



CALM BRIEFING PAPER 3/86

REORGANISATION OF RESEARCH

Research in CALM has been substantially restructured. This paper is distributed to staff to inform them of the changes.

1. Position in the Organisation

The position of Director of Research and Planning has been replaced with a Chief of Research, and the Division has been transferred from the Policy Directorate to the Operations Wing of the Department.

The new Division will be led by a corporate team under the leadership of the Chief. Team members will be two Senior Principal Research Scientists and two Principal Research Scientists. The position of Chief is currently vacant and cannot be filled until after the freeze on filling vacant items is lifted. The two Senior Principal Research Scientists are Dr Burbidge and Dr Christensen.

2. Research will be organised into Programmes

The Research Division will not be divided into Branches. The two previous Branches, Production and Protection Research and Wildlife Research, are now abolished. Henceforth, internal organisation will be on the basis of research programmes.

There will be ten research programmes and details are attached. In addition there will be two service programmes: Computing, led by Mike Choo, and Administration, led by John Dorlandt. The amount of administrative work carried out by senior scientific staff will be reduced as much as possible in order to maximise their research output.

The duties of a Programme Leader will be to coordinate and direct research within that programme, prepare the programme budget and allocate finance within the programme, coordinate contact between the programme and regional, service and administrative staff and coordinate liaison and cooperative research with external scientists and institutions. Programme Leaders are appointed for three year renewable terms.

The 10 research programmes, and Programme Leaders are:

Biogeography	- Norm McKenzie
Fauna Conservation	- Bob Prince
Fire	- Neil Burrows
Flora Conservation	- Steve Hopper
Jarrah	- Ian Abbott
Karri	- Lachlan McCaw

Pine	-	John McGrath
Plant Diseases and Pests	-	Joanna Tippet
Rehabilitation	-	John Bartle
Wetlands and Waterbirds	-	Jim Lane

3. Research Centres

The Department's five Research Centres will be under the control of Research Centre Managers, as follows:

Busselton Research Centre	Richard Moore
Como Research Centre	John McGrath
Dwellingup Research Centre	Bryan Shearer
Manjimup Research Centre	Neil Burrows
Woodvale Research Centre	Jim Lane

The position of Research Centre Manager is not necessarily a long-term one; it will change from time to time to provide experience as Managers to other research staff.

Research facilities located outside the Metropolitan Region and away from regional or district headquarters will be known as Research Stations. At present the Department has five Research Stations: Enderby Island, Dampier, Tutanning, Two Peoples Bay and Perup.

4. Titles for Research Staff

Titles of professional staff have been amended. The new titles are as follows:

<u>Broad Band Level</u>	<u>Title</u>
2-5	Research Scientist
6	Senior Research Scientist
7	Principal Research Scientist
8	Senior Principal Research Scientist
9	Chief of Research

Titles of technical staff will also be standardised throughout the Division and details will be finalised after the completion of broadband determinations and promotion criteria.

5. Promotion and Career Structure

Research Scientists may be promoted solely on scientific expertise and output, and without having to assume administrative responsibility. However, promotion to the upper levels will be reserved for scientists of outstanding capabilities who have received international recognition for their work. Criteria for promotion are being considered by the Public Service Board. In future there is likely to be less movement of professional staff in and out of the Division.

The new structure provides for two Principal Research Scientists whose primary duties are to facilitate and coordinate research within and between programmes, promote scientific excellence and oversee scientific publishing. These positions are currently vacant, but will be advertised when the freeze is lifted.

6. Publications

A Research Publications Committee has been established to set standards and policy for scientific publishing.

7. Research Priorities

The Research Division will produce a five-year rolling Research Plan that will clearly define departmental priorities for research, show how these priorities are to be met and provide details of funding for each research programme. The first plan should be produced by autumn 1987.

8. Liaison with Operations

An annual Research Conference will be held where senior staff and Programme Leaders give a series of papers on the year's achievements and discuss the following year's programme. This will provide departmental staff with an opportunity to update their knowledge of research projects and to discuss problems and priorities. In addition, there will be programme meetings throughout the year and a series of workshops at a programme or sub-programme level, open to all interested staff.

Operations and specialist staff will be provided with regular opportunities to discuss research priorities and research findings.

Research scientists will assist with the development of management plans and prescriptions, and will help to guide and train operational staff.

R J Underwood
GENERAL MANAGER

23 December 1986