

## Home with a harbour view

# ABORIGINAL RANGER TRAINING IN NW

By MARY COLREAVY

**AFTER many months of negotiation and planning, a joint Commonwealth/State programme has started which will train selected Aboriginals to be National Park Rangers.**

Aboriginals, whose traditional country is the Hamersley Range and Millstream areas, have been asked to nominate suitable trainees for the scheme.

Initially up to six people will be employed for three months work experience at Millstream-Chichester National Park.

During this time they will accompany the Rangers at Millstream and Hamersley Range while on patrol, assisting with routine tasks such as rubbish removal and maintenance of public facilities and also get involved in some special projects under the supervision of the Rangers in Charge, Ron Hollands and Keith Cunningham.

A Training Village has been built near the Millstream headquarters.

There are five self-contained, transportable living units and a classroom.

One of the first projects will be to landscape the village area. Staff from the Karratha Nursery will provide advice on tree planting.

By the end of the work experience phase, a Training Officer from the Australian National Parks and Wildlife Service will have joined the team at Millstream and four of the trainees will then be chosen to undertake a 12-month full time Park Ranger training course.

This course will include a lot of practical work as well as formal tuition.

They have also made a list of Aboriginal skills and traditions to teach the WAUATPALA (European) rangers.

While the emphasis in the course will be in teaching about the skills and values of National Parks, there will be both formal and informal opportunities for both Aboriginal trainees and existing rangers to learn from Aboriginal elders.

A big crowd of well-wishers turned up to celebrate the start of the programme on October 3 with a barbecue lunch by Deep Reach Pool at Millstream.

Director of National Parks, Chris Haynes, welcomed the first three trainees, Maitland Parker, Bruce Woodley and David Daniel.

Robert Cheedy, Ken Hughes and John Parker will be joining them soon.

Chris explained to all the visitors what an important occasion this is for the Department of Conservation and Land Management.

He spoke of the long traditions of Aboriginal people and of the traditions of National Parks.

Drawing together these traditions was not always an easy task, but he felt

Drawing together these traditions was not always an easy task, but he felt that though this project will develop an exciting new dimension, a cultural perspective, for Park management in Western Australia.



CALM has provided the training facilities, a vehicle and supervision, while the Federal Department of Employment and Industrial Relations is subsidizing the wages of the trainees throughout the scheme.

The State Government has promised on-going employment to those persons who satisfactorily complete the training course.

Wendy Hubert, Chairperson of the Ngurin Committee (a Roebourne Community group) wrote of the training proposals:

"The Aboriginal Ranger Training Scheme is actually the best programme we have had from the Government.

"I believe it will give us a sense of pride and dignity to have our people working in our country again, helping us to retain our culture and heritage."

The Aboriginal communities have suggested many subjects which the trainees should learn.

## Seminar looks at treated timbers

**A shift to using preservative treated timber and softwoods is necessary because supplies of hardwoods such as jarrah and karri are becoming less available.**

This was the theme of a seminar, "Preservative-treated Timber, its Specification, Care and Application" held at Como recently.

Its function was to inform the timber industry about aspects of treated timber.

About 60 timber growers, treaters, specifiers and consumers attended the two-day workshop run by the Institute of Wood Science in conjunction with CALM.



"The message was that timber resources are changing and that we have been depending on mature, durable jarrah for high hazard conditions," said Phil Shedly, Inspector Utilisation at CALM.

"We will have to learn to use non-durable pine and less durable regrowth in the future."

Experts from throughout Australia attended the seminar, including John Barnacle, principal experimental scientist with CSIRO Division of Chemical and Wood Technology, Victoria.

He spoke on the care of treated wood, the importance of making the correct specifications when ordering preservative-treated timber and on the agencies affecting the performance of timber.

Another speaker was Bob Barrett, deputy chief electrical engineer with Central West County Council in Parkes, NSW.

He has studied the use of wood poles and how to get an acceptable standard of reliability with least cost.

Other speakers were Dr Harry Greaves, senior principal research scientist with CSIRO Division of Chemical and Wood Technology, Victoria; Don Keene, a professional forester with CALM and acting manager of the timber productions branch; Don Price, quality control manager for Radiata Pine Research Institute; Richard Smith, representing the Technical Committee of the Timber Preservers Association; and John Syres, co-ordinator of Information Systems with Westrail.



**OSPREYS nesting on the old lead light tower at "Point Samson". The structure was originally used to help guide ships into the Pt. Samson jetty. Story, more pictures page 3.**

## FROM RUSSIA WITH LOVE ...

# Migratory waders fly in

By JIM LANE

CALM got off to a flying start in March and April this year as more than 1.5 million migratory waders prepared to leave the Australian continent for their breeding grounds in eastern Russia.

Aerial surveys, ground counts and radar studies conducted by members of the Fifth North West Australia Wader Studies Expedition showed that more

than 180,000 of these birds departed via Roebuck Bay and Eighty Mile Beach alone.

Even more impressive is the number of birds on return migration which will funnel through this remote stretch of the Western Australian coastline during spring and early summer.

Previous work by the North West Wader expeditionaries has shown that the Broome - Port Hedland coastline is of critical

importance to a large proportion of Australia's "transequatorial migratory waders"; both as a southward-passage feeding area for birds "in transit" and throughout the southern summer for numerous species which do not move on.

The area regularly holds more than a half-a-million waders (more than 30 per cent of the national total) and is probably used by many more individuals on migration, making it the most important area of wader habitat in Australia and the seventh most important in the world.

Australia has international obligations to protect these species and the habitats they use.

The Japan-Australia Migratory Birds Treaty, which came into force in 1975 requires both countries inter alia to "endeavour to establish sanctuaries and other facilities for the management and protection of migratory birds" and to "take appropriate measures to

preserve and enhance the environment of (migratory) birds ...".

Essential for the fulfilment of these obligations is an understanding of the numbers, distribution and migratory pathways of wader populations.

The North West Wader Expeditions, which began in August 1981, have played a leading role in the development of such an understanding.

Conducted by scores of volunteer wader enthusiasts from around Australia, with low-key technical and logistical support from former Wildlife sections of CALM, the North West Wader Expeditions have provided a convincing demonstration of the way in which valuable studies can be undertaken in a highly cost-efficient manner through the close operation of government and public.

They deserve continued support.

Footnote: A full report of the Fifth North West Wader Expedition is contained in "The Stilt" No. 6, Autumn 1983, published by the Australian Wader Studies Group of the Royal Australasian Ornithologists Union.

## STAFF QUALIFY IN FIRST AID

**Volunteering to attend a first aid course means taking on a responsibility for fellow workers, and 10 CALM officers were congratulated by CALM General Manager Roger Underwood for accepting that responsibility.**

Those who qualified for the St. John Ambulance Association's First Aid Attendant's Certificate are Carol Bell, System Analysis; Margaret Buckland, Information; Donald Challis, Marketing; June Ellis, Information; John Ireland, Administration; Rodney Martin, Land and Wildlife Administration; Wendy Rawlins, Protection; Danny Serafini, Carpenters Shop; David Ward, Research; and Jennifer Bartle, Murdoch House.

The primary aims of the course are to save lives, to prevent an injured person from further harm, and to be able to care for the person until medical help arrives.

The participants were required to undergo training and then pass an exam to qualify for their certificates.

The first aid course is part of the commitment the Department has made toward safety, health and welfare in the workplace, Mr Underwood said.

## SOCIAL FUNCTION

A wine bus tour has been arranged for Nov. 17 by the Social Club.

A bus, courtesy of Hammersley Wine, will carry 40 people to Houghtons for a barbecue after the wine tasting tour.

A barbecue pack, wine bread and salads are included in the charge of \$8 for members and \$14 for non-members.

The social club has also bought a cricket bat. The bat is kept in Mapping by Chris Simms.

The upcoming Christmas season is the next period given consideration by the Social Club. Preliminary plans include a staff Christmas party at the South Perth Yacht Club and a children's Christmas party.

Further details will be in the next issue of CALM News.



## From my Desk

OVER the past 15 years, there has been a flood of books and articles on management.

I believe that many of our management systems have not kept pace with changes in technology and the increasing complexity of our society means that management systems have to be reviewed.

But, I have felt that some of the literature on the subject have added to rather than contributed towards resolving management problems.

In particular, I have found "management jargon" hard to understand, and the tendency to favour complexity rather than simplicity unhelpful.

Two books recently published in the United States — "The Pursuit of Excellence" and the "Passion for Excellence" — have presented a new approach to management.

The philosophy espoused in these books is controversial and I certainly don't believe they are the "Bibles" of Management.

But, their advocacy of simplicity, informality and participation in decision making is very attractive.

I have requested that these books be purchased by the Library.

Any organisation such as ours does need rules and regulations.

I believe, however, there is a large hidden reservoir of resources in the Department which are currently being used in unnecessary bureaucratic functions.

It is impossible for me or any other member of the executive to release these resources because some of the practices which are followed are entrenched and well hidden.

One of the ways by which we can fix up the system is to devolve more responsibility to the regions.

I appreciate that officers in regional centres will be more comfortable with greater regional autonomy when policy guidelines are established.

A large number of policy issues are being addressed and the corporate plan will also provide a basic framework of Departmental objectives.

But that does not mean that we should wait for these documents before we try to eliminate unnecessary bureaucracy.

Don Spriggins is heading up a project team that is attempting to simplify administrative procedures.

Please contact him if you have any ideas as to how the system can be simplified.

SYD SHEA  
Executive Director

# LOSS OF FORESTS A CONCERN

DELEGATES from 30 of the 49 Commonwealth countries who attended the Twelfth Commonwealth Forestry Conference in Victoria, Canada, believe that the depletion of forest resources in many parts of the world is a threat to the well-being, and often the survival, of large parts of the world's population.

The scale of the problem is large.

The Food and Agriculture Organization, (FAO), of the United Nations estimates that tropical forest is being cleared at some 11 million hectares each year and as much as 40 per cent may have been lost in the last 25 years.

In Canada in 1983, it was estimated that coniferous forest lost to non-renewal, fire, pests and disease was about one million hectares a year.

Between 1980 and 2025, the total number of people on earth is expected to double from 4.4 billion to 8.5 billion, placing further demands on forest resources.

"It is essential that forests are managed more

wisely and in a more integrated fashion, under policies that recognize the multiple benefits that forests can provide," said George Holmes, Chairman of the Standing Committee on Commonwealth Forestry.

Forest renewal has been a dominant theme throughout the Conference.

A vital question facing all the nations is how to conserve, and, where possible, renew the forest resource in a suitable manner.

"For too long we have capitalized on, and drawn income from, the forest with inadequate re-investment," said Mr. Holmes.

"The concept of respon-

sible stewardship of the forest resource is a key one."

At the closing ceremonies to the Conference on Saturday, September 21, participants endorsed the following recommendations to be presented to a meeting of Commonwealth Agriculture Ministers in Rome in November, 1985:

— that vigorous steps be taken immediately to raise the level of public awareness and broad spectrum of forestry, to encourage rational debate on management issues;

— that forest policies be based on multiple-use principles with the appropriate balance of environmental and commercial objectives;

— that there is an urgent need for new initiatives to control the rapid rate of forest depletion and to improve the standard of regeneration after harvest;

— that there is a need to promote integrated rural development plans in trop-

ical and sub-tropical countries to relieve pressures on natural forests;

— that, in view of the crisis of forest and land degradation in many developing countries, governments should maintain current action programs, and evaluate the socio-economic consequences of not making further large investments in remedial programs;

— that forestry agencies actively promote the role of

forestry as an integral part of rural development, and in particular, to address the fuelwood crisis in developing countries;

— that priorities for research should take account of practical relevance and prospects for applications to ensure the most effective use of available funds.

CALM Executive Director, Syd Shea, and Policy Director Forests, Peter Hewett, attended the conference.

## Stress workshop

This may be CALM, but that doesn't necessarily mean there is a lack of stress here.

Twenty-two CALM officers who felt the need to deal constructively with stress recently attended the first day of a two-part stress management workshop at Como.

The sessions were led by Anthea Walker and Ann White, students at UWA's Human Movement and Recreation Studies Department.

The people attending discussed what stress is and what causes stress.

They then identified all those things in our lives that make us stressed.

## Spring stirs koala's fancy

By  
TESSA HOPKINS.

AT Yanchep National Park it was a sure sign that spring had arrived when Coolah the koala escaped in pursuit of wine, women and freedom.

It all started when Lonesome, a young lady koala in the adjacent pen, cast her fluttering koala-brown eyes in Coolah's direction.

Such an opportunity was not to be missed by any true-blooded koala, and Coolah went over the

koalas are segregated to control breeding in the colony.

After meeting Lonesome, it was down to the pub for a few quick drinks with the boys. Only, with a "Not so fast buddy. No shirt. No shoes. No service", Coolah had to make do with the beer garden.

It was here in the peaceful surroundings of the Yanchep Inn that Ranger Rick France and work-mates found him enjoying a quiet leaf or two.

For nearly an hour they worked to get him down.

With a ladder and a pole they

shook the branches above the runaway's head until Coolah gradually backedpedaled down the tree to captivity.

The struggle did not end there.

Once Coolah reached the ground two men were needed to hold him.

And who can blame such enthusiasm?

Only days before this spring-struck koala had embarked on another frisky flight to freedom, only to be recaptured and escorted back to his pen by two huge trucks and a truckload of pigs.

## Management a must says scientists

PROTECTION of remnants of native vegetation is essential, an international scientific meeting at Busselton concluded recently.

The meeting of some 100 world experts in ecology and evolutionary biology was convened by CSIRO and the WA Department of Conservation and Land Management to consider strategies for research and management of small remnants of native vegetation.

The group expressed alarm at the destruction of Australia's native vegeta-

tion, including the small remaining fragments of species-rich rain forest in the north-east.

It emphasised the need for coordination, research and management, and above all for bringing the public into the decision-making process and educating Australians about the enormous importance of existing reserves.

"The group was unanimous in concluding that more effort must go into not only protecting reserves, but also, where possible, into expanding them," Dr Brian Walker, chief of CSIRO's division of wildlife and rangelands research reported.

"The meeting, which has just spent a week considering the problems of conserving Australia's and the world's biological heritage, was an important step forward.

"Both we and visiting scientists have learned a great deal — and all agreed preservation of our nation's living resources must have the highest political priority.

"A major conclusion reached at the meeting was the need for careful long-term monitoring of the results of management practices."

The meeting noted the important contribution made by small reserves to the conservation of the world's animals and plants.

However, these areas require special management because of their small size.

In most places resources are inadequate — in the Western Australia wheat-belt, for example, the staffing level is only one person for each 70,000 hectares.

## Jan helps to fill in form

The introduction of the Position Data Form has proven to be as difficult at CALM as it has been in other departments of the public service, but job supervisors are getting help from Jan Sutton, CALM clerk in the staff section, to make the forms easier to understand and complete.

The forms, which are applicable to all public service positions at and above the C-II-1 level, are required by the Public Service Board.

"Job supervisors have to put a lot of time and thought into completing them," Jan said.

The form was brought into effect in July and puts an element of analysis into what was before a simple job description.

"The idea is to analyse the level of responsibility and help determine the

classification of a position," she said.

Jan's role is to explain the form and ensure all sections are filled out correctly, which means the statements and the definitions of the person's duties fit the classification of the job.

The form in use before the PDF was one page.

The PDF is four pages and includes a section in which the job supervisor must describe the position in terms of its possible effect on departmental policy, for example.

The PDF is completed by the job supervisor and the occupant of the job.

"We're finding a lot are being sent back (by the board), but the corrections are usually only minor," Jan said.



## GOLD FOR COLLEEN

At the south-west games held recently, Colleen Clements, Fire Protection Branch at Bunbury, competed against all comers in the pool.

Typical of the branch personnel under extreme pressure, she remained cool, CALM and collected!

That's right -- she collected one gold, one silver and one bronze. Congratulations Colleen

## LIONEL CALLS IT A DAY

Not many CALM members have worked for both the Forests Department and the National Parks Authority, but the department's longest-serving ranger, Lionel Gunson, has done just that.

Lionel, who retires at the end of the year, has been a forester and ranger for the past 30 years.

He joined the Forests Department in 1939 as a telephone boy taking fire messages.

After military service, which took him to NSW where he worked in various government departments, Lionel returned to the Forests Department in the South-West in 1954, where he worked for eight years.

In 1962, he decided to try his hand as a forest ranger and he has never looked back.

For the last 23 years

always found to be most helpful, friendly and courteous."

"We have visited them for the past five years and nothing has been too much trouble for the range."

Well-known and respected by many for the knowledge and enthusiasm he brought to his work, he will be missed.

A send-off in his honour will be held November, 28 at the Walpole Country Club.

For more information, contact Hugh Chevis.

CALM News is the Department of Conservation and Land Management's monthly staff newspaper.

We hope you will become involved in its publication by sending articles (up to 400 words), letters, photographs (with captions), minutes from meetings and items of interest to:

Richard Grant, Editor, CALM News.  
Department Conservation and Land Management Como WA 6152 — or phone 367 6333 — ext 325. HQ OHQ ext 328.

## WE'RE GOOD SPORTS

THE CALM team finished mid-field in the Lord's Challenge held recently with a one run victory in cricket, a draw in hockey, and a first, second and third in relay swimming.

Twenty eight people from CALM took part in the event at Lord's Indoor Sports Centre to raise money for the Asthma Foundation.

The team didn't do so well in other events, with defeats in soccer and netball.

And Conrad Chambers, Housing and Finance Officer, had an even worse time.

One of the initial organisers, Conrad was looking forward to competing in the relay swimming but he received a concussion while playing in the soccer match and had to be pulled out of all events.

The sport was followed by a barbecue and refreshments at the sports centre and CALM officers went on to the Wembley Beer Garden to celebrate CALM's first involvement in the challenge.

The CALM Social Club donated \$50 to the Asthma foundation and team members contributed money to bring the total donated to \$100.



A typical osprey nest, made up of drift wood and sticks. They usually build their nest in any suitable situation — a rocky foreshore or island or cliff face sandhill.

# Ospreys drop in ...

The Osprey or fish hawk's nesting season is drawing to an end in the coastal regions of the Pilbara with hot weather conditions approaching.

Nests inspected over the previous few months around islands such as Barrow, Boodie and the Dampier Archipelago, suggests a successful breeding season for 1985.

Most nest 'stacks' contain young fledgling Ospreys, eagerly awaiting an early departure.

A usual clutch has two pale brown spotted eggs with an incubation period of about 36 days.

Both hatchlings usually live.

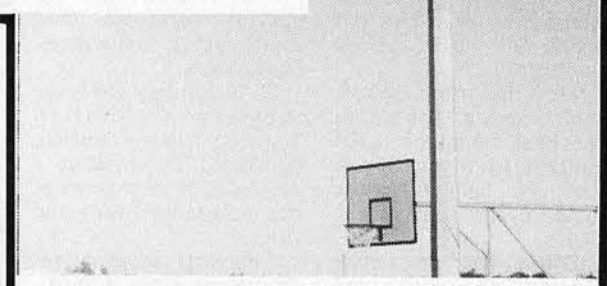
However, it is quite common to see only the stronger survive to leave the nest.

As these pictures show, Ospreys easily adapt to man-made structures and his presence in the northern coastal areas.

The 1983 nesting season saw a pair take residence on top of a moored dredge in the Port Hedland harbour.

In most cases, the companies and people concerned allow the eagles to nest and at times leave work uncompleted until the young have departed.

It would appear the Osprey is one species in the Pilbara that will not allow progress to affect his life style.



Nest positioned among spotlights on a 30m tower at Cliffs Robe River (Iron ore) railway marshalling yards at Cape Lambert.

# Ron serves forestry industry well

By Tessa Hopkins

Ron Kitson has worked in forestry for more than 30 years, and like most longstanding foresters he tells his own story.



RON KITSON

## Caught — in the act ...

CALM officers operating between Perth and Kununurra foiled a would-be reptile collector.

Chief Wildlife Officer Dave Mell first heard of a suspected haul from Customs' officials.

Dave contacted Pilbara Wildlife Officer Kevin

## RANGER VEHICLE UPDATE

CALM'S fleet of ranger vehicles is being upgraded at a cost of more than \$500,000.

Twenty-three four-wheel drive vehicles worth \$360,000 are expected to be in service by December.

Some are already in service.

Another 14 worth \$220,000 will be ordered this financial year.

Vehicle engineer, Greg Bengt, said the updating of the vehicle fleet was one of the tangible benefits of the establishment of CALM.

Along with more funds being made available, the Department has also rationalised its vehicle requirements at a saving of about \$160,000.

Greg said five heavy duty fire tenders worth \$220,000 would be in service by Christmas, and a further two general purpose trucks would be replaced this financial year at a cost of \$88,000.

All the ranger vehicles will be equipped to cater for the ranger's needs.

Marshall and that was the beginning of a trail that eventually ended at Geikie Gorge.

Rangers at Fitzroy Crossing, Geikie Gorge and Windjana Gorge were told to keep watch for the suspect by Kimberly Regional Manager Chris Done.

The man was spotted at Windjana Gorge setting up camp for the night.

He left the next morning and Fitzroy Crossing police and area rangers reported that he had arrived at Geikie Gorge and was setting up camp.

CALM wildlife officers and rangers moved in.

Chris Done and Mike Osborne, Wyndham Wildlife Officer, drove 700km from Wyndham to Geikie Gorge.

They met up with rangers Noel Nannup, Keith Moon, Barry Cartledge and Kevin Hughes.

Mike, Noel and Chris approached the man, identified themselves and searched his vehicle early in the morning.

They found four skinks and two blue tongue lizards in two calico bags well-hidden in a folded up picnic table.

It is understood the reptiles can fetch between \$200 and \$300 in Western Europe.

The man was charged with the possession of reptiles and fined \$250.

"The assistance of the police and Post Office staff at both Fitzroy Crossing and Kununurra helped ensure the success of this truly cooperative effort," Chris said.

His own experiences range from the funny to the exciting and dangerously ambitious; yet they all share the quality of belonging to someone who has seen a lot and done a lot in the history of a changing industry.

Ron started his career in the Shannon in 1952, working for the State Sawmills.

That was back in the early days when a forester could get himself a reputation for "knocking over trees with an axe."

For more than 12 years Ron worked the Shannon as a leading hand, falling, and driving tractors.

It was also there that he met his wife, who arrived that same year.

As Ron replies, "we got together and got married."

In 1964 Ron joined the Forests Department as Acting Overseer at Quinpinup.

Since then he has moved around the south-west in a variety of positions.

One of the most interesting, he says, was being District Forester at Pemberton (1975-81),

where he contributed to a new and highly organised phase of protective and regenerative burning.

But if there's anything that distinguishes Ron Kitson and his stories, it's the snap-crackle-pop of a fire situation.

He describes an unexpected April fire that blew up on the North Pemberton Road:

"When I got out there it was a wall of smoke and nobody knew where the fire was. So I took off through it panicking... well, not panicking, but I wasn't terribly happy about it."

"But someone had to go and find out where it was and all I could do was drive where there were no glowing embers."

"And that was the track. You couldn't see a thing."

As a seasoned firefighter, Ron has been called upon to take charge at a moment's notice. He remembers Cyclone Alby:

"It was my last day of long service leave when Cyclone Alby blew up."

"Ric Sneeuwjagt rang me up about 4.40pm and said, 'we want you to go to Kirup as Bush Boss.' I

said 'hang on, I'm on long service.' He said, 'hang on, your long service leave finished at 4.30, so get going.'"

A healthy sense of humour — although the way he recalls fire control in the hot season like a regular Aussie Guy Fawkes can make you wonder:

"Generally, we used to put on a fire situation for everyone around Christmas-New Year."

"They always used to look forward to coming down to Pemberton-Northcliffe around New Year."

"Most of the outsiders would leave with a 'we'll see you again next year.'"

One of Ron's ambitions was to be "the first guy to put a fire through the 1000 acres (at Northcliffe)" — a stand of valuable 13-year-old regrowth.

No one else was game to tackle it, but when Ron succeeded he set a precedent for future controlled burns.

At present Ron is involved in Industry Control at a regional level.

## SUE CELEBRATES



Sue Hall, inventory clerk at Bunbury, celebrated her 21st birthday with friends from CALM. Sue cuts into her custard torte as from left to right, Colleen Clements, Tony Jones, Carol Littlefair and Sharon Sanderson look on.

## Nannup golf day a success

Sixty-six golfers took part in the 20th Annual Foresters Golf Day at Nannup on Saturday, October 12.

Golfers from Perth, Busselton, Walpole, Kirup, Nannup, Collie, Manjimup and Bunbury competed for the "Teams Niggerhead trophy" which was won by Nannup for the 8th time.

A highlight of the day was a hole-in-one by Busselton District Forester Charles Broadbent — the first hole-in-one ever recorded at Pineridge, Nannup.

Individual winners on the day were:

Men's 18 holes — Lyal Guthridge — 47 points Nannup; runner-up — Raymond Marlow — 44 points Nannup.

Ladies' 9-holes — Marlene Bidwell — 20 points, Walpole; runner-up Chris Simmonds — 17 points, Nannup;

# SAFETY RECORD

THE Bunbury District has chalked up three years without a lost time injury accident.

The District's 58 people recently received their third Executive Director's safety award for 12 months free of accidents.

The award was presented by the Minister assisting the Minister for Conservation and Land Management, Dave Evans.

He said the record was particularly outstanding because the district is made up of many different branches engaged in a variety of functions.

The Bunbury District includes regional administration, protection branch, extension services, I and P Branch, procurement and utilisation, TIR Act inspectors, AP and I Branch, timber inspectors and pilots.

"The conventional factory-type accident prevention methods with emphasis on engineering and guarding in a centrally-situated location have only limited application in your work environment," Mr Evans said.

He said the most effective way to prevent accidents was through education, training and induction of safety awareness and recognition of hazards.

CALM's accident prevention programme was introduced about 20

years ago, at a time when one man in five had a lost time injury accident each year.

Because of the physical suffering, disruption of family life and reduced earnings, the accident prevention programme was introduced.

Mr Evans said the programme has had benefits other than humanitarian ones over the years of its existence.

"It has become clear that substandard and unsafe working conditions are uneconomic, and that improvement in working conditions and safety standards will also improve the efficiency of workers and raise their morale," he said.

"Your Department has proved that a good safety programme that involves every member of the group and recognises his dignity and importance as a human being will yield results."

Steve Quain, Divisional Manager of Operations, also spoke at the awards ceremony about the safety programme.

"We have to accept that environmental hazards do exist and that we can not change them," he said.

"But we can train ourselves to be aware of them."



DAVE EVANS

nup; on a countback from Laila Guthridge, Nannup.

Bushrangers — Greg Hodgson, Kirup, runner-up — Craig Gardiner, Kirup.

Founders Trophy for best combined score (husband and wife) was won by Lyal and Laila Guthridge of Nannup with 64 points. The trophy was donated by Alan Hill.

A great day was had by all who came to Nannup. Unfortunately the day clashed with Dwellingup and Walpole Districts golfing events.

However, in future it is proposed to hold this function on the second weekend in October each year.

Mark your diaries.

# SERPENTINE NATIONAL PARK

Serpentine National Park is an A Class Reserve of 635 ha, located about 50km south-east of Perth on the western edge of the Darling Scarp.

It is a very hilly section of the Scarp with steep gullies rocky granite outcrops and scree slopes.

The Serpentine River flows east to west through the main facilities area where a sheer granite rockface forms a 15m waterfall.

Vegetation is mainly open forest of Jarrah and Marri with some Wandoo and associated understorey.

Most important are two rare species of tree within the Park boundaries: the Butter Gum on the slopes, and the Salmon White Gum at the foot of the Scarp.

Along the Serpentine River thickets of Melaleuca and Acacia occur with occasional Paper-bark trees.

Wildflowers especially in spring, are profuse, and include Blue Leschenaultia, Haveas, Red and Green Kangaroo Paws, Pimelias, Pink (Swan River) Myrtles and many orchids, while Blackboys and Zamias add variety to the scene.

Birds are abundant and include Splendid Wren, Scarlet Robin, Golden Whistler, Warblers and Thornbills.

Not so easy to see but still resident in the Park are Western Grey Kangaroos, Black-gloved Wallabies, Brush-tail Possums and Bandicoots. Many visitors enjoy walking quietly through the forest or following the three main walk trails that wind through uphill sections of the park.

## HISTORY

The first people to tread the ground in the Serpentine area were Aborigines who hunted and camped in the woodlands and raised their families there some 30,000 years before European settlement.

Europeans became interested in W.A. from as early as the 17th century, after visits by Portuguese, Dutch, British and French ships.

In June 1801, after a major French expedition ordered by Napoleon had arrived off the W.A. coast, J.F.E. Hamelin des Essarts, commander of the ship "Naturaliste," went about 30km inland.

He referred in his Journal to a river he thought to be the Swan River, but some historians suggest this was the Serpentine River.

He may have been the first European to set foot in the vicinity of the present National Park.

In 1929, the Swan River

Colony was established. Settlers from the new colonies spread out, taking up more and more land for farming.

By the 1890s, much land had been cleared and people realised that the natural vegetation was disappearing, and with it, the animals.

So in January 1894, the Western Australian Natural History Society petitioned to set aside a reserve to protect some of the indigenous fauna and flora.

The first Reserve for Fauna and Flora in W.A., Murray Reserve No. 2461, or 160,000 acres, "between Pinjarra, North Dandalup and Bannister" was proclaimed in February 1894.

But in 1897 the Reserve was reduced for timber cutting and soon there were more demands.

In March 1901 Surveyor Absalon wrote to the Surveyor General asking that the Reserve be cancelled and thrown open for selection.

In 1902 he was sent out to inspect the Reserve, and in his report to the Surveyor General, he said he had "no hesitation" in stating the Reserve entirely unsuitable.

During that same trip, Surveyor Absalon also visited the Serpentine Falls area.

He commented on the wide variety of flowers and said these could be protected in some natural beauty spot such as the Falls.



Close up of the falls in the early 1900s. There was a good flow of water at the time. Note the visitors at the top. PHOTO: BATTY LIBRARY.

## Tracing history, heritage of an early nature reserve

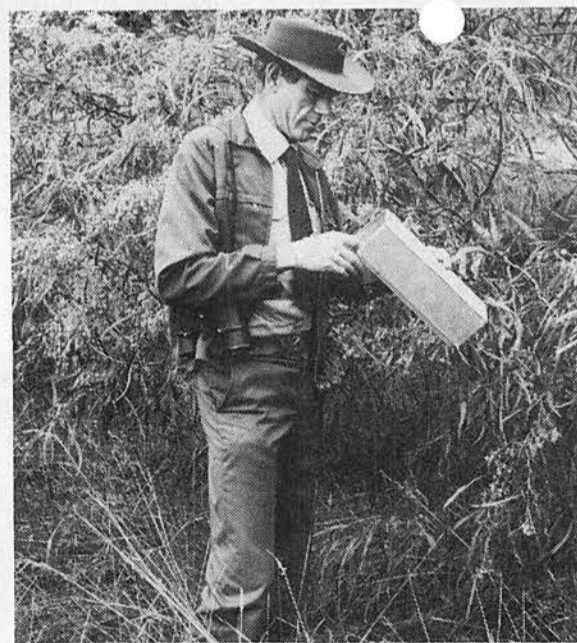
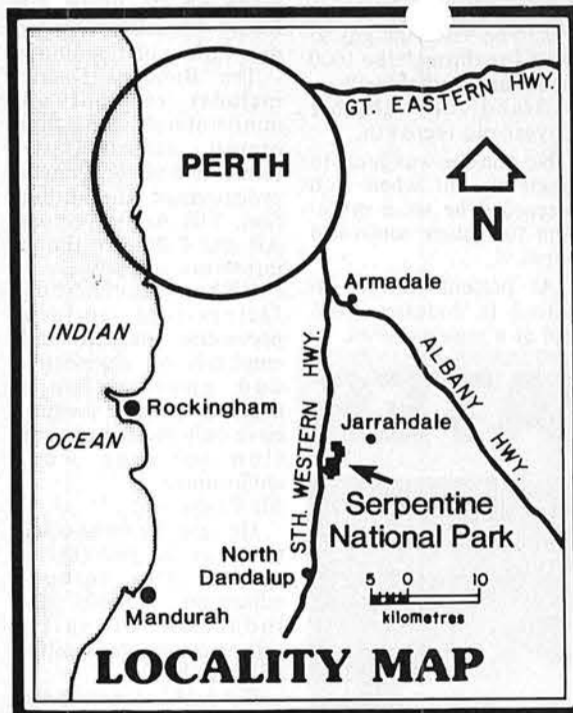
By John Hunter and Jennifer Muir

He said the area was rapidly being denuded of flora and recommended a "permanent caretaker" be placed at the Serpentine Falls to preserve the flora and protect it from

the "trainloads of excursionists who visit the Serpentine Falls every flower season".

Around the turn of the century, part of the area now within the present

day Serpentine National Park was used for gold and silver by men who worked the Darling Range ridges as far south as the Donnybrook and Greenbushes gold and tin fields.



Ranger in charge Peter Jeffs checks an Elliot trap on his rounds of the park.

About 1911, the Public Works Department installed a gauging station and weir to measure the amount of water flowing over the Falls.

The station still stands, spoiling what should be a natural setting.

However, the weir wall forms the very popular swimming pool at the base of the Falls.

Before 1928, certain areas in the vicinity were thrown open for selection, but because the scenic beauty of the Falls area was a national asset, protests were made to the Government.



The areas were withdrawn from selection in 1928.

The Falls were a popular picnic spot partly due to their scenic qualities, their proximity to Perth and the fact that there are few waterfalls in the south-west of W.A.

They often appeared in tourist booklets and were considered one of the main attractions of the Darling Range.

In the 1950s the Metropolitan Water Supply dammed the Serpentine River.

This stopped the River (except for two upstream springs) and hence the Falls flowing during the dry season.

By then the gauging weir was used as a swimming pool.

To keep the water fresh, water from the dam was piped into the pool.

The National Parks Board requested this water be piped to a spot above the Falls instead of below them to make the Falls run most of the year.

Even today, however, the Falls still only run in winter.

By October 1961 some development in the Reserves had taken place, which included a road into the Falls area, change rooms and toilets and a picnic area with tables, seats and fireplaces for barbecues.

Mr Wilfred E. Baldwin was made caretaker sometime before February 1957 and lived close to the site.

The toilets had been installed in about 1954 at a cost of 1,604 pounds.

During 1964 a Mobile Ranger (Mr N. Walmsley) with a 4-wheel driver vehicle and caravan was ap-

pointed to maintain the Reserves during the week.

Mr Baldwin continued as part-time caretaker and ticket collector on Sundays and public holidays.

He died in 1968 and his son took over from him.

By 1968, further development of roads and parking facilities by the Main Roads Department in cooperation with the National Parks Board improved access into the Falls area.

A one lane bridge was completed with the assistance of the MRD early in 1971, giving access to the picnic area on the north side of the River.

During 1975, the Park had an honorary Ranger who lived in the Serpentine township.

Camping within the Park was permitted and there was a 50c admission fee charged.

In 1976, administrative changes resulted in the National Parks Board becoming the National Parks Authority with further developments in policies and procedures.

In the same year the first full-time Resident Ranger (Mrs R. Elston) was employed.

Further work was done in the Park and in 1980, after a landslip destroyed the path between the parking area and the Falls, a new path and elevated decking were built.



This made an aesthetic approach and easier walk to the Falls and pool.

Current Ranger-in-Charge, Peter Jeffs, has endeavoured to maintain the ecological status within the Park, and also develop the main facilities area with a grassed barbecue and picnic site and a modern toilet block.

Noxious weed and thicket clearing by hand is also improving the view of the river from the facilities area.

As with all National Park Rangers who have heavy and continuous visitor usage of their Parks, Peter's polite but firm rapport with locals and city visitors is helping to bring about a realisation that metropolitan-area Parks are not the private playgrounds of hooligans, but a protected place for people to relax around the barbecue or seek solitude in the forest.

## Youth trainees for CALM

By Trevor Hislop

CALM is currently developing two types of traineeships to operate within the Department.

It is hoped to employ 90 trainees in the Land Management area and 60 in the office area.

Both traineeships will comply with State/Commonwealth Government's guidelines for trainees.

We are waiting for agreement on the wage and conditions package that will apply to trainees.

If this is resolved in time recruitment will start in November 1985 and again in January 1986.

The State and Commonwealth Governments consider traineeships as the major weapon with which to fight youth unemployment.

months training, with a minimum of 13 weeks spent at Technical College.

The remaining time is spent getting broad-based work experience during which trainees will learn basic transferable skills, the rules and obligations of work, the ability to get on with other workers, and how to cope with long hours and mental and physical tiredness.

The technical training will teach them work-related academic and technical skills and life skills, which are used to cope with the changes in lifestyle brought about by work (eg. communicating with a wide range of people, handling money etc.).

In the past this process was all part of our "first job".

Today, however, employers can choose people who already have experience and, in the difficult trading situations that now exist, they are reluctant to spend time overcoming the problems involved in employing inexperienced people.

Ironically, it is in the Government sector where this trend is most prevalent.

Between 1971 and 1981 government employment of teenagers dropped 50 per cent in W.A., while total government employment increased by 30 per cent.

The traineeship system is a way to start redressing this problem.

In addition, the fact that CALM can offer traineeships in country centres is particularly important as country youth are especially disadvantaged when it comes to looking for jobs.

Our Land Management traineeship will cover almost all aspects of outdoor work and include a small component of office work.

After completing the traineeship, the trainees should be competitive for building, horticulture and farming apprenticeships and State and Local

Government land management jobs.

If they choose to continue full or part time study their training will also be extremely valuable.

Office trainees will develop a broad range of clerical and keyboard skills, both of which are currently in reasonable demand.

While it would be naive to expect high productivity from these trainees, we believe they will make a significant contribution to our workforce.

In addition, time spent in training these young people will help to overcome one of the worst problems in Australia — youth unemployment.

If you wish to contribute to the development of these traineeships, please feel free to talk to Mr Trevor Hislop at Comco or to your Union.

Any further information on the programme is available from Mr Hislop.



Ranger Mike Newton and Phil Davies answer enquiries at CALM's display at the Royal Show.