



What's Peeping Nick Up To?



Biologist Nick Klomp has his eye on something, see page five for story.

Office opening at Wanneroo

ALMOST everyone who has ever been associated with the Wanneroo District seemed to be present at the official opening of the district's new office building June 6.

So it was standing room only as City of Wanneroo Councillor Nick Trandos, representing the Mayor of Wanneroo, and CALM Executive Director Syd Shea did the honours.

Dr Trandos outlined the history of the Department's presence in Wanneroo, and the importance of the working relationship CALM has had with the city.

Dr Shea was on hand to

unveil the plaque commemorating the opening and to congratulate district staff on their work.

In celebration of Arbor Day, Dr Shea and five Wanneroo councillors planted trees at the front of the building.

The councillors were: Clive Harrison, Nick Trandos, Bert Crane, John Haldden and Nick Nanovich.

Also as part of the opening, the District's five

trainees assembled a display demonstrating operations in the District.

The trainees are Sharon Fraser, Owen Donovan, Craig Rogers, Damian Gardiner and Brett Ellis.

They were also on hand to help the councillors and Dr Shea plant the Arbor Day trees.

● CALM staff participated in numerous Arbor Day activities throughout the regions on June 6.



District Manager Allan Briggs, left, and Trainee Brett Ellis, right, help Dr Shea plant a eucalypt at Wanneroo District Office on Arbor Day.

LANE-POOLE DRAFT PLAN RELEASED

THE LANE-POOLE Reserve draft management plan was released for public comment at Icy Creek on May 22 by the Minister for Conservation and Land Management, Barry Hodge.

The draft was compiled by Owen Nichols from Alcoa and CALM officers Barry Muir, Jim Sharp and Drew Haswell.

It was the culmination of months of delicate negotiations between timber companies, Alcoa, conservationists, community groups, and Government departments and agencies.

The 54,000ha reserve, located south of Dwellingup and 55km from Perth, is the largest and most significant reserve in the northern jarrah forest.

Conflicting land uses along the Murray River, which is partially encompassed by the Reserve, highlighted the need for a plan of management.

Land uses such as timber production, bauxite mining, water catchment management, recreation, beekeeping and tourism have resulted in increasing

pressures to preserve areas of the forest for conservation purposes.

Consequently, the Reserve has been divided into both conservation and recreation zones.

Current recreation activities include camping, bush walking, canoeing, marring, orienteering and trail bike riding.

More than 100,000 people visit the Reserve each year.

The Planning Group adopted the approach of maximising public involvement before the draft plan was written.

More than 150 public

submissions were received.

The plan makes recommendations on recreation activities, on control of jarrah dieback and feral animals, fire management, staffing, education and research.

It also recommends close contact to be maintained with local authorities and public groups to be formed to provide voluntary assistance with management.

The public review period will close on August 22.

Submissions will be then summarised, the draft plan reviewed and a final management plan produced.

Forest Produce in short supply

THE DOWNTURN in Alcoa's bauxite mining operations has caused a shortage of winter timber supplies from jarrah forests near Perth.

About half the area of forest was cleared for mining operations this year compared with 1985 because of the fall in demand for alumina.

Clearing operations for bauxite mining provides a large amount of minor forest produce that is not normally available from conventional forestry practices.

The limited supply was compounded because of the long standing restriction on forestry operations in some areas because of the fear of spreading dieback.

The mining cutbacks have reduced the supply of salvage sawlogs to sawmills at a time when the demand for jarrah has increased.

Jarrah for posts rails and other small sized timber for farming and household purposes is becoming increasingly difficult to supply from the northern jarrah forest.

Domestic firewood is also limited, but still available.



FOREST Production Council members Pat McNamara (standing), Peter Hewett (left) and Ron Pollard plant a tree at Crawley to celebrate Arbor Day.

ENVIRONMENT DAY WETLANDS THEME

WORLD Environment Day was celebrated at Herdsman Lake on June 5.

This year's theme was "Wetlands are not just for the birds".

World Environment Day was inaugurated by the United Nations in 1972 and aims to increase people's awareness and understanding of environmental issues.

It also encourages people to take more personal responsibility for their environment.

Environment Minister, Barry Hodge, who spoke on the theme, said there was a greater community awareness of the values of wetlands as aquatic systems.

He said they had biological and so-

cial significance that was not recognised until recent times.

The State Government was moving to conserve more wetlands in the Swan Coastal Plain.

Within two years, Herdsman Lake, one of Perth's best known wetlands, would be declared an A-class Reserve.

Control would be transferred from the State Planning Commission to CALM.

Mr Hodge said management plans would be prepared for the conservation of wildlife as well as public recreation.

He said more than \$250,000 was being spent in CEP projects to build walk trails.



Professor likes what he sees

THE enthusiasm and dedication of CALM staff has impressed a visiting professor of Forestry from the Australian National University in Canberra.

Professor Eric Bachelard spent a week in WA recently familiarising himself with the state of forestry here, and visited each forest region to discuss current issues and future directions.

"I was impressed by the will and determination of the staff to come to grips with managing the forest in a broader sense," Dr Bachelard said.

He said that as a professor of Forestry, it was important for him to know what is going on in land management agencies throughout Australia.

He also lectures on forest policy, and it was necessary to discover how forestry in WA has changed since the amalgamation.

"It's still in the early days, yet," he said.

"The Regional Management plans are just being produced, but there's no doubt that they will be good and cover all ranges of requirements.

"The people here are very enthusiastic but there is no question that the increased responsibility that came with the amalgamation also increased the workload."

Dr Bachelard said he was particularly interested in the machine thinning of regrowth karri.

The visit also proved an occasion to get together with former students in Bunbury and Manjimup.

From my Desk

LAST WEEK the Government tabled a White Paper entitled "Managing Change in the Public Sector" in the Parliament.

One of the themes in that Paper — that the public sector can no longer expect to receive finance for its expansion by increased taxation — was reemphasised by the Premier's economic statement this week.

Both statements obviously have major implications to the way we operate this Department.

But they are not unexpected. We have already been facing the reality of severe financial constraints and the need to change the way this Department is managed.

Change is always painful, but it does represent a challenge and an opportunity.

I am very pleased with the White Paper because it commits the Government to a much more flexible public service.

Too often in the past there have been demands to change the Public Service while maintaining the artificial constraints which prevent Public Servants from being efficient.

I am confident that as we review our functions and procedures we will find ways to do more with the same resources.

But there is a limit to how much we can achieve by improved efficiency.

The two Government statements recognise this; we will have to reduce or eliminate some of the functions we perform.

Over the next several weeks we will be conducting our own 'functional review' which ultimately will lead to us eliminating some of the services that we have provided.

As difficult as this may be, I believe it is better to eliminate services completely rather than to provide a second rate service across the board.

I am also very pleased that the White Paper recognises that it is important for the Government to improve the image of Public Servants.

The community cannot expect an innovative and efficient Public Service if Public Servants are constantly told they are 'useless bludgers' regardless of whether they are doing a good job or not.

Much of what is wrong (and there is much that is right) with the Public Service derives from the medieval constraints on management and individuals, not from any lack of motivation or capacity for innovation by public servants.

'Managing Change in the Public Sector' is an attempt to remove many of these constraints.

The current difficult times we face provide an opportunity for us to implement these changes.

I am confident that our Department can become a model for the introduction of a new approach to management in the public sector.

SYD SHEA
Executive Director

TWO CALM officers involved in the management of national parks recently attended the 13th Summer School of Park Management at the Canberra College of Advanced Education.

Terry Passmore, National Parks Supervisor from South Coast Region, and Ian Herford, Parks and Reserves Officer from Northern Forest Region, took part in the intensive eight-day course run by the School of Natural Resources.

The course covers many aspects of park management and is arranged around a number of themes, including: parks and the city; some tools for park management and planning; problems in parks; management practice; public participation; and staff and other people.

CALM staff at summer school

Two field trips allowed participants to view first hand some problems and solutions in park management in the ACT.

Items of particular interest were:

* Approaches to park planning, especially the "Limits of Acceptable Change" method that determines how much change is acceptable in a site.

* A session on parks and the law, which reinforced notions of CALM's liability with respect to parks. Litigation is increasingly common in the eastern states and is sure to reach WA.

* The notion that before we seek additional resources (staff and money), we should ensure that the existing ones are being allocated as efficiently as possible. At times, low priority issues seem to get dealt with first.

* The emphasis on purpose in the collection of data. Before you collect it, you should know what you must expect to get out of it. Too much data is collected for no reason and is never used. In addition, existing data is often not utilised fully.

* A workshop on conflict management brought home the value of negotiation skills. Those who "win" the negotiation game may not be the ones with the sound arguments.

Both believe that it would be an extremely good idea for CALM to continue to send staff involved in park management to future Summer Schools. Both the content and the contacts are valuable.

Kimberley milestone ...

AWARD FOR SAFETY RECORD

THE Kimberley Region reached a milestone recently by chalking up 50,000 hours worked without a lost time accident — no mean feat with the small crew they have up there.

Information Manager Kevin Goss, Chief Scientific Officer Peter Kimber and Safety Officer Arthur Kesners were on hand to present the awards.

Kevin, who presented the Kimberley Region folks

with a certificate for the 50,000-hour achievement, congratulated them for the special effort required to reach that mark with such a small number of staff, and hence man-hours worked.

Peter presented First Aid Certificates at the Broome Nursery to Leith Bowyer, Chris Done, Kylie LeLievre, Michael Osborn, Dianne Preston, David Rose, John Storey, Valerie Storey, Robert Taylor, Peter White, Steven Woodhouse and Stuart Young.

Regional Manager Chris Done may have provided an insight into how the Kimberley officers are able to keep up their good record.

He accidentally embedded a fishhook into his finger while giving Kevin, Peter and Arthur a taste of the recreational pursuits up north.

However, it occurred at lunchtime, when Chris was off duty, and he didn't get to the Fitzroy Crossing Hospital until after work that day.

The accident didn't mar the Region's record.

The Kimberley was also the scene for an impromptu award presentation.

A WA Water Authority officer had completed the First Aid course with CALM officers, but was unable to attend the presentation because he was in the field.

On their travels, Chris, Kevin, Peter and Arthur ran into the man as he was in the middle of the Fitzroy River making water level measurements.

They hauled him out of the water and gave him the award on the spot.



KIMBERLEY Regional Manager Chris Done (right) accepts the Safety award from Kevin Goss while Arthur Kesners looks on.

CLUB SAYS THANKS

DURING the recent Christmas holidays, our club ran a trip to the "Jump Up" and "Escarpment" below Balladonia.

The trip took us through Cape Arid, Cape Leveque and Stokes national parks.

On behalf of those members who attended the trip, the President and Committee, we would like to take this opportunity to congratulate you on the selection of Rangers.

We obviously had our problems as these trips usually do, and the help and assistance of these people made things just that much easier.

In these days of "knocking the club" it is refreshing to meet such people.

Surely they must have been selected for their "P.R."

As we have advised the Rangers in these areas, they have not seen the last of us. It is a pleasure to go to these national parks and very pleasant to camp in the areas maintained by them.

Congratulations to your

WAIT graduate

CALM librarian Elisabeth Laczó recently received a graduate diploma in Natural Resources from WAIT. Elisabeth was librarian with the Department of Fisheries and Wildlife before joining CALM.

She said she undertook the course to broaden her knowledge of the subject area she deals with at the library, which is located at the Wildlife Research Centre at Woodvale.

For her main project, Elisabeth investigated the rare and geographically restricted plants of the Desert region. Supervised by CALM Research Officer Stephen Hopper, she listed all plant species of that description, collated information on them and conducted a literature search of each plant.

LETTER

staff, especially the Rangers in these areas. F.A. Penistan, Hon. Secretary, Land Rover Owners' Club of WA.

Staff excel in first aid

THE LAST few weeks have seen a number of presentations of First Aid Certificates to regions and districts throughout the State.

Chris Haynes, Director of National Parks, made the awards at Karratha recently to 12 people.

Robert Cheedy, Keith Cunningham, Wally Edgecombe, James Haynes, Rosalie Hollands, Michael Hughes, Johnny Parker, Anthony Smith, Stephne Syabo, Bruce Woodley, Leo-Ross Young and Roamotu Young were all congratulated by Chris for volunteering for the course and making a commitment towards their fellow workers, visitors to parks and to the public in general.

At Jarrahdale, the awards were presented by CALM Personnel Manager Jim Edwards.

Gregory Lange, Ben Slyn, Gregory Broomhall, Gary Doust, John Elwes,

Albert Golding, Graham Roughley and Gregory Standing received their First Aid certificates in the presentation.

Jim also did the honours at Margaret River, where William and Diana Badcock, Michael Batchelor, Raymond Bell, John Hanel, Julie Hanel, Robert Klok, L. Marshall, Anthony O'Neill, Robert Rickman and Kenneth Thorne received First Aid certificates.

General Manager Roger Underwood, Assistant Manager Personnel Bob Cooper and Safety Officer Arthur Kesners attended a Safety Presentation at Albany recently.

The Albany Region worked 12 months without a lost time accident.

Roger presented an award to each staff member for the achievement.

The Manjimup Workshop has reached 12 years of work without a lost time accident.

The staff there will receive a Safety Certificate of Merit for their outstanding effort.



ROGER UNDERWOOD addresses Albany Region officers during a recent safety presentation.

CALM records with regret the unexpected death of Nick Muciarone.

Nick died on June 5 after having undergone surgery at Royal Perth.

He had been in less than good health for several weeks prior to his death.

Nick started his forestry career at Mundaring in 1965, as a member of the pine cutting crew, before being appointed to the staff in 1969.

He transferred to Kir-

TOP FORESTER WILL BE MISSED

up in 1970, where he looked after the Grimwade Pine mill.

A move to Gnaranga followed in 1974, with a return to Mundaring in 1984.

A large part of Nick's

forestry life was associated with pine.

Members of the old Forestry Cricket Club will recall Nick's exploits behind the stumps and with the bat.

Nick last padded up on the occasion of a reunion

match at the Weir, before the old pitch area gave way to progress to become part of the airstrip and helicopter pad.

Nick leaves a wife, Lorraine, and three teenage daughters, Kylie, Lynne and Suzy.

Our deepest sympathy is extended to them in the early, sad loss of a devoted father and husband.

A good workmate, who will be missed by all at the Weir. — BILL ADAMS, District Forester



Members of the National Parks and Nature Conservation Authority tour one of the Park's caves.

PARK WORKSHOP DEFINES ISSUES

CONCERN over the availability of financial resources needed to properly manage Leeuwin-Naturaliste National Park and agreement that a "user pays" principle should be considered for the Park were two issues arising in a recent CALM public workshop.

Held in Margaret River on May 9, the workshop was an opportunity for 50 people representing various groups to discuss the problems facing the Park and explore ideas for dealing with them.

The participants represented conservation groups, local residents, recreation groups such as cavers, surfers, fishermen and four wheel drive owners, youth and education, commercial operators and park managers.

The workshop, opened and chaired by Director of National Parks, Chris Haynes, was held in two sessions.

In the morning, a series of talks was given by representatives of these groups, and in the afternoon, small groups were formed to discuss individual concerns and issues of park management.

Other issues that arose included: the applicability of sustainable multiple use and zoning to reflect the environmental constraints of the Park; the demand for public education and interpretation facilities; the need for specific cave management measures; the need for rationalised access; and concern for the conservation of overall park values.

Members of the CALM working group preparing the draft management plan for Leeuwin-Naturaliste National Park are Paul Frewer, Planning Branch; Neil Taylor, Parks and Reserves Officer, Central Forest Region; Dennis Hilder, Busselton District Manager; and Mike Batchelor, Ranger-in-Charge of the Park.

Coordinator Paul Frewer said the workshop results will provide valuable input into the develop-

ment of the draft management plan.

He added that the workshop, an exercise in public participation, provided an effective platform for input from a wide range of representative user groups and individuals.

In the week following the public workshop, members of the National Parks and Nature Conservation Authority toured the Park.

The Authority found the visit useful at a time when the management plan is being prepared.

Information on Islands

As the preparation of the draft management plan for the Dampier Archipelago nature reserves nears completion, some interpretive measures have been initiated to inform the public about the islands.

Nature reserve signs have been erected on many of the more popular beaches on the islands, and just before Easter signs with appropriate symbols were erected by CALM Trainee, Andrew Horan, at the boat ramps in Dampier.

The signs contained the negative symbols of "no dogs/cats" and "no open fires" and these were balanced with positive symbols relating to camping, hiking, fishing and photography. — KEITH MORRIS.

Regrowth tender

Bunnings awarded contract

MAJOR timber producer Bunnings has won a multi-million dollar contract to process karri and marri regrowth logs.

Conservation and Land Management Minister Barry Hodge said the project meant a \$50 million boost to the lower South-West economy.

"Bunnings will build a new \$2 million timber mill adjacent to its Pemberton mill, as part of the contract agreement," Mr Hodge said.

"New jobs for 35 people will be created.

"Royalties from the 10-year contract would be worth more than \$9 million to the State Government."

The success of this tender heralded a new era for forest management in Western Australia, he said.

The log resource which made up the tender came from forest that had been regenerated after cutting since the War.

Mr Hodge said Bunnings tender price of \$23.60 a cubic metre for the 20,000 cubic metres of regrowth logs annually was considerably higher than the other four tenders.

The contract also involved processing up to 40,000 cubic metres annually of lower quality logs that were previously thought to be suitable for woodchips only.

Bunnings offered \$13.30 a cubic metre for these logs.

New technology meant that these logs would now be converted to sawn timber.

Conservation, recreation and timber production values of the forest would improve as the result of the thinning of regrowth stands proposed in the contract.

Mr Hodge said the successful tender for the

small sawlog indicated that the existing average price of \$12.55 a cubic metre for large karri logs did not reflect the current value of these logs.

He said the Department of Conservation and Land Management was reviewing all timber royalties.

It was obvious there would be a significant increase in the price of karri saw logs.

Also, following the completion of the current review of the timber industry by the Department, Bunnings was likely to

receive a smaller quota of large sawlogs.

The new regrowth resource would help compensate for the reduction.

Mr Hodge said the Department had identified an extra 15,000 hectares of regenerated karri forest which could yield a considerable amount of regrowth logs in the near future.

Trial cuttings by the department will begin soon to determine if additional resource could be made available to the industry, he said.

South Coast dieback fight

A DIEBACK protection programme will be introduced immediately within national parks and nature reserves in the South Coast Region of the State by the Department of Conservation and Land Management.

The key elements of the programme are:

- * to identify priority areas for dieback protection;
- * to prepare dieback protection plans for the areas of highest priority;
- * to increase community awareness of the seriousness of dieback disease; and
- * to foster ongoing research and monitoring of dieback disease.

The South Coast Region of the State, extending from Albany to Israelite Bay, contain some of the most important conservation reserves in Australia, including Two Peoples Bay Nature Reserve, the Stirling Range National Park, the Fitzgerald River National Park and Cape Arid National Park.

CALM believes it is vitally important to protect the many rare or endangered species of plants and animals occurring within these areas from the effects of dieback.

The major cause of the spread of dieback disease is by infected moist soil or gravel sticking to the underbodies of vehicles and on tyres, and then being dislodged in an uninfected area.

To reduce the risk of new infections a number of tracks or roads in the Region's National Parks and Nature Reserves will be closed.

Several roads and tracks have already been closed this winter in the Fitzgerald River National Park.

CALM's road improvement works in the western section of the park had also stopped, and some roads will be upgraded in summer to improve access.

CALM was appealing for public cooperation to ensure the programme's success.

Temporary position

GIL FIELD has been appointed to the temporary position of Interpretation Officer with the Information Branch's Community Education and Interpretation section.

Gil worked for the Queensland National Parks and Wildlife Service for nearly 10 years as both a park ranger and an interpretation officer in southern Queensland before joining CALM.

He had worked previously as a secondary school teacher in Victoria.

Gil will help implement the Community Education and Interpretation policy by establishing standards, guidelines and procedures in communication programmes.

Such interpretation planning will be in conjunction with applied interpretation projects, initially in the Kimberley and South

Teaching kit aids students

CONSERVATION and Land Management Minister Barry Hodge recently launched a comprehensive education kit on WA forests.

The kit, titled "Forests of Western Australia: Ecology and Conservation", was prepared by the Campaign to Save Native Forests.

Directed primarily at secondary school teachers, the kit has been accepted by CALM and the Education Department as suitable for use in schools.

To mark the launching of the document, Mr Hodge presented the first copy to students Shaun Henson and Sharon Newman of Kent Street Senior High School.

Along with Science Teacher Alan McLaren, they thanked both Mr Hodge and CSNF for the chance to use the material.

Mr Hodge said the kit provided a wealth of factual information in a well-organised and presented format.

The material should en-

be a useful addition to the social science, science and geography resources of schools.

"Forest management has been debated for more than a decade," Mr Hodge said.

"The kit will go a long way to increasing the level of awareness in this debate."

Sue Paterson, who compiled the education kit over a period of two years, also attended the presentation.

This was the first education kit prepared by CSNF for schools.

Sue said the impetus for the kit came from her love of the forests and her concern about their future.

CSNF spokesperson Basil Schur said a wide range of information and research had been prepared by the group over the past decade and was available



Kent Street High School students Shaun Henson, left, and Sharon Newman, right, accepted the education kit from Mr Hodge. They were accompanied by teacher Alan McLaren, far right, and Sue Paterson, far left, who compiled the kit.



CALM graduates with Syd Shea and David Smith (right)

CALM cadets graduate to staff

TWELVE cadets have joined the staff of CALM as field officers or forest rangers following a graduation ceremony at Bunbury Regional Office recently.

The cadets were welcomed by Executive Director Syd Shea and David Smith, MLA for Mitchell.

It was the first class of CALM cadets to have been trained with the expanded second year syllabus, which widened the training to cover the full range of CALM activities.

They spent their first year at the College of the South-West at Bunbury and the second year at various training centres and districts of CALM.

Prizes were awarded to two of the cadets.

Tamara Beltz won the Keynes Memorial Prize, the premier award, for her high level of achievement in both practical and theoretical work.

Tamara went to high school at Armadale and later graduated from Muresk Agriculture College with a Diploma of Agriculture.

She is a Forest Ranger at Collie, where her main work is jarrah silviculture, with some involvement in Permit Control.

Jason Goff received the Executive Director's Prize for his all-round achievement in the course.

Jason attended Lynwood Senior High School.

He is a Forest Ranger at the Farm Tree Research Centre at Narrogin, where he is involved in the establishment of tree plots and associated studies of native vegetation.

The graduates are Wayne Aggis, Tamara Beltz, Jason Creasey, Brad Ellis, Jason Goff, Brian MacMahon, Ian McKinley, Gary Muir, Andrew Norris, Paul Mammone and Nick Woolfrey.

All have been posted to district offices in the South-West.

It is planned that their subsequent posting will offer wider experience in conservation and land management in the more remote districts.

Their first two years of service will have a strong component of training, both on-the-job and by short courses.

General Manager Roger

Underwood also spoke to the cadets on the day of graduation, which was also their last training day.

He stressed the five personal qualities needed by field staff in the Department:

- * Enthusiasm for work and a positive outlook, which enables adaption to change and acceptance of the ups and downs of CALM life;

- * A capacity to learn;
- * Honesty in all dealings;
- * Love of the bush; and
- * Tolerance of others and a caring attitude to all the people who interact with the Department.

Roger said that if the recent graduates adopted these qualities, they would have an enjoyable life and career and be able to make the best possible contribution to CALM.

Students help out

Scotch College students were recently holed up in the SOHQ Training Centre for five days to package and label Arbor Day and WA Week promotion materials to schools, libraries, local and State government departments and CALM districts, among other places.

The students were supervised by Neil Hanley, from the WA Week Committee, as they rolled posters and put them into mailing tubes, added bookmarks and litterbags and stuck on the address labels.

PLANTING TREES TO STOP SALT

By COLLEEN HENRY-HALL

IN 1977 water monitoring studies found that Lake Toolibin, 20km south east of Wickepin, was threatened with salinisation.

As the only relatively fresh water in the Northern Arthur River Wetlands, it provides a valuable habitat for waterbirds and forms part of a large catchment area.

It is important to preserve this wheatbelt wetland.

The Northern Arthur River Wetlands Committee, formed in 1977 by concerned government departments, decided the best way to fight the salt was the maintenance and regeneration of native vegetation around Lake Toolibin.

The battle against salt is taking place on two fronts.

One involves planting trees on the nature reserve surrounding the lake.

Coordinated by CALM, the aim of this planting is to preserve the freshwater status of the lake for the many species of waterbirds that use it for breeding.

Lake Toolibin is the breeding site for the highest number of waterbird species in the South West.

Forty-one species have been recorded there, with 24 species using it for breeding according to Research Officer Stewart Halse.

The other move against the salt problem is the planting of trees on the lowlands outside the nature reserve.

Coordinated by the

Agriculture Department and Greening Australia (WA), this planting also aims to preserve the freshwater of Lake Toolibin, but for agricultural reasons.

The two work together to ensure the lake remains useable for both waterbirds and farming.

Areas around the lake, both inside and outside the nature reserve, have been ripped to ready the ground for planting sometime in the next few months, said John Humphreys, District Forester at Narrogin.

This work follows on the heels of a massive tree planting project in May and June, 1985, organised by the Department of Agriculture and Greening Australia (WA).

CALM has provided expertise and advice in the area of establishing trees and many of the trees used in the plantings come from the Department's Narrogin nursery.

Last year's planting project put 24,000 trees into the ground, most of them Flat-topped Yate and Salt Sheoak.

A similar number of trees will be planted this year.

Clearing for agriculture is the cause of many conservation problems, but today's farmers are more likely to be planting trees rather than clearing them.

Rare seed storage started

SEEDS from Australia's rare and endangered plants will be stored.

This was decided recently by State representatives of a Concom working group.

They will coordinate seed collection from each State and send the seeds to Canberra to be stored by the CSIRO.

Half of the seed collected in WA will be stored in the State.

WA's representative, Steve Hopper, is looking at existing seed collection and storage facilities at CALM and also at the work already done by King's Park Board.

Steve said South Australia had introduced legislation that provided compensation to farmers with protected plant species growing on their land.

Under the legislation, a farmer must donate 10 per cent of the protected land to the State, but is compensated for the rest.

All claims are considered by a committee of two farmers, two botanists and a chairman.

PAT McNAMARA LEAVES FORESTRY



Pat McNamara

THE RECENT retirement of the former Acting Conservator of Forests and Director of the Timber Bureau, Pat McNamara, ends a long career with Forestry.

Mr McNamara was educated in England and graduated with an Honours Degree in Forestry from Oxford University in 1950.

In 1950 he worked with the British Forestry Commission and joined the WA Forests Department in 1953.

Mr McNamara's early service with the Department included a short period on research and duties as Working Plans Officer at Manjimup and Perth.

In 1959 he became Divisional Forester at Pemberton and moved again to Manjimup in 1961.

In 1964 he became Working Plans Officer at Head Office.

Following promotion to Superintendent, Northern Region, in 1967, he subsequently was appointed Chief of Division, Operations, 1979; Assistant Conservator, Operations, 1973; and Deputy Conservator, 1976.

In March 1983, Mr McNamara assumed the responsibilities as Acting Conservator, and in February 1985 was appointed Director of the Timber Bureau.

His main professional interests are in forest planning and management, and he considers himself to be a management man.

Mr McNamara has always believed in the applied management principles to organisational development and operational control to meet present and future tasks, and considers much of the effort put into planning is wasted unless the plans are properly monitored and modified as they are put into effect.

He developed the Regional Management System first at Manjimup to cope with the impending development of large scale industries, and is delighted to see a similar system has been adopted to meet CALM's wider range of management interests.

He was also closely associated with developing the large fire organisation which literally emerged from the ashes of the 1961 fires.

Mr McNamara was always very interested in managing the forest according to what it is capable of producing.

While he recognised the need for nature reserves — he proposed the first conservation strip along the Wandering Road and at Meleluca Park — he considers that most other values can be accommodated by integrated management.

Mr McNamara had a long association, but by no means invariable agreement, with industry.

He believes an understanding of wood properties, conversion processes and conversational activities is necessary to get the best

balance between equitable returns from the use of public resources and development of a viable industry adapted to the most effective use of these resources.

He is also a great believer in getting the best out of every dollar spent on behalf of the public and sees enormous potential for using economics as a guide to policy development and expenditure including all aspects of land management.

As a public servant since joining the British Marines in 1944, Mr McNamara considers that the collective ability of the Public Service is at least comparable with the private sector, the people are just as good and the problems very similar.

However, the so-called "government stroke" must not be tolerated and the service must retain the versatility needed to respond to changing demands.

He is very pleased at the progress made by CALM in a very short time and most impressed with everyone's enthusiasm and dedication.

Good training and good morale are the forces that can move mountains.

Mr McNamara sees great opportunity and challenge for the Department to apply its collective talents across the whole spectrum of land management, and wel-

comes public input into overall policies, leaving the manager free to meet his aspirations by fully using all his abilities.

This is what he is there for and the buck finally comes to rest on his plate.

Certainly, in forestry there is enormous scope for developing new approaches to generating sustainable yields of all the products that the forest is able to supply.

Mr McNamara believes that there will never be enough funds to meet everyone's aspirations, including the managers.

But now is the time to establish clear goals for the future, retaining the best of the old philosophies and incorporating the new, to set new priorities at achievable levels, and to develop cost effective techniques to meet them within available funds.

Mr McNamara has happy memories of the Department, particularly his good working relations with staff and employees.

He sees retirement only as a change in life-style and particularly welcomes an ongoing association with Department as a consultant.

He believes that we are now in a position to achieve much more because we know much more about the natural attributes of our forest than when he first started as a forest workman in 1953.

PENGUIN STUDY LOOKS AT BREEDING



NICK holds a Little Penguin that was nesting in one of the artificial nests.

“WHY DO they call this Penguin Island when there are no penguins?” is a common question asked of the island’s rangers.

To these people, usually day visitors to the small limestone island off Safety Bay in Warnbro Sound, the island is the domain of the Silver Gull whose presence increasingly dominates the landscape.

But at this time of the year permanent residents and holidaymakers, scientists and students living in one of the island’s weatherboard cottages can vouch for a sleepless night or two as the result of the nocturnal goings-on of a population of Little or Fairy Penguins as they are better known.

Up to 1500 birds — between 500 and 700 pairs — waddle ashore to breed from April to December, the longest known breeding season of any penguin.

Apart from returning to Warnbro Sound to feed daily, they are permanent island residents.

But besides their resident status, little is known about the breeding habits of this seabird whose northern most limit of distribution is on Penguin and Carnac islands.

With the support of CALM, biologist Nick Klomp has turned the colony into a field laboratory to study the bird’s breeding biology, particularly its reproductive cycles and diet, over the next 12 months.

He has roped off areas of the colony and strategically placed small marine ply boxes to see if the penguins will use artificial nests as well as the natural ones that have been burrowed into the island’s vegetation.

Already about 30 of the 55 boxes are being used which indicates the fierce competition for nesting sites, as does the penguins found bloodied from fighting, and also that the birds

of the penguins’ gargled braying, the inhaled and exhaled “whee-hoos” returned give away the whereabouts of the elusive bird that burrows deep into the saltbush.

Currently most of the field work is being done at night and in the early hours of the morning when the penguins nest before they disappear into the darkness of the sea at dawn.

To date Nick has tagged 150 birds when they come

“I wouldn’t be surprised if later in the year I find that none of the birds on Penguin Island have tags,” he said.

“This will indicate that there are two separate colonies of birds using the island, and will explain why they are present on the island for up to 10 months of the year.

“If the same birds remain throughout the breeding season, however, it will be interesting to see if they have more than one breeding cycle.”

Some tagged birds are showing signs of a brood patch, indicating that they are already incubating eggs.

(This is unlike the Little Penguin’s southern cousins, such as the Emperor Penguin, which incubate eggs on their feet to keep them off the frozen ground.)

An important part of Nick’s research is the effect the penguins’ diet has on the breeding biology.

“The diet may be reflected in their breeding,” he said.

“They might need a particular fish, say pilchards which are in good supply in Warnbro Sound, to give them a protein boost to continue their breeding cycle.

“This is only a theory, but it does occur in other sea birds.”

Nick said dietary sampling would also indicate the food source available in the area, while depth gauging would establish the penguins’ feeding areas.

Nick will be providing CALM with reports of his studies which will help the Department manage the penguins on Penguin Island.

Island turned into field laboratory . . .

do not necessarily return to the same nest each breeding season.

A further 80 accessible natural nests have been tagged and the inhabitants and their offspring will be under close scrutiny over the next 12 months.

However, because of various conflicts over space on the island, nests are at a premium.

Birds crawl under old sheets of tin, huddle between the canvas covered hubs of an abandoned tractor and in caves, and burrow deep into the island’s saltbush.

Tell-tale signs show that one enterprising penguin made its way into a cottage kitchen, couldn’t find anything to burrow into, and left.

In the past, they have been found in and behind wardrobes, beneath cupboards and refrigerators and under beds.

For Nick, finding the nests is not difficult, and by playing a tape recording

ashore, and by the end of the project hopes to be monitoring up to 1000 birds.

The tags can also indicate the movement of penguins around the coast.

Nick has become so proficient in tagging and measuring that his handling time has been reduced from more than 10 minutes when he started, to about two minutes for each bird, which significantly reduces the stress the birds experience.

Information already gathered shows that the male generally has a deeper bill and is heavier than the female, and that the Penguin Island birds weigh half as much again as those found on Victoria’s Phillip Island, Australia’s best known Little Penguin colony.

Nick said the Phillip Island birds started their breeding cycle three months later than the Penguin Island birds, but with a similar incubation period of up to 38 days.

Field Officers seeks members

By G.W. Van DIDDEN

THE WA Field Officers’ Association promotes and seeks membership of all staff employed under the CALM Act.

Membership cost is \$2 a year.

It is a subassociation of the Civil Service Association and represents its members regarding all internal industrial issues.

The Executive of the W.A.F.O.A. is Tom Wood — President (Como), Frank Vince — Vice President (Bunbury), Harry Russell — Hon. Treasurer (Kelmescott) and Gerard

van Didden — Hon. Secretary (Como).

For contact on any relevant issues there are field representatives in all the main districts and outlying regions.

At the recent meeting between the employer and W.A.F.O.A. Executive, the following issues were discussed:

* **Weather Observations:** The Department has received a ruling from the Public Service Board, but because there is still a difference in interpretations, a meeting between the Public Service Board, the Office of Industrial Relations and the Civil Service Association is being arranged to clarify the situation.

* **Standardisation of vehicle markings** throughout the Department.

* **Uniforms:** Members have expressed a desire to have uniforms supplied. CALM has no overall policy on standard of uniform and the Association is looking for guidelines on a set standard.

* **Nine-Day Fortnight:** Due to staff shortages in the Northwest, Wheatbelt and South Coast the nine-day fortnight has not been introduced there. The Association is seeking feedback from officers experiencing problems with

the implementation and rostering of the nine-day fortnight.

* **Broadbanding:** Target date for completion of Position Data forms is July 31, 1986. There is concern that the placement of Public Service bands across salary points may result in changes to current career expectations and this will be examined carefully by the Association and CALM.

* **Housing:** Concern was expressed about — the sale of houses, definition of areas where houses will or will not be supplied, lack of standardisation of rent policy by CALM, and if CALM loses control of the houses to another authority or agency.

* **Qualifications:** The Association again requested that guidelines on qualifications and promotional prospects be provided. Further discussions took place on the diploma status issue and a reply is expected shortly.

* **Recreation Patrols:** Urgent feedback is required from district representatives in areas where recreation patrols are likely to take place. This issue will be raised at our next meeting with Personnel Branch in July.

Workshop held on logging ops

THE CHANGE in harvesting practices in the Northern Jarrah Forest was the topic of a three-day workshop at Dwellingup recently.

Northern Forest Regional Manager, George Peet, said the workshop was the first extensive review of logging practices in the region.

He said it resulted from dieback research and a greater knowledge of the disease’s effect on the hardwood forest.

This knowledge had resulted in more complex forestry operations to stop the spread of dieback and to minimise environmental damage.

George said the workshop was held because it was important for everyone involved in logging operations to understand the principles involved.

This included CALM staff as well as employees of the private companies involved in the timber industry.

George said the workshop participants were told as part of the logging operations more specific silviculture requirements would be undertaken to increase forest productivity.

He said that there would also need to be an increased utilisation of forest products.

About 40 CALM staff and employees of private logging contractors as well as forestry cadets took part in the workshop.

Twelve speakers representing CALM’s Timber Production, Silviculture and Environmental Protection Branches, and Bunnings addressed the participants.

Field work was an important part of the workshop.



THE entrance of a penguin nest.

Purchase enlarges reserve

CALM has bought the 16ha of land adjacent to the Wannamal Lake Nature Reserve to increase the size of the Reserve.

The original reserve is important for the breeding of waterbirds, according to a four-year survey conducted by the Royal Australasian Ornithologists Union.

Of all inland reserves it is second only to Toolibin

Lake in terms of number of breeding species found there.

The Australasian Grebe, Australasian Shoveler and Black-tailed Native-hen all use the site in large numbers.

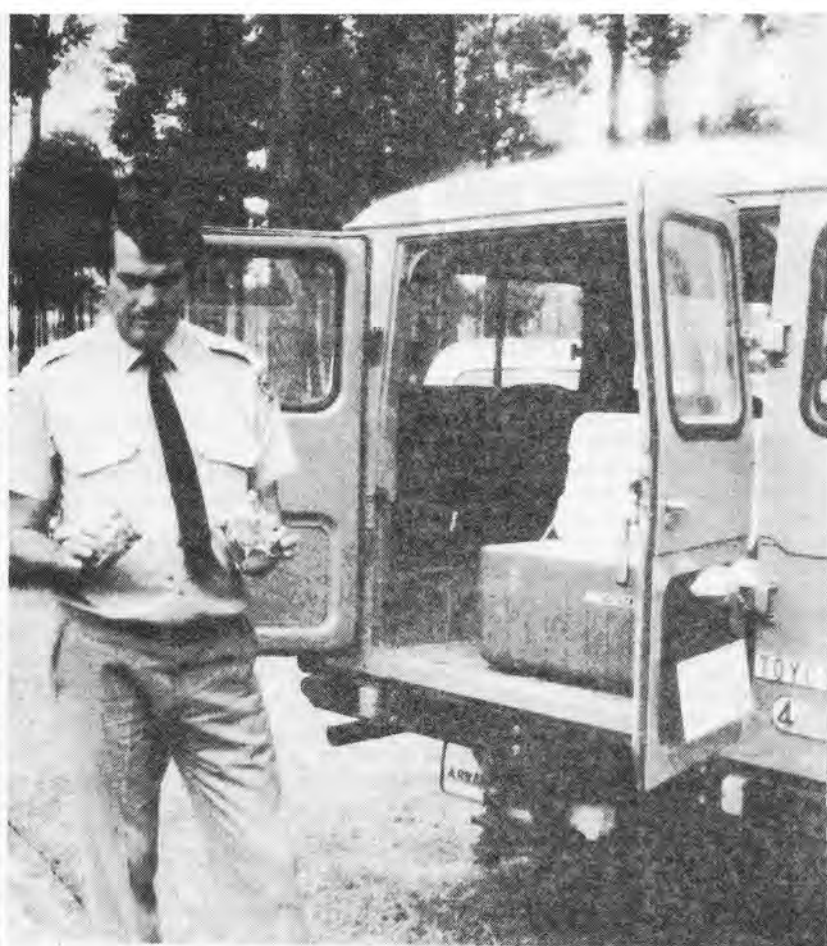
It is an important breeding locality for the Freckled Duck, Australasian Shoveler, Pink-eared Duck, Hardhead and Eurasian Coot.

More than 4000 birds

were counted in the survey of November, 1984, with more than 11,000 in the four years of the study.

CALM bought the land from Mr S. Jackson, who informed Research Officer Grant Pearson in 1983 that he wished to sell the land.

Research Officer Jim Lane, Wildlife Research Centre, said resources to buy the land became available following the amalgamation.



Wildlife Officer Don Noble with the Murray River Turtles.

E.S. TURTLES GO TO ZOO

A SOUTH AUSTRALIAN family that recently moved to WA gave up their family pets because the animal — the Murray Turtle — is prohibited in WA.

CALM Senior Wildlife Officer Peter Pennings explained that the two turtles could have escaped or been released and successfully colonised habitats here in competition with WA's native tortoises.

The animals could have cross-bred with the Western Long-necked Tortoise, a na-

tive species, or bred together, Peter said. "Because they are a fairly hardy reptile, it would survive in WA and could cause all sorts of genetic problems," he said.

Wildlife Officer Kevin Marshall took possession of the tortoises in Karratha, where the family is living.

Wildlife Officer Don Noble collected them from the airport and took them to the WA Museum for positive identification before taking them to the Perth Zoo.

Computers help research officers

THE recent installation of microcomputers at the Wildlife Research Centre at Woodvale, most of which will be linked to external mainframes, will make research officers' work much easier, said Computer Systems Officer, Mike Choo.

He said the new strategy of computer use was adopted for the Centre in November, 1984.

"Instead of trying to service all the researchers' requirements through the use of computer professionals, we decided to instal inhouse computing facilities, make them available to personnel, and train them in computer use," Mike said.

"This will lead to an improvement in the various areas of data management, analysis and the dissemination of information."

There are 12 IBM microcomputers in offices throughout the Centre.

Mike said with one microcomputer available to every six research and technical officers, it has become easier for them to prepare reports, manipulate data they have gathered in field work and do statistical and taxonomic analysis.

Dr Jack Kinneer and Mike Onus have been using a microcomputer at the Centre for more than three years.

Jack said: "We are utterly dependent on it and I couldn't bear the thought of doing research without a micro."

"We welcomed the arrival of the new computers because we found that we

were competing for the one machine.

"Initially, I taught myself how to operate the micro and then I started Mike Onus on it.

"Now the shoe is on the other foot — he is teaching me.

"It would have been much easier if we had had Mike Choo around; staff new to computing will benefit immensely by having inhouse professional computer staff to train and guide them.

"Some people resist the idea of learning how to use a computer because they believe one has to be a whiz at maths to use one.

"This is a common misconception; computers are really information processors.

"We use micros largely for word processing and data management, but it is still nice to have computational power on one's desk."

One of the bottlenecks inhibiting information flow is the keying in of handwritten script into the Centre's office word processing system.

Now staff will be able to use the word processing package on micros to make drafts; they will then be able to transfer their ecological words of wisdom electronically to the office

wordprocessor for editing and printing on a letter-quality printer.

In a similar way, the preparation of budgets will be speeded up by the use of spreadsheets by research officers.

The branch budget can then be constructed by combining each officer's budget estimates into a master spreadsheet submitted on floppy disks.

Jack has some firm views about staff learning how to programme in the standard procedural languages such as Fortran, Pascal or Basic.

He said: "It is simply not necessary or desirable.

"One does not have to be a programmer to use a word processing or a spreadsheet package.

"Some very useful packages have programming languages, and it would pay the heavy user of such packages to learn how to program in a limited way at least.

"And these languages are quite easy to master."

Mike Choo foresees few problems in raising the computer literacy at the branch.

CEP work upgrades Nodes

A JOINT CEP scheme between CALM and the Wanneroo City Council is rehabilitating and upgrading the Whitford Nodes.

The cost of the project is more than \$587,000, of which more than \$400,000 came from a CEP grant.

CALM's District Manager Allan Briggs said 20 people were employed and the project would take 46 weeks to complete, finishing in October this year.

Allan said CALM had provided the posts, rails and ground cover from its softwood plantation for restoration and development at the Whitford Nodes.

He said these came from thinning a 20ha site in the Gnarara plantation which had taken more than two months to complete.

Removal of selected unproductive trees and the thinning of the site was beneficial to the pine plantation.

Conservation and Land Management Minister, Barry Hodge, waived the timber royalty on the pine for the project, saying the State Government believed the project was worthwhile.

Mr Hodge said the project created jobs for unemployed people in the district as well as helping CALM with the management of the pine forest.

Work being carried out at the Nodes would restore and rehabilitate the area as well as providing public recreation facilities.

The project included the extension of the West Coast Highway cycleway, the grassing and landscaping of the main recreation area, the development of nature trails and an observation platform.

Harvesting info from log trial

By COLLEEN HENRY-HALL

THE first stage of a small jarrah sawlog harvesting trial has been completed.

The trial looked at the volume of small sawlogs available in a typical stand of jarrah forest, the most cost-effective methods of harvesting them and the extent of damage to the sawlogs caused by various logging machines.

The trial produced about 250 cubic metres of small jarrah sawlogs for the Wood Utilisation Research Centre at Harvey.

These logs will be used in the remaining part of the trial which will look at cutting patterns, drying methods and conversion techniques, according to Forester Gary Brennan, a member of the working party.

Another 100 cubic metres were supplied to Bunnings' Mundijong Mill for sawmilling trials using small sawlogs, Gary said.

The results obtained for cost and yield are still be-

ing evaluated but Gary said one of the most important things to come out of the project was the cooperation between members of the industry and CALM.

The Harvesting Conversion Committee, whose members are Des Donnelly, CALM Senior Forester Utilisation, Ron Adams of Bunnings, Hiski Kippo of Whittaker's and Peter Colli of Colli and Sons, decided the site of the trial and the types of equipment that were to be used.

Six plots were logged: three with conventional equipment to extract general purpose sawlogs first and then small sawlogs and three had all small sawlogs extracted first then general purpose sawlogs by conventional logging.

"New" equipment used included an 8x8 Osa 250 forwarder and a Bell field logger, Gary said.

The working party responsible for conducting the trial consists of Harvey District Manager John Clarke, District Foresters Frank Vince and Gary Brennan and Inspector Jack Bradshaw.

Gary said the Harvesting Conversion Committee will meet soon to decide aspects of the related trials, such as cutting patterns and seasoning techniques.

● **ALEX Thomson, Busselton District Forest Worker, has spent 48 years in the timber industry, except for a nine year break in the 1950s to try his hand at farming.**

Alex, who retired on May 1, started work in 1938 with the State Government sawmill at Pemberton.

During World War II, he saw active service in Timor with a commando



unit.

In July 1947, he transferred to the Forests Department and became Acting Overseer in 1950.

As overseer, he worked in all aspects of forestry until he resigned in 1953 to take up a position on a farming property.

He rejoined the Department at Manjimup in 1962 and transferred to Ludlow in 1963.

Busselton District Manager Dennis Hilder said

that Alex has been involved with pine establishment and tending and forest fire fighting operations in those 23 years at Busselton.

Alex received a special letter from the Executive

Director, Dr Syd Shea, expressing gratitude for his contribution to the protection and tending of public forests, which was presented to him during his farewell party at Busselton on May 30.

Longtime storeman leaves

PAT EVANS, Pemberton District's storeman for the past 33 years, has retired.

Pat, who has been with the Department since 1949, had been around almost as long as the District, which was set up in 1946.

District Manager Bob Hagan said: "Pat's seen just about every-

body come and go and he knows more about the place and the job than anybody, so he'll certainly be missed."

Pat began work with the Department as part of a gang in 1949.

He stuck with that for one year and then did two years active service in the Korean War.

When he returned in 1953, he took up the position as storeman, which he held until his retirement on April 16, when he was forced to leave due to ill health.

He had no lost time accidents in his entire service with the Department, Bob said.



Pat Evans' colleagues and friends gathered to give him a grand farewell following his recent retirement from Pemberton. Pictured are people with whom he worked and who have also retired. From left: Tom Loud, former overseer; Laurie Jeffreys, former assistant forester; Henry (Raspy) Rowe, former dozer and grader operator; Pat Evans; Ernie Percival, former district forester; Frank Beard, former dozer operator and forest workman.

TAKE PICK FROM 400 DOCUMENTS

THERE are some 400 different publications on the shelves at Stores Branch in Como.

It will be no mean feat to keep, record and issue these and new publications.

Stores Officer-in-Charge Rod Mell has been busy over the past months reorganising and reshelving to cater for all former Forests, National Parks and Wildlife documents and at the same time leaving room for new CALM publications.

A personal computer has been installed in Rod's office and with a little help from Publications Branch, all documents' titles and subjects will be recorded and coded.

A list of the publications will then be available at regional, district and other offices to enable staff to order copies.

For all new documents printed, Publications Branch have compiled distribution lists so relevant staff throughout the state receive samples within a few days of publication.

During the last financial year, the list of new and reprinted publications include the following:

Birds of Cape Range National Park and adjacent Ningaloo Reef Area; Dwellingup Forest Recreation Brochure; Badgin-garra Nature Trail; Timber

Getter Trails; Farm Trees — Nursery Price List; Duck Shooters' Guide; Silvicultural Guidelines for the Treatment of Even-aged Regrowth and Two-tiered Karri Forests; Conservation by Consensus, the Lane-Poole Jarrah Reserve; Silvicultural Guidelines for Virgin Southern Jarrah Forest; A Eucalyptus Study Tour of South-western Australia; and Dieback on the South Coast.

New posters include Geikie Gorge National Park, Shannon forest (set of three); State Wildlife Emblems and Millstream Dragonflies.

Management plans, both final and draft, are: Mooradung Nature Reserve No. I; Wyalkatchem Nature Reserve No. II; Nature Reserves of the Shires of York and Northam (draft); Forrestdale Lake Nature Reserve (draft); Shannon Park and D'Entrecasteaux National Park (draft); and Lane-Poole Reserve (draft).

All publications must be ordered by requisition through Stores.

Changes of address and information on distribution can be obtained from Robyn Weir at Como.

Greg Keighery heads south

GREG KEIGHERY, Research Officer at the Wildlife Research Centre, will be based in the South Coast Region for the next six months to survey the flora there.

One of his goals will be to finish a field guide to the plants of the Stirling Range, which he has been working on for eight years.

The guide will be published as a technical bulletin and be available to the public, Greg said.

He will also do a flora survey of West Cape Howe National Park.

A relatively new park, West Cape Howe has had little research work done on it and because of the type of vegetation and its location.

Greg will work with Regional CALM officers to gain more information on the effects of dieback in the area.

His third goal is to work with Regional wildlife officers in identifying rare or poorly known species of plants, especially those affected by dieback.

"I hope to be able to give some assistance to wildlife officers and see some of their problems from their point of view.

"I'll also be able to see what their needs are and how research can assist them," Greg said.

He said the temporary move grew out of the concern over the lack of information on plants in the Region and the effects of dieback on them.

Brian Cornell Fire Management Officer, was recently elected councillor on the Council of the Civil Service Association.

Brian joins CALM officers Aubrey Fretz, Terry McNamara and Stefan Dumitro, who presently serve on the Council.

He said these groups were popular in the eastern states where they had created greater public awareness of conservation and environmental issues in national parks.

Roger said a friends group would bring together people with mutual interests in recreation and education, and who were keen on contributing to the Department's management practices.

He said activities undertaken could include flora and fauna studies, guided tours and work projects.



DES DONNELLY (left) looks on as John Sanders from WACAN points out features of a debarked marri log to (from right) CALM's Ron Kitson and SEC officers Glen Pearce, Peter Shropshall and Peter Mattner.

Search on for pine, marri

CALM is on the lookout for a few thousand marri and pine trees suitable for supply to the SEC for use as power poles.

Des Donnelly, Chief Utilisation Officer based at Bunbury, recently accompanied SEC officials on a day tour of the South-West to look at the harvesting, debarking and treatment of marri and pine poles for SEC use.

The SEC require 30,000

poles a year to maintain their existing lines and to extend the electricity supply system.

There are now more than 700,000 wood poles in use by the SEC in WA and many of these are approaching the end of their expected service and will need to be replaced.

Owing to the inability of our forests to supply the 30,000 poles required in species preferred by the SEC annually, about half their poles are imported from the Eastern States at great expense.

Des said the SEC have accepted that treated poles are worth the investment, so it is now possible to use species other than those considered naturally durable.

"This has opened the way for the Department to offer up to 5000 marri poles and 5000 pine poles to the SEC annually," Des said.

The SEC have accepted this offer and have developed a specification for supply.

All poles will be inspect-

ed by CALM to ensure only poles of suitable quality are accepted for air seasoning and preservative treatment, Des said.

To ensure that bark is removed to the satisfaction of the SEC from both pine and marri poles, CALM has called for expressions of interest from contractors prepared to provide a suitable debarking machine.

STAFF TRAINED TO DO TRAINING

By FRANK PRIDHAM

IN A Department as complex as ours it is essential that training, if it is to respond to organisational and individual needs, should have the broadest possible base.

Every manager and supervisor must accept and sustain a training role.

And, each District, Branch or Section should have a number of its staff equipped technically to identify training needs and translate them into inner knowledge and skills.

To this end, since 1982, 52 people have attended five-day courses in Basic Instructional Skills run by external training agencies.

The syllabus has been designed jointly by CALM and the training agencies,

with priority given to the identification of training needs, the learning process, task analysis, the principles of instructing and evaluation.

The most recent course was held from 7-11 April at the Perth Trainer Training Centre, which is the local branch of a Commonwealth training organisation. The course was attended by Graham Ellis-Smith, Carl Cicchini, Mark Bending, Tom Kenneally, Bob Rickman, Greg Napier, Mike Wright, Bob

Hingston, Tom Wood, Greg Standing and Robert Brazell.

Much can be done in five days to expound and demonstrate basic instructional skills.

Full competence, however, requires considerably more practical involvement.

Departmental expectation is that the course participants will, in their work areas, be used to the full as trainers; not necessarily in delivering classroom-type instruction but frequently in giving skills training where the trainee learns most by supervised practice.

Of no less significance in training is the Overseer who stands at the sharp end of operations.

This has been emphasised at the Overseer Schools of 1984 and 1985, initiated and developed in the Central Forest Region.

Without the strong participation in the field of the Overseer or the supervisor, managerial and training skills at region and districts cannot get results.



Cemetery fenced

CALM recently contracted the construction of a cyclone fence around the East Perth Cemetery to protect headstones and crypts from vandalism which has occurred when full-time Ranger David "Taffy" Davies is off-duty.

Taffy has returned to the cemetery some mornings and found the headstones pushed over and in one instance, evidence that a crypt had been opened and bones removed.

The two metre high fence is coated with black

plastic to decrease any unsightliness.

It will be locked from 4.30 p.m. to 8.30 a.m. when Taffy is off-duty.

It is important to keep vandalism from occurring, because CALM is considering restoring some of the old headstones.

CALM is keen to see a Friends of the John Forrest National Park group established.

Public meetings held late last year and in January at Mundaring to involve local people in CALM's land management programmes had expressed an interest in such a group.

Assistant District Manager at Mundaring, Roger Hearn, said it was the department's policy to encourage friends groups where there was sustained public interest.

FRIENDS FOR JOHN FORREST N. PARK?

David Briggs wins horticultural award

John Forrest National Park Ranger David Briggs has completed a horticultural diploma at Bentley Technical College and also walked away with an award for being the best diploma student this year.

The award is sponsored by Alcoa. David, who has been at John Forrest for five years, studies part-time for his diploma.

"My study of horticulture grew from a personal interest in the subject," David said.

His coursework included the study of botany, landscaping, parks, tools of the trade and other related subjects, he said.

Fox control project gets CALM's support

THE introduced red fox is thought to be a major factor in the decline of many of WA's medium-sized marsupials, and any effort to stop or reverse this decline must be done in conjunction with reducing fox numbers.

Changing role in Public Service

By BOB COOPER

GOVERNMENT Departments are becoming more accountable as management requirements within the Public Service change.

Greater emphasis is being placed on the responsibilities of Permanent Heads to their Ministers for the performance of their Departments.

As a result, changes are taking place in the relationships between the Public Service Board and Permanent Heads, with some functions previously handled by the Board now delegated to Departments.

A recent responsibility passed to CALM is the advertising and processing of recruitment procedures for positions classified Level 2 through Level 6.

Recommendations for promotions and appointments to those positions must now be personally approved by the Executive Director.

This places extra duties and responsibilities on the Personnel Branch and the new procedures established by the Board, in conjunction with the delegation, puts extra requirements on CALM's management.

Interview panels are required for each vacancy above Level 1 and the panel then draws up the selection criteria based on the Position Data Form.

The Branch Manager then tells the Personnel Branch the reason for the vacancy and its effective date, and the Personnel Branch clears the vacancy with the Office of Redeployment and places the required advertisement.

A research programme investigating fox control is being carried out by David Algar in Kalbarri National Park, Nangeen Nature Reserve and Perup Fauna Priority Area.

David's project is sponsored by CALM, while federal funding is being sought to continue and expand the project.

The programme will first survey and make population estimates of some species that are at risk from fox predation: woylies, tammars, numbats and rock wallabies.

David, assisted by Tom Leftwich, will also examine factors of fox strategies such as spatial organisation, home range and dispersion that are relevant to fox control programmes.

They will then use that information to develop and put into practice an economic fox control programme.

Also included in the project is the production of a manual of procedures on fox control that can be

used for management purposes, David said.

Radiotracking of some foxes will be used for part of the study.

Other individuals caught will be eartagged and released.

Questions about range will be answered by the tracking and tagging, and information about fox diet will be gained from scat study, David said.

They have just completed a preliminary study at Perup to develop trapping methods.

David said the areas to be studied vary in a number of characteristics and can be called representative of the major fauna conservation area types with WA.

Kalbarri is representative of the large national parks, while Nangeen Nature Reserve is typical of the small, fragmented reserves located within the central wheatbelt.

Perup, in the South-West, is subjected to fire regimes to promote under-

storey cover which reduces predation pressure on native species.

As such, fox activity, predation pressure and control measures will also be examined with respect to burning programmes at this site.

The research programme will begin in October and will last for three years.

Baiting programmes will take place at the three sites and work is being done now with the Agriculture Protection Board to decide appropriate bait types.

David said because eutherian carnivores are highly susceptible to 1080 poison, it is considered a suitable control agent.

Further baiting programmes will incorporate any modifications found necessary through the initial baiting programme.

This means that the most effective and economic control of foxes can be developed over time, David said.



DAVID ALGAR measures a red fox killed on the road.

Greening Urban Parks and Gardens for Wildlife

ATTRACTING WILDLIFE



Department of Conservation & Land Management

CALM and Greening Australia (WA) have jointly produced a pamphlet entitled "Greening Urban Parks and Gardens for Wildlife".

The pamphlet should encourage people to think about retaining and recreating suitable habitat for wildlife.

The presence of wildlife in Perth, especially that of birds, gives us a sense of well-being.

The pamphlet emphasises the importance of retaining bush areas in the city and suburbs, and managing them to benefit wildlife.

It also emphasises the importance of providing further habitat in the landscaping of parks and gardens, by the use of local plant species: those that belong naturally to the site.

Local plants provide particularly good habitat for wildlife, and are also valuable in themselves as part of the natural environment.

The use of local species should, where possible, be combined with management practices that enhance wildlife habitat: retaining old trees; avoiding lopping or pruning; and allowing a natural ground litter of twigs, leaves and bark to build up.

Copies of the pamphlet are available from the Como office.

Noisy Scrub Bird population plan

By ANDREW BURBIDGE

CALM started to establish the world's third population of the noisy scrub-bird in June and July.

Until 1983 there was only one population of the noisy scrub-bird, at Two Peoples Bay Nature Reserve, east of Albany.

During 1983 and 1985 techniques for capturing, transporting and releasing noisy scrub-birds were developed with the help of the New Zealand Wildlife Service, and a population was established at Mount Many Peaks, near Two Peoples Bay.

These birds appear to have settled into their new home well, although it will be several years before wildlife researchers will know whether the population will become self-supporting.

Now a new population will be established in

Walpole-Nornalup National Park.

Once again the birds will come from Two Peoples Bay, where numbers have been steadily increasing in recent years following the successful implementation of a fire-exclusion policy in the early 1970s.

An investigation of possible release sites along the South Coast by departmental officers revealed that an area in the Walpole-Nornalup National Park, known as the Nuyts Wilderness, provided the best habitat for the second reintroduction.

The translocation will take place during June and July and will be carried out by departmental staff, assisted by volunteers.

represent WA at the Australian Forestry Development Institute's national Tree Farmer of the Year competition.

Category 7 recognises achievement in revegetation by a community group.

The project should heighten local awareness of the value of trees.

The winner will receive \$100 for their group and a certificate.

Category 8 recognises a project that has increased community awareness of the value of natural vegetation in WA.

Applications can be obtained from:
State Organiser
Greening Australia (WA)
PO Box 783
West Perth 6005 WA
Phone: (09) 481 1395

NOMINATIONS for the John Tonkin Tree Awards will be received until August 25.

Inaugurated last year, the award recognises groups and individuals who have been active in the retention and regeneration of Australia's native trees and shrubs.

The awards, administered by Greening Australia (WA), are divided into eight categories:

1. Innovative Device or Plan;
2. Local Government Award;
3. Students Award;
4. Industry Award;
5. Individual Endeavour Award;
6. Tree Farmer of the Year Award;
7. Community Group Award;
8. Government Instrumentality Award.

Category 1 recognises a device or plan that assists tree planting.

JOHN TONKIN AWARD

The method should be tested and proven to be simple, efficient, durable and safe.

The category carries a \$1000 prize and certificate.

Category 2 applications should demonstrate participation in and commitment to the revegetation of WA.

Emphasis should be on well-planned schemes, public consultation and continuing involvement and environmental awareness of the Local Authority.

The winner will be awarded with a project sign and certificate.

Category 3 is open to primary and secondary students of all ages.

The project should involve

students in planned protection, regeneration and re-establishment of local species.

Written documentation of planning and research and a high level of practical work are required.

The winner will receive \$1000 and a certificate for the school plus a prize for each participating student.

Winners are eligible for the AFCI national Junior Tree Lover Award.

Category 4 projects should demonstrate that the industry has revegetated land owned or affected by its commercial operations; or has encouraged the private sector in revegetation.

The winner will receive a

project sign and certificate.

Category 5 is open to individuals or families who are making great personal effort to regenerate the local environment, particularly private land.

Emphasis is on awareness of a particular environment and long-term commitment.

The winner will receive \$1000 and a certificate.

Category 6 is open to individuals or families active in forestry projects on private land.

The award recognises that sensible forestry procedures can protect the natural environment.

The winner will receive \$1000 and a certificate, and