A new Internet-based record of WA's marine plants was launched with State and Commonwealth funding.

A second female potoroo was translocated from Mt Gardner to Bald Island, and once on the island, was found to have given birth.



Working on the Bride Cave visitor services project in South West Region, in descending height, were Bernie Jones, Rob Klok, Tracey Robins and Mal Strange. Photo – Doug Howell

Environment Minister Dr Judy Edwards visited the Northern Territory to assess the problem of cane toads heading towards the WA border. Following the Minister's trip, Premier Geoff Gallop announced a further \$1 million towards the cane toad initiative comprising \$500,000 for community awareness and \$500,000 to the Stop the Toad Foundation. This brought State Government funding to fight the advance of cane toads to \$2.5 million in eight months.

## August

CALM's Western Shield wildlife recovery program received a \$4 million boost, bringing the total program investment to \$12 million in the next four years. News of the increased funding came at the official launch of *A Review of the Western Shield Program*, a report by a panel of independent scientists

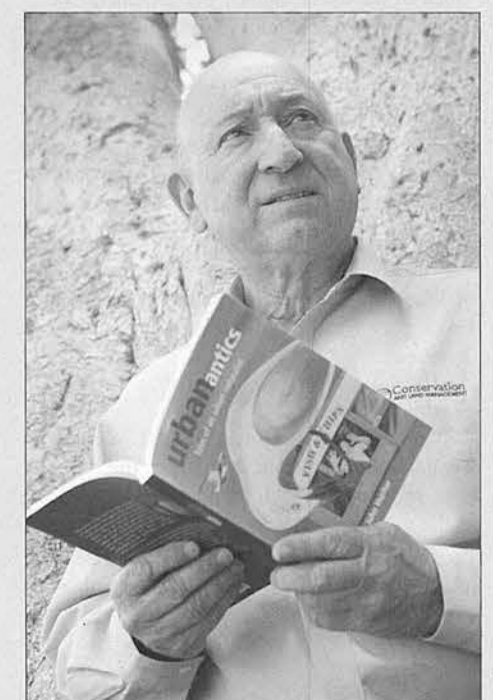
Heritage Places. It is Australia's only remaining State-run astronomical observatory and one of the most important scientific research and educational institutions in WA.

Following the success of the February trial to see whether Bald Island could support a population of Gilbert's potoroos, one female and two male potoroos from Mt Gardner were translocated to the island.

The Kennedy Range National Park and Proposed Additions Draft Management Plan was released for public comment.

## September

CALM's Healthy Parks, Healthy People program had its first Physical Activity Awareness Day on 1 September as part of the broader State Government initiative to increase levels of physical activity in the community.



John Hunter and the new CALM publication, *Urban Antics*. Photo – courtesy Andrew Ritchie and *Western Suburbs Weekly*.

# Three year dieback research unfolds

**DIEBACK (*Phytophthora cinnamomi*) – the plant disease that rots plant roots, causing plant death – is affecting flora across millions of hectares of land between Eneabba and Esperance.**

Mostly spread by humans who transfer infected soil from place to place by foot or vehicle, it is creeping steadily from the wildflower areas of the south coast as far north as Eneabba and across the south-west jarrah forests.

CALM's Sustainable Resources Manager in the Forest Management Branch, Greg Strelein, and his team have just finished a one-year pilot research project to strategically map the presence of dieback.

Funded by the South Coast Regional Initiative Planning Team (SCRIPT), it will form the basis of a three-year project to map other regions of the south-west beyond land managed by CALM.

He said he had studied historical records and looked at the risks of dieback spread on roads, tracks and other access points, and had begun to rank them in terms of their threat to disease free areas.

by Greg Strelein and Sue McKenna

"The management plans can consider whether they should be closed or retained," he said.

"If dieback was only spread naturally, with the pathogen travelling via water movement, we wouldn't have to be so concerned, but there's been so much vectored-spread by humans that the disease now has a stronghold in much of the south-west. Add to that the movement of animals, particularly pigs and kangaroos, and we have a real problem that needs to be addressed," he said.

CALM operations staff should always be aware of the potential to spread the disease and should watch where soil was being spread when they worked on new recreational facilities, track maintenance or other works, he said.

"In the past, dieback was most commonly spread by harvesting and mining companies but now they're among the most conscientious.

"Now the emphasis is on educating members

of the public, recreational walkers, four-wheel drivers and amateur wildflower pickers who can cause much of the spread."

## Mapping

Greg is managing the CALM aspect of the project, which will identify priority protection areas, confirm the disease status and develop management plans for their protection.

"Many people who aren't familiar with the disease would not recognise changes to the species composition in areas such as the jarrah forest where there are more resistant species. However it's more noticeable in other vegetation types such as the coastal banksia woodlands on the Swan Coastal Plain, the Northern Sandplain and the south coast," he said.

Greg will liaise with four other natural resource management groups – the Northern Agricultural, the Swan, the South West and the Avon catchment councils – to extend the modelling across most of the area affected by the disease.

# New fire incident teams

by Roger Armstrong

**SIX new CALM and Forest Products Commission fire incident management teams have been set up between Geraldton and Esperance for this year's fire season.**

The teams met at Walpole (the orange and black teams), Bunbury (the blue and red teams) and Perth (the green and gold teams) to get to know their colleagues and learn about the high expectations for team performance.

CALM's Fire Management Services Manager, Rick Sneeuwjagt, said the Perth hills fire last year illustrated the benefit of having teams of people work together over several shifts.

"Team members included field operators, planners, logistics and administration staff who got to know how the team operated and how each person fitted into the team's daily activities," Rick said.

"Familiarity with each other made for great teamwork, outstanding achievements and safe and cost effective incident management. Most people found their experiences at the Perth hills fire demanding, challenging and extremely rewarding."

Rick said each of the new teams consisted of a Short Team of 35 people who would be initially deployed. If the fire became more complex and demanding, an additional 18 people (the Long Team) would be deployed.

The six teams are rostered across the wildfire season to ensure that at least one team is always available.

"The teams will be deployed to serious incidents whenever and wherever they occur, and assist local staff to manage the often complex and demanding tasks associated with large incidents," Rick said.

"Many of the roles are in addition to fire suppression... feeding hungry fire fighters, ensuring fatigue, shift changes, finances and record keeping are well managed, and making sure that high quality maps are produced," he said.

"Most of these roles involve great organisation, communication and interpersonal skills."

# Volunteers muster for conservation

**PEOPLE from Toodyay, Northam and the city recently joined CALM officers in the Perth Hills District's first Eco-Muster at Wongamine Nature Reserve.**

Nearly 40 local naturalists and university environment students from the city volunteered to be involved in an intensive weekend study of Wongamine Nature Reserve, about 14 km east of Toodyay.

CALM Nature Conservation Officer, Bob Huston, said the focus of the work at this and future Eco-Muster study weekends was to gather information that would enable the Department to manage the ecology of the reserve effectively.

"To work towards this aim the volunteers were formed into multi-skilled Eco-Muster teams, which were sent out across Wongamine Nature Reserve to gather information to answer specific questions," he said.

"Matters that need to be deter-

by Bob Huston and Mark Garkaklis

mined in the preliminary stage include the specific vegetation communities that exist in the reserve, the trend of canopy health, the pattern of damage to grass trees and the extent of dieback."

To gather information, volunteers became 'ecologists' for the weekend by being taught simple yet effective survey techniques that

would produce credible data.

"Once trained, the teams had the task of conducting a set of survey activities along a predetermined route," Bob said.

"At the end of each day, the survey teams debriefed the manager of the survey, CALM Swan Region Ecologist, Dr Mark Garkaklis."

Mark said the preliminary findings had been surprising, including the identification of significant damage to balga (grasstrees) caused by ringneck parrots in one

portion of the reserve.

"Mapping the distribution of this parrot damage has been an important early outcome from the Eco-Muster. Balga are a very important part of the way our ecosystems function – they provide habitat and food for a range of invertebrates and small mammals."

Future surveys are planned for 2006 and 2007, with reserves in the York region and Land for Wildlife areas the possible target of the next Eco-Muster.



Part of the volunteer Eco-Muster team who gathered to survey Wongamine Nature Reserve. Photo – CALM

# Retired, but interest continues to grow

**NEVILLE Marchant may have retired from the helm of the WA Herbarium, but his passion for botany will continue to be a major part of his life.**

The WA Herbarium Group Manager retired from CALM at the end of December after some 50 years associated with the Herbarium.

"It's been fantastic to see its evolution over the decades," he said of his time at the Herbarium, which houses the State's collection of priceless plant specimens and is the centre for WA plant taxonomy.

As a 14-year-old, Neville joined the Herbarium that he recalls had a small staff, compared to the 29 staff it currently employs.

"When I started there were only the government botanist, senior botanist and typist. I was the only Laboratory Assistant and was responsible for specimen preparation and all the curatorial work, as well as assisted the Government Botanist C. A. Gardner", he said.

"I also identified plants for others and I learnt a lot so that when I went to university I had a reasonable knowledge of the WA flora."

Neville completed his Bachelor of Science with honours at The University of Western Australia in 1962 and then spent some time teaching botany at a tertiary level.

"I enjoyed teaching, especially under Professor Brian Grieve. He was also very

interested in plant taxonomy and encouraged me to apply for a scholarship to study at Cambridge University in England," he said.

"I went on to Cambridge and gained a PhD in plant taxonomy and successfully applied for a job at the WA Herbarium that then bought me back to Perth."

That was in 1970 and Neville has been at the WA Herbarium ever since except for two secondments, one to UWA and the other to Murdoch University. Over this time there have been many changes. One such change was its transfer of the Herbarium from the Department of Agriculture to CALM in July 1988.

"At that time we really only had about 200,000 plant specimens, in a new building that was designed to hold 250,000, and now we have about 630,000," Neville said. "We have also diversified into WA algae and fungi and now have large collections of these groups."

He's proud of the Herbarium's many achievements, particularly the development of the WA flora on-line through FloraBase, an authoritative online information source about WA flora, which was originally developed in 1995 and launched on the Internet in 1998 and updated in 2003.

"We have made vast amounts of information



Neville Marchant pictured at the Herbarium last year before his retirement. Photo – Rhianna King

about WA plants readily available. FloraBase is used by a range of people much more widely than we ever dreamed of," he said.

Neville's achievements have included playing a key role in publications such as Flora of the Perth Region, which was released in 1987, and Flora of the South West released in 2002.

Volunteers have also increased over recent years with volunteer participation in 2004-

2005 totaling 14,565 hours, equivalent to 8.1 full time positions.

"The most important thing to have happened since 1970 was the recent approval for CALM to build a new science centre that will include the herbarium. "This will mean collocation with other CALM staff as well as adequate space to extend the plant collection and expand taxonomic studies," Neville said.

In retirement Neville hopes to spend much of his time writing and traveling.

"I'm not moving away from botany – there's still too much to be done," he said.

"I still plan to try to enthuse people about plants because I believe that conservation is better served when the public and decision-makers have accurate and up-to-date knowledge."

WA Herbarium's Acting Manager, Nicholas Lander, said Herbarium staff would continue to appreciate Neville for his knowledge, wisdom, advice, support and inspiration for many years to come.

"During his many years at the Herbarium, Neville has achieved a lot from extending our funding base through to amassing a huge number of volunteers," Nicholas said.

"He has also been a leader, rather than a manager, and team builder with a great focus on *esprit de corps*."

"He also has a wicked sense of humour."

## Conservation briefs

### Marine plants on-line

A new internet-based record of WA's marine plants was launched last month, providing on-line access to about 1000 species of WA's marine macro algae and access to about 20,000 specimen details.

The Marine Plant Database was developed by CALM's WA Herbarium and Marine Conservation Branch, in conjunction with a number of Perth institutions that housed collections of marine plant specimens.

The project was funded by Coastwest-Coastcare in 2003 and the Natural Heritage Trust in 2005.

### National tour guide accreditation

The development phase of Guides of Australia, the National Tour Guide Accreditation Framework, should be implemented early this year.

It provides the tourism industry with a national accreditation framework to foster professional standards.

The framework provides a benchmark that can be used as part of employment applications, site access arrangements, Tour Guide Association certification and training program development.

### Habitat restored at Alfred Cove

CALM's rehabilitation program to remove introduced casuarina trees at Alfred Cove Nature Reserve in Attadale will resume shortly.

Now in its third year, the removal program will continue over the next 10 years. CALM Project Officer, John Snowden, said the work was essential for the long-term health of the reserve.

### New plan for Shark Bay reserves

CALM will release an issues paper and brochure encouraging public comment on a new terrestrial reserves management plan for the Shark Bay area.

CALM senior planning officer Paul McCluskey said the issues paper 'Shark Bay Terrestrial Reserves and Proposed Reserve Additions Management Plan' was designed to promote discussion of the issues concerning future management of the planning area.

An advisory committee will be formed to provide feedback and advice on the preparation of the management plan to the Department.

## Poster campaign for diversity

CALM offices around the State may seem a little brighter thanks to the new Equal Employment Opportunity and Diversity posters.

The posters were developed by CALM's Equal Employment and Opportunity and Diversity Management Committee.

Committee member and CALM Marketing and Customer Service Coordinator, Cathy Birch said the posters were designed to draw attention to EEO and Diversity.

"Getting EEO and Diversity messages out into our workplaces is just part of CALM's *Equal Employment Opportunity and Diversity Management Plan 2003-06*," she said.

"The plan aims to continue to achieve a corporate culture which embraces and values a diverse workforce, and an inclusive work environment that is free from discrimination and harassment."

The committee was established in December 2004 and met quarterly to review and monitor progress of the plan and the initiatives it contains as well as to discuss new developments in EEO and diversity.

Copies of the plan have been distributed to all Directors, managers and staff with responsibilities listed in the plan. It can also be viewed online or downloaded from the People Services section on CALMweb.

# Ningaloo Turtle Program is a double winner

**A WA community-based project, which has contributed more than 7800 volunteer hours and helped conserve a vulnerable marine species, can now add two prestigious awards to its list of credentials.**

The Ningaloo Turtle Program won the 2005 Australian Government Coastcare Community Award for WA for improvement to the local coastal environment. It also won the 2005 Western Coastal Award for outstanding monitoring and identification of a coastal project.

The program was developed in 2002 by CALM Nature Conservation Coordinator, Roland Mau, Cape Conservation Group President, Susie Bedford, WWF Threatened Species

Coordinator, Raquel Carter, and Murdoch University PhD candidate, David Waayers, in recognition of worldwide declining turtle populations and the urgent need for local communities to take the lead in looking after threatened species and their habitats.

Key activities of the program include assisting in the management of the Jurabi Turtle Centre, monitoring turtle nesting, identifying and responding to threats, volunteer training, community education and supporting similar groups.

"The Ningaloo Turtle Program is extremely proud to have won this award and would like to recognise the achievements and hard work of all those who have volunteered their time to ensure the

success of the program," Susie Bedford from the Cape Conservation Group said.

The program has been operating for the past three turtle nesting seasons and, since then, 184 volunteers have monitored more than 63 km of turtle nesting beaches daily each season. The program has discovered significant new rookeries, reduced the predation of nests by foxes, and rescued almost 50 mature female stranded turtles from certain death.

The program is always looking for keen community members to help, so if you want to get involved, please contact Allison Richards on 9949 1676 or by email (arichards@calm.wa.gov.au). For more information on the project visit [www.ningalooturtles.org.au](http://www.ningalooturtles.org.au).

## Broader horizons for Ningaloo Turtle Program

THE Australian Natural Heritage Trust has awarded nearly \$500,000 to the Ningaloo Turtle Program (NTP) to share its skills and knowledge across the nation.

NTP Community Turtle Conservation Officer, Allison Richards, said the funding would be used to develop educational materials, to share knowledge and provide guidance to other community groups across Australia on marine turtle monitoring and beach-based turtle tourism interaction.

"The Ningaloo Turtle Program has established standard protocols for turtle track monitoring and guidelines for turtle-based tourism that have helped to create awareness about conservation issues and nesting needs."

Key activities included monitoring turtle nesting, identifying threats, rescues of lost and trapped females, providing a

by Gerry Blum

nationally-accredited turtle tour guiding course, work experience opportunities, and community education.

The Ningaloo Turtle Program developed a nationally-accredited TAFE course, now in its second year, delivered at the Exmouth TAFE campus for tour guides working with turtles, in which 20 students are currently enrolled. The training course was prepared by CALM Jurabi Turtle Centre Project Leader, Kate Macgregor. The funding provided will see this course adapted to suit other eastern coast nesting locations such as Mon Repos near Bundaberg, Queensland.

## South Coast stresses good health

LAST month Richard McAlinden, Occupational Health and Safety Consultant, and Alicia Taylor, Corporate Health Consultant, worked with South Coast Regional Manager, John Watson, to present an inaugural 'Coping with Stress, Trauma and Fatigue' workshop.

The workshop was designed following a number of stressful situations involving a range of staff during the past year, including visitor fatalities, some difficult personal family issues and a serious medical situation.

The program was followed by a short ceremony in which Richard, on behalf of CALM Executive Director, Keiran McNamara, presented a One Year Lost Time Injury Free Award to the Albany Work Centre. Most of the workshop participants also took the opportunity to undertake blood pressure and cholesterol level checks.

The 25 participants – Indigenous field trainees, conservation staff, park rangers, administration staff and senior regional staff – gave the workshop an extremely positive assessment feedback.

After the morning's more serious topics the group enjoyed the stress management exercises led by Alicia as the

by John Watson and Richard McAlinden

Albany meeting room was strewn with bodies relaxing and learning the basics of foot and shoulder massage...

The region is now developing a simple Stress Management Strategy that will include more than 20 fatigue management actions identified through a syndicate exercise during the workshop.



Left to right: Geoff Harnett, Laura Beck, Luke Coney and Lawrence Cuthbert getting into the spirit of the South Coast workshop. Photo – John Watson

CALM South Coast Region has a strong commitment to health and fitness with 100 per cent medically approved completion of the fire fitness testing across all staff for two consecutive years.

Thanks to all who contributed to the success of the inaugural workshop, in particular Linda Broomhall, Fire Fitness Coordinator, Martin Lloyd, Albany Safety Coordinator, Jude Allan, Regional Planner, Richard 'Macca', Alicia and John.

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

### Contract

Victoria Cunningham, Technical Officer, WA Herbarium, Kensington; Matt Byrne, Assistant Operations Officer, Perth Hills District, Mundaring; Allison Richards, Nature Conservation Officer, Exmouth District; Kaylee Prince, Assistant Environmental Officer, Pilbara Region; Chris Ewing, Technical Officer (Digital), Communication Branch, Kensington; Wendy Johnston, Nature Conservation Officer, Merredin District.

### Promotion

Nicole Noakes, Captive Breeding Centre Coordinator, Shark Bay District, Denham; Caitlin Prowse, Operations Officer (Nature Conservation), Busselton District; Alan Kendrick, Regional Ecologist, Karratha, Pilbara Region; Laura Sinclair, Project Officer (Learning Programs), Dwellingup Training Centre.

### Permanent

Robert Priddle, Reserves Officer, Narrogin District.

### Transfer

Jonathan Pridham, District Wildlife Officer, Merredin District to Albany Region.

### Temporary deployment

Daniel Huxtable, Senior Research Scientist, Revegetation Systems Unit to Natural Resources Branch, Kensington; Robyn Weir, Customer Service Officer, Strategic Development and Corporate Affairs to Tracks and Trails Project Officer, Park Policy and Tourism, Kensington; Beth McKernan, Senior Project Officer, Dwellingup Training Centre to Nature Conservation Division, Kensington; Marie Strelein, Assistant Conservation Officer, Midwest Region to Wheatbelt Region, Narrogin; Glen Daniel, Research Officer to

Conservation Officer, Midwest Region; Anthony Raudino, Reserves Officer to Technical Officer (Catchments), Midwest Region.

### Resignation

Tracey Martinson, Officer, Esperance District; Julie Walters, Indexer, Corporate Information Section, Kensington; Tim Brett, Recovery Catchment Technical Officer, Esperance District; Joel Collins, Technical Officer, Merredin District; Rosemary Jasper, Land for Wildlife Officer, Esperance District.

### Contract ceased

Marie Ware, Officer, WA Herbarium, Kensington; Katherine Best, Research Officer, Fire Management Services, Kensington; Janine Tasaka-Owens, Project Officer, Park Policy and Tourism, Kensington.