



Noisy Scrubbird's flight for survival



A RARE sight — the almost flightless Noisy Scrubbird takes to the air after Alan Danks opens its transport box.

HARDWOOD TIMBER ROYALTY RISES

THE State Government has increased first-grade hardwood timber royalties by an average 22.5 percent.

Conservation and Land Management Minister Barry Hodge said the new royalties were the result of the most comprehensive timber royalty review ever undertaken.

"The State Government has endorsed the principle that the price of hardwood logs should be sufficient to pay for the cost of replacement of the forest," Mr Hodge said.

"But this could not be achieved immediately without major disruption to the timber industry.

"After discussions with the industry and the union movement, the Government settled for an interim average adjustment of 22.5 percent," he said.

"This will lift the average price for first grade hardwood logs from about \$12.50 a cubic metre to about \$15.50 a cubic metre.

"After close monitoring of the effect on timber production and prices, further increases will be phased in," Mr Hodge said.

"The review found there is not likely to be serious adverse effects on employment, timber production or timber products prices," Mr Hodge said.

"The new timber royalties ensure a more reasonable price is paid for the public resource.

"As well, the new prices eliminate historic inequities and anomalies," he said.

"The price of second-grade logs has increased on average by only eight

percent to encourage greater utilisation and less waste of the forest."

Mr Hodge said the timber industry had a strong long-term future and would continue to make a major contribution to the State's economy.

"But to ensure the future is guaranteed, there has to be sufficient funds to reinvest in the forest," Mr Hodge said.

There would be no increase in the price of softwood logs at present. The

pine sawmilling industry had been for many years paying prices which were much closer to the cost of producing the logs.

Safety figures good

CALM's all-accident rate for 1985-86 has improved over the last two years.

The annual safety report, prepared by Safety Officer Arthur Kesners, contains figures from the first full statistical year for CALM.

The figures show that while there is a marginal increase in the lost time accident frequency rate, the all-time accident (lost time and medical treatment accidents) rate dropped.

There was an increase in the number of working days lost due to accidents.

Arthur said this increase was largely due to 489 working days lost from accidents carried over from the previous year and to three accidents that resulted in very long absences (505 days from work).

The number of back injuries decreased, but they still represent 19 per cent of all injuries.

The environment was responsible for the largest percentage of accidents: 37 per cent were caused by insects, uneven ground, undergrowth and weather.

The next most prevalent type of injuries were hand and eye injuries, 14 per cent and 13 per cent respectively.

The report outlined where future accident prevention measures will be directed:

— safety training to recognise and avoid natural hazards that can not be eliminated;

— sustained training in lifting properly;

— training to get people to use hand and eye protection more readily.

Eight repetitive strain injuries cases were recorded during the year.

In the safety training area, five general training schools were conducted for 90 wildlife, forests and national parks staff, and 123 persons attended and passed first aid attendants training schools.

Directors discuss past, future

POLICY Directors and Divisional Managers recently met for two days in Mandurah to review the performance of the Department and to agree upon priority issues for the year ahead.

After the meeting the Executive Director, Dr Shea, said that it had been a most intensive and exhaustive session but he was delighted with the results.

One of the first things he had asked the group to do was to summarise what it felt the Department had done especially well during its first 18 months of operation, and then to list the key areas where efforts should be concentrated in the coming 12 months.

Among those issues which the group felt had been done well since CALM commenced were: the creation of a positive public image; the successful amalgamation of the three former departments; the addressing of some severe backlog problems, particularly timber royalties and public participation in management planning; the establishment of a system for

preparation of management plans and policy statements; the publication of several landmark management plans and policies; the establishment and fostering of the new regions; the highly successful handling of two major emergencies (the whale stranding and the Yanchep fires); the commencement of the Corporate Plan; improved liaison with the media; and the publication of Landscape and CALM News.

Among those areas where it was felt we could do better were: financial management and accountability; administrative and management procedures; clear establishment of priorities and the reallocation of resources into key areas; improved use of technology; the completion of the Corporate Plan; improved human resource management.

Move to save species

By COLLEEN HENRY-HALL

SCIENTISTS will go to great lengths to help save a species faced with extinction.

The second translocation of the Noisy Scrubbird, from Two Peoples Bay to Nuyts Wilderness at Walpole-Nornalup National Park, saw CALM staff and volunteers alike working hard to locate, capture and transport eight males and eight females to increase the species' chances for survival.

Wildlife Technical Officer Alan Danks, who has recently been promoted to Reserves Management

Officer at Two Peoples Bay, was in charge of the project.

The group, comprised of Alan, Manjimup Forest Officer Ian Wheeler, Busselton Forest Officer Kim Williams, Consultant Peter Cale, and volunteers, worked long hours for six weeks to finish the project.

"Translocating is probably the best chance we have to reestablish the bird," Alan said.

"Small isolated popula-

tions are always at risk, through some disaster like fire, disease or habitat change and by increasing the number of populations, we increase the chances that they'll survive."

The first phase was to capture the birds at Two Peoples Bay.

"For males, we used the fact that they're strongly territorial, and by simulating a challenge, we attracted them into a specially designed mist net," Alan said.

The females had to be captured on the nest, which meant finding active ones.

The birds spent an average of three days in a

special aviary at Two Peoples to allow them to recover from the stress of capture.

The birds were transported in special sound and vibration proof boxes.

"The whole operation was quite a good one for the department because it involved wildlife officers, foresters, national park rangers and volunteers," he said.

"I think we learned a lot from and about each other."

Part of Alan's job during the project was to train other people to do translocations so that a small group in CALM is capable of working with the birds in the future.



HANDLE with care . . . this male Noisy Scrubbird is one of a new colony of the rare species at Walpole-Nornalup National Park.

Whale display

AN INFORMATION display detailing the recent whale rescue will be erected at Flinders Bay.

The joint project between the Shire of Augusta-Margaret River and CALM is in response to overwhelming public interest in the successful operation.

Public subscriptions are invited to partly offset the costs involved.

Many people have written to the Shire and to the Department offering congratulations to the people involved; some have asked how they can help to recognise this major achievement.

The information shelter will consist of four panels: a description of the whale rescue; the natural history of whales; how to identify the whales and dolphins commonly seen from the site; and what to do if a stranding occurs.



THE Whale Rescue Display, which travelled to the South Coast Regional Office at Albany after its Perth debut, drew much interest from visitors. The display was put together by CALM with photographs taken by The Western Mail. Photo by Robyn Weir.

From my Desk

By Roger Underwood

As all Regional and Branch managers are well aware, I have been conducting an intensive functional review in the Department over the last two months.

The review is essential if we are to plan the means of meeting our expanding responsibilities in CALM without expanded resources.

I asked managers to make a list of all the functions they and their staff perform, and then to highlight any which they felt could either:

- be done by another agency or by private enterprise;
- be done more cost- or staff-effectively; or
- be dropped completely.

The managers' reports were sifted over and debated by the Policy Directors. Finally, a number of important areas for change were identified and options have been put to the Minister for his consideration.

Several things struck me in this exercise. Firstly, there was the sheer size and complexity of the services our staff provide. CALM has taken on all the functions provided by the former agencies, as well as taking on several new ones. Secondly, wherever I looked, I found hard working, dedicated people, totally committed to his or her special niche and function.

Any trimming or dropping of traditional functions will be a painful process. But trim and drop we must.

A few changes have been made already (Syd and I have lost the valued assistance of driver Brian Murphy) and others will emerge as the 1986-87 budget is finished. Many tough decisions will have to be made.

However, I am not depressed by this prospect. Every healthy organisation has to stop and have a good look at what it does and where it wants to go from time to time, and then must shift its focus to meet changing circumstances. Up to now CALM has largely been a cobbling-together of former agencies. I see our functional review as the start of the process of building and shaping a whole new agency.

Like a lovely young wandoo and powderbark forest regenerating on former farmland I saw in the Helena the other day, we will be different from what we replace, but in my view we'll be better!

NP Rangers attend seminars

By CHRIS HAYNES

DURING July and August, General Manager Roger Underwood, Manager Recreation and Landscape Wayne Schmidt, and I conducted a series of one-day seminars for rangers and their district and regional managers.

In the first year or so of the Department's life there has been a need to speak to many interest/occupation groups in the Department and the tendency has been to do this group by group.

This time we wanted to work with the more natural working teams in the regions and districts.

The main purpose of the seminars was to arrive at a more uniform approach throughout the State to presentation of national parks and other recreation areas, and to interact with the visiting public in the recreational setting.

So far, seminars have been held at Esperance, Albany, Bunbury, Perth, Geraldton and Millstream, and they have been attended by over 60 rangers, and most of the regional and district managers concerned with national park management.

It was good to be joined by the wildlife officers as well at some of the seminars.

We hope to hold at least one more seminar for those who have missed

In many ways, such seminars are quite an undertaking.

It is not just the time demand on the participants during that day. There is also the effort in preparation; for the leaders, Roger, Wayne and myself, and for the regional people in making the arrangements.

I would like to say that from my point of view it has been a very worthwhile exercise.

It was an opportunity not only for the leaders to speak but also for interaction with all participants.

Of course, there was also the very important opportunity for groups of rangers and others to get together informally.

SOHQ in bloom

WILDFLOWERS are popping up everywhere... even in the grounds of SOHQ.

Senior Wildlife Clerk, Robert Powell, has put together a list of those you're likely to see in bloom.

Most of the flowers are to the north-west.

You'll see: *Acacia pulohella*, *Anigozanthos himilia* and *A. manglesil* (the cat's paw and kangaroo paw, respectively, and the easiest to spot), *Burchardia umbellata*, *Conostylis aculeata* and *G. juncea*, *Daviesia commutata*, *Hardenbergia comptoniana*, *Kennerleya prostrata*, *Magarthuria australis*, *Oxylobium capitatum*, *Stirlingia latifolia*

CALM General Manager Roger Underwood has set up a task force of senior staff to improve financial management within the Department.

The aim is to review all current systems and to develop and establish more efficient systems.

The members of the task force are Roger Underwood (Chairman), Alex Errington, Frank McKinnell, Jim Edwards, Don Keene, Alan Hill and Trevor Morgan.

Financial review

At their first meeting Mr Underwood listed several unsatisfactory aspects of the Department's current financial management system.

He pointed to the overspending of the 1985/86 budget, the problem of the rapid increase in our debt on the Capital Budget; the need to review all revenue-earning processes, and to maximise

revenue; the need for more efficient systems of financial reporting so that managers can keep close tabs on progressive expenditure during the year; and the need for a finance "user group" which integrates the Accounts people, senior management and the field.

The task force is meeting monthly and reviewing progress with a

number of specific projects.

Among the most important of these are: the development of an improved financial reporting system (being handled by Trevor Morgan); the streamlining of the budget system and development of rules for budget preparation (Alan Hill); the elimination of manual wages and costing systems

in field districts (Don Keene and Trevor Morgan); the maximisation of revenue and management of debtors (Alan Hill); the definition of regional and branch managers' authority and responsibility in financial management and the development of incentive systems for good financial management (Jim Edwards).

He welcomed any suggestions for improvement to the system from any officer, anywhere in the Department.

JOCK GILCHRIST SAYS FAREWELL

By COLLEEN HENRY-HALL

JOCK GILCHRIST is a man with a story for every occasion and the Scotsman's love of a wee drop.

He also likes to pull one's leg, so it's hard telling how much of the following story is true.

As Regional Forester Silviculture, based in the Central Forest Region, Jock has been responsible for most of the pine-growing in the south-west.

Jock retired in August after 23 years with the Department.

A member of Scotland's Forestry Commission since the age of 14, Jock has long been interested in forestry.

He received a diploma in forestry from the Forestry Training College in Scotland (he and Peter Richmond attended at the same time) and went to Tanganyika in 1948.

In East Africa for 15 years, Jock ran the largest softwood scheme in Tanganyika.

The plantations he helped establish now support a large pulp mill and Norwegian softwood sawmill.

Jock was involved in hardwood forestry there too.

"I've probably planted more bloody eucalypts than any Australian forester," he said.

He came to WA in 1964 and went to work at Grimwade, and was soon put in charge of all the plantations there.

Of the situation at the time, he said, "The trees were planted, but it was an unthinned mess.

"Part of the problem was that there was no market for the thinnings:

"You can't introduce a new species and expect it to get acceptance all of a sudden.

"You first have to build up a large enough area of pines to justify the building of plants like the Dardanup Particle Board Factory."

He transferred to Busselton in 1974.

As Regional Forester Silviculture, he has coordinated the sharefarming scheme, which entails soil surveys and drawing up management policies.

"We are having to build up the sharefarming scheme because it's a completely new way of looking at growing pine."

Jock has also been responsible for pine plantation management in the Central, Southern and South Coast regions.

"I've handled everything to do with pines, from seed collection to second rotation," Jock said.

"It's good to be a forester in a fast-growing climate like this.

"It's pretty amazing to be able to plant trees and clearfell those same trees in your career as a forester.

"This is a production forest, you manage through the practical stuff you learn over the years.



JOCK GILCHRIST is proud of these pines — more than 50 years old, they stand tribute to what the Grimwade plantation can produce.



THE B.J. White, with Barney White (centre) aboard, gets a push out into the Swan River on a test run.

BJ and boat

METROPOLITAN Region Manager Barry White will retire early next year, but his name will stay on.

CALM's new boat that patrols the waters of Marmion Marine Park has been christened the B.J. White.

Operations Officer Gordon Graham said: "It was a surprise for Barney. It was a regional decision done to honour him for his service to the old department, and as a new manager, in a new region in a new department."

Barney attended its recent first run in the Swan River where he said "I just hope it goes."

The boat, a 5.5m twin outboard craft with power trim and tilt, is a steady workboat, capable of about 30 knots in calm water.

CALM's Marmion Marine Park Manager Greg Pobar, who will be using the boat in his duties, was pleased with the boat during the river test.

The boat will also be used in maintenance trips to Carnac Island and to look after other CALM offshore responsibilities.

Ian Parker, Planning Branch, had a hand in deciding what features the boat should have and Jack Reynolds, Senior Mechanical Supervisor in Engineering, organised the purchasing and set the standards for the equipment.

BRIAN HODGE PASSES AWAY

CALM Accountant Brian Hodge passed away suddenly on August 5.

Brian joined the Forests Department in May 1976, on secondment from the Education Department as Sub Accountant, and was appointed Accountant in April 1982.

Brian was a keen sportsman, winning several Easter tennis tournaments at Moora in his younger days and playing Reserve hockey for many years.

In recent years, his sporting interests turned to golf where he played off a low handicap for the Gosnells Golf Club pennant team and in coaching juniors in T-ball and baseball.

Being an active man, Brian was always en-

sport and was one of the founding members of the Canning Men's Softball Association.

The Department's Golf Weekend at Nannup was one of the highlights of the year and Brian was the only non-forester to have won this event (1981).

Brian will be missed by all members of the Accounts Branch.

And his repartee and humour at the card table at lunch time in the canteen made it an enjoyable time for both participants and spectators.

To his wife Yvonne and children Erica and Michael, we extend our deepest sympathy.

Harry was "great mechanic"

HARRY Kravainis, Mechanical Supervisor at Bunbury, recently died of a heart attack.

"Harry always seemed to have everything under control in the workshop," said Lyn Marshall, Senior Mechanical Supervisor at Bunbury.

"I have no hesitation in saying that he was one of the greatest mechanics I've ever known."

Harry joined the Forests Department in 1949 as a mechanic at Ludlow, where he remained until becoming Mechanical Supervisor at Bunbury in 1982.

His position at Bunbury saw him in charge of the Central Region's workshop and supervising repairs and maintenance of machinery.

"Harry was keen on determining economic

our machinery. He was instrumental in updating our regime to what it is now," Lyn said.

trucks and transport vehicles to maintain.

He was also well known for his skill in playing basketball, having played well into his 40s and coached senior teams in Busselton and men's and women's country teams.

Harry was in charge of the Ludlow workshop in its busiest years when there were two sawmills, and all associated logging

Well done Alex

ALEX ERRINGTON, Manager Divisional Administration and Finance, worked long and hard to help resolve the rare and endangered flora case concerning Geraldton farmer Bill Hemsley.

Alex recently received a letter from the Premier, Mr Burke, congratulating him for his efforts. It reads:

I am aware that you spent many hours on the case and, but for your hard work, I am sure the case would still be unresolved. I take this opportunity to thank you for a job well done. Yours sincerely, Brian Burke, MLA Premier



NANNUP Forest Worker Graham Keals holds up a round cut from a fast growing radiata at Ellis Creek. The round was between 60 and 70 cm.

FIRST REPORT ON WURC PROGRESS

THREE major initiatives have been launched at CALM's Wood Utilisation Research Centre under its Commonwealth Public Interest Project.

Project Manager Phil Shedley detailed the work done under the "New Generation Hardwood Processing" project in his first progress report.

He recently presented the report to the first meeting of the Progress Review Group whose members are: Mr Lindsay Marsh, chairman and representative of the Commonwealth Australian Industrial Research and Development Board; Mr Doug Howick, CSIRO Industry Liaison; Mr John Oldham, Australian Timber Research Institute and chairman of the WA regional committee; and Mr Geoffrey Boughton, WA Institute of Technology.

CALM is represented on the committee by the Director of Forests Peter Hewett, Financial Projects Officer Vic Combs, and Phil Shedley.

The primary objective

of the public interest project is to utilise thinnings from new generation hardwood forests by achieving economic thinning and improving the availability of timber, particularly for supply to furniture manufacturers, according to the report.

Mr Shedley said the three initiatives are aimed at meeting that primary objective.

One is the construction of improved laboratory kiln seasoning facilities, which will involve upgrading the two existing experimental kilns at Harvey and installing a more sophisticated batch kiln, which is more accurate and will enable researchers to explore a wider range of kiln uses, Mr Shedley said.

Another research initiative will match the log resource to the target market, which will involve doing a detailed survey to determine the needs of

selected furniture manufacturers.

Work in this area will also see the development of standard furniture panels which are edge jointed and colour matched, following the results of some successful research by the US Forest Service, Mr Shedley said.

The third initiative is the development of a mathematical management computer model.

A research and develop-

ment team from Whit-takers have been commissioned to conduct a survey and prepare the model.

FOOTNOTE: CALM's Executive Director, Dr Syd Shea, was guest speaker at the recent annual general meeting of the Institute of Wood Science, Australian Branch. Dr Shea's topic was management of WA Forests and the efficient utilization of their products.

Cave workshop

CALM conducted a one-day workshop with members of two speleological groups recently to discuss wild cave management.

The Speleological Research Group and the WA Speleological Group met at Margaret River with Planning Officer Paul Frewer, Central Forest Region Parks and Reserves Officer Neil Taylor and National Park Ranger Rob Klok.

Discussions covered cave tenure and classification, control of access, surface management, safety of both cavers and the public, and hydrology.

With their wealth of information and their special skills, the cavers have been invaluable in managing the caves, Paul Frewer said.

"They've been involved in cave management in an honorary fashion and we felt the need to formalise the arrangements," he said.

"Both of our aims are to reduce pressure on the caves from general use."



SCIENTIFIC Adviser Jim Sharp, far right, addresses a recent meeting to establish a "Friends of John Forrest National Park" group.

PARK FRIENDS

FIVE people have volunteered to be interim coordinators of the "Friends of John Forrest National Park" group following a meeting organised by CALM.

More than 40 people attended the meeting on August 16 at John Forrest National Park to discuss the formation of the group.

MEET

organise the structure and membership of the group.

There are already four "Friends of National Park" groups in WA.

Tony said CALM was encouraging the formation of such groups and will assist them wherever possible.

Each group, however, is autonomous and regulates its own membership.

Mundaring District Manager Tony Raven said members of the local community have shown interest in the idea for some time now.

He said the interim coordinators will plan a number of activities and

Computer updates records systems

By COLLEEN HENRY-HALL

TRACKING down the file you need will be a much easier and quicker process when CALM's Record Management System (RMS) is in place.

Records Manager Trevor McGill, whose special project it is to get the system running, describes it as a "computer based indexing and file tracking system."

With RMS, anyone with access to a computer terminal will be able to find the file number of the file he needs and then request that it be sent to him, Trevor said.

them — making sure they are returned on time and taking good care of them.

"If we're going to have a good system, the people who use the files are going to have to get them back to us in good time so documents can be filed on them and sent to the next person," he said.

Another problem with getting the new system going is that there are many different files dealing with the same area or subject and those files have had to be consolidated.

Trevor said the implementation of the RMS is taking longer than expected due to staff restrictions.

At present, all file titles have been entered in the computer and Recorded

Clerk Julie Anderson and Trevor are working on restructuring the files according to topic and subject codes.

"RMS will not by any means solve all our problems, but everyone will have access to a lot more information about the files."

Staff will have a short training session on how to access RMS to learn how to find the file they need.

Improvements to the Records Branch have included a recent managerial meeting to discuss what features managers wanted in the system.

Trevor stressed that he is available to help staff use the services that are offered by Records Branch and to answer any queries they may have about records.



Trevor McGill

Crocodiles smiling

SALTWATER crocodile numbers in the Kimberley have improved 30 percent in the past nine years.

But there is still no more than 2500 saltwater crocodiles in the Kimberley, and the improvement represents a slow annual rate of recovery for a badly depleted species population.

Conservation and Land Management Minister Barry Hodge said protection of saltwater cro-

codiles which was introduced in 1970, would continue.

The revised saltwater crocodile population was the result of a four-week survey of Kimberley tidal river systems earlier this year by a joint University of Sydney — Department of Conservation and Land Management team.

The team, led by Professor Harry Messell of Sydney University and Dr Andrew Burbidge, of the Western Australian Wildlife Research Centre worked between

Kununurra and Koolan Island.

The survey updated figures obtained in the first survey in 1978 when it was estimated there were no more than 2000 saltwater crocodiles in the Kimberley.

The current estimated population contrasts with the reported 3000 crocodiles shot for their skins in the Admiralty Gulf area between 1963 and 1965.

A feature of this year's survey was the increased proportion of larger saltwater crocodiles.



Part of Trevor's job in preparing the Records Branch for the switch to RMS has been a total reworking of the files: unnecessary files have been destroyed and all active files have been grouped into subject codes and further divided into topic codes within each subject.

It is not an easy job as there are 50,000 files in Records.

Of those, 6000 to 7000 are archival and 20,000 are closed, previous volumes which have reached too large a size to handle easily.

Lost files, late files — these are two of the biggest problems Records Branch have to deal with and the ones they are often wrongly blamed for.

"What many people don't realise is that Records Branch is only responsible for keeping the files and getting them from one place to another," Trevor said.

"The people who use the files are the ones who are really responsible for



FISHERMEN using the popular Salmon Holes Beach at West Cape Howe National Park near Albany are being requested to keep the beach clean by bringing any rubbish back to a rubbish collection site at the top of the cliffs. Steve Kealan, acting ranger in charge of Torndirrup and West Cape Howe National Parks, displays the latest in park furniture before trying his luck with the locals. Photo: JOHN WATSON.



ALEX HARRIS (wearing hat) with CALM staff at Karratha. Picture: Ian Ferguson of the West Australian.

"West" reporter goes north

JOURNALIST Alex Harris and photographer Ian Ferguson from The West Australian spent a fortnight in the Pilbara and at Exmouth in late August writing stories and taking photographs.

They were accompanied by CALM's Public Relations Officer, Richard Grant.

During the trip they met CALM staff, inspected activities carried out by the Department, and visited national parks, including the proposed Ningaloo Marine Park, and nature reserves.

Mrs Harris is a highly respected environmental writer who has accompanied CALM research staff on numerous field trips.

She praised the work carried out by Department staff and appreciated their cooperation in providing information for her stories.

Ian Ferguson is an experienced photographer with a keen interest in wildlife who has accompanied Mrs Harris on a number of field trips.

Also an accomplished underwater photographer, Ian has dived with the WA Museum's marine archaeologists on wrecks.

They started their Pilbara visit with a guided tour by Pilbara Regional Manager Tony Start and Operations Officer Wally Edgecombe through the rugged Chichester Ranges to Millstream to meet the Aboriginal Ranger Training Scheme Committee.

A blown tyre in the Ranges enabled the party to see some of the local fauna, in particular a Death Adder which was skillfully "handled" by Tony.

(It was the first of a number of reptiles photographed, including a Black-headed Python on Malus Island in the Dampier Archipelago and a Mountain Devil at Cape Range National Park. Unfortunately the Goulds Lizard or monitor, which Ian was keen to include in a reptile montage, proved elusive.)

At Millstream, Mrs Harris discussed the ranger programme with the trainees, training officer Steve Szabo and Tony, who is the committee chairman, and Aboriginal elders who are on the committee.

On the return trip to Karratha Tony pointed out the old camel track used by the Afghans and others to carry the wool clip from the inland stations to the coast and to return with stores.

Back in Karratha, Charlie Nicholson from the Department of Conservation and Environment explained the purpose of the local herbarium, which was established through the cooperation of mining companies in the area, CALM, DCE, Karratha College and the State Herbarium.

Housed at Karratha College, the scientific collection comprises about 2500 registered specimens found in the Pilbara, while a further collection is available to visitors waiting to identify local plants.

Mrs Harris also inspected the ethno-botanical garden at the college where more than 50 species of plants used for thousands of years by Aborigines for various purposes, including food, medicines and weapons, are being grown by CALM nurseryman Michael Hughes.

Another project, done in conjunction with the Shire of Roebourne, is the use of waste water to grow different selections of river gums from throughout Australia and overseas.

CALM is monitoring the growth rate of the species and the most successful might be grown in the Pilbara for use as firewood in local national parks.

After Karratha, two days were spent in the Dampier Archipelago with Research Officer Keith Morris who is currently preparing a draft

management plan for the Archipelago, of which many of the islands were declared nature reserves in 1980.

Queensland turtle researcher Dr John Parmenter and his family joined in the tour.

To Keith's and John's surprise and delight two Hawksbill Turtles were found digging nests on Rosemary Island and were tagged, and a nest containing more than 150 eggs photographed.

The party inspected CALM's research station on Enderby Island; inspected the remains of old buildings on West Lewis Island; saw the success of a programme to rid the islands of the prickly pear by using the cochineal beetle; inspected old melting pots used by whalers on Malus Island; and looked at various recreational facilities established on the islands.

From Karratha, Mrs Harris and Ian travelled to Exmouth where they were met by CALM's newly-appointed District Manager Stefan Fritz and Cape Range National Park Ranger George Duxbury.

Accompanied by Stefan and George, they spent a day photographing Cape Range National Park wildlife and the spectacular scenery of Yardie Creek.

George showed them two large sharks teeth embedded in an exposed reef between the ocean and Cape Range, and thought to be 25,000 years old.

Alex and Ian met up with CALM's Director of Nature Conservation, Dr Barry Wilson, and two days were spent inspecting the reef and photographing reef wildlife.

Barry pointed out the lines of exposed reef running from the beach back into and forming part of Cape Range.

Of particular interest on these reefs were the fossilised coral and other marine life.

GO TO STAFF FOR IDEAS

WORK becomes much more interesting and satisfying when staff have the chance to help make decisions that affect them, their work and their work environment.

And employers can get greater efficiency and productivity by giving employees the opportunity to use their intelligence and creativity.

Called industrial democracy or employee participation, this philosophy was the subject of a 15-week course attended by Mundaring District Manager Tony Raven.

The course, a joint effort between the National Labour Consultative Council, the Department of Employment and Industrial Relations, was held at the Royal Melbourne Institute of Technology.

Tony participated in a one-week residential workshop, five weeks of project work, a two-week seminar and field work, six weeks of project work and a final one-week residential workshop.

Through the course, he gained the necessary knowledge and practical skills to initiate, plan, coordinate and implement specific industrial participation courses.

Back at Mundaring, Tony is developing a pilot scheme for employee involvement at the district level using the skills he gained in the course.

"Many people's work is organised for them, particularly in the area of the way they work," Tony said.

"We already have a lot of participation at CALM.

"There are safety committees, input into the purchase of new plant equipment, design of equipment and figuring out work rosters.

"Basically, we just want to build on that."

Tony was chosen to attend the course because of a long-held interest in employee participation and the fact that Mundaring employees are a cooperative team and have a good relationship with staff.

He is preparing a working paper on the subject.

George Peet said: "The area described by Mr Sellick is in Bunnings' private property and clearly within part of the established Boddington Gold Mine project announced by the State Government recently."

He said there was a small amount of drilling by Worsley and Alcoa within the disease risk area, but there has been no bulldozing of survey lines or other work.

Local property manager Bob Sellick had claimed that he stumbled across clearings where bulldozers had pushed through surveyors' lines from the existing quarantine boundary.

George Peet said: "The area described by Mr Sellick is in Bunnings' private property and clearly within part of the established Boddington Gold Mine project announced by the State Government recently."

He said there was a small amount of drilling by Worsley and Alcoa within the disease risk area, but there has been no bulldozing of survey lines or other work.

For Keith Morris, it's . . . From Airport to Archipelago

FOR a zoologist, the Dampier Archipelago is a long way from Canberra Airport, but that's the path CALM Research Officer Keith Morris' career has taken.

After graduating from the University of WA with a Master of Science, Keith was employed by the Department of Aviation to investigate methods of keeping birds off aerodromes and out of jet engines.

But Keith had a love for water — he sailed catamarans competitively and crewed offshore cruising yachts — and a wider interest in biology that stemmed from biological survey work with Andrew Burbidge and Norm McKenzie in the wheatbelt and Goldfields during university holidays.

The opportunity to pursue his employment interests came in 1982 when he began work with the Department of Fisheries and Wildlife at Karratha as Reserve Management Officer-Islands to prepare a management plan for the Dampier Archipelago nature reserve.

Following the formation of CALM, Keith's position became Research Officer-Islands.

Keith said the draft management plan, which is due for public release early next year, will cover conservation and recreation issues as well as the islands' historical and archeological sites.

He said the conservation issues being addressed included the use of the island beaches by turtles and seabirds for nesting, and the maintenance of mammal populations that were once widespread but now are either severely depleted or extinct on the mainland.

He sees the islands as natural laboratories with relatively undisturbed assemblages of flora and fauna, indicative of what the mainland was once like.

As far as recreation is concerned, Keith believes that because of the closeness of the islands to the coast and their attraction, particularly the beaches, for local people, a system of zoning that will cater for a wide variety of activities needs to be considered in the management plan.

Relics from whaling and pearling in the archipelago until the late 1880s, the remains of stone buildings on West Lewis Island (thought to be part of a pastoral lease) and World War II wrecks on Enderby Island are reminders of the historic use of the islands.

Numerous middens, hunting hides, petroglyphs and habitation sites throughout the islands are of archeological importance and indicate an Aboriginal presence on the islands that dates back thousands of years.

Apart from his research and planning role, Keith continues to have an active involvement in the management of the islands, particularly the control of introduced plants and animals and educating the public about the values of the islands.

While his work predominantly involves the management of island nature reserves off the North West coast, his previous airport experience has proved useful.

Karratha Airport has occasional bird problems especially after cyclones when flying insects hatch and attract terns in their hundreds onto the runway.

Explosive cracker shells are used at the airport to deal with the problem.

RICHARD GRANT

Computer streamlines our mail system

"INSTANT MAIL" could describe CALM's new electronic mail system, which enables a message or a memo to be sent from one person to another through the computer in a matter of seconds.

No more envelopes, postage stamps or long waits: the electronic mail system is cheaper and faster than the traditional method of sending mail, said Computer Systems Officer David Caddy, who has been installing the system.

Anyone with access to a computer terminal can use electronic mail.

Messages are sent electronically through existing telephone lines, which makes the system inexpensive to use.

Most districts and regions are already using the system, David said.

In two 3 hour sessions, he has taught staff how to use it, which is relatively simple.

Users are advised to check their computer at least three times a day to receive any messages the computer has stored.

Sending a message takes a matter of minutes to type in and transmit, David said.

The electronic mail package was purchased from the computer supplier, so it was a matter of installing the package on CALM's mainframe computer, learning how to use it and training the users.

At present, letter quality printers are only at Como and Crawley, but regions and districts have the capability of printing out any message sent by computer.

Another feature of the system is the ability to list information on a "public notice board" in the computer.

The possibility of listing all circulars and administrative instructions is being considered, David said.

One such "notice" is a list of all new publications, which is put into the computer by Publications Clerical Officer Robyn Weir.

Overseers attend school

Feedback following each course was very positive with all participants indicating that the course was beneficial to them and that they would be trying improvements, with the support of their management, upon return to their headquarters.

About 60 personnel have now attended these internal training courses and management is now reaping the benefit of this important training and exchange of experience in their work as supervisors.

Talks given by the nine senior staff who participated in the course are being offered to District Management for staff and supervisors this year.

BRUCE HARVEY

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KEITH MORRIS shows Tony (right) and Lindsay Parmenter some of the fauna on Enderby Island in the Dampier Archipelago. Picture: Ian Ferguson.

Send us Xmas ideas

EACH year the Social Club organises a Children's Christmas Tree in mid-December in the Como Headquarters grounds.

The "Christmas Tree" includes a barbeque for everyone; games for the children; sweets, drinks and ice cream; a play; horse and cart rides and, to cap it all off, each child receives a present from Father Christmas (known as Santa Claus to us expatriate North Americans).

The Social Club would like some early feedback on how members and non-members would like to see this year's Christmas Tree run.

Please fill out the questionnaire and send it to Drew Griffiths at Murdoch House.

- CALM Social Club Children's Christmas Tree
1. Do you plan to attend this year?
 2. Number of children attending with you.
 3. Ages of children.
 4. Do you like the: a) barbeque — yes/no. b) play — yes/no. c) horse and cart ride — yes/no.
 5. Which day do you prefer? Saturday/Sunday.
 6. What time of day would you like to start?
 7. Would you buy your child's present through the Social Club? yes/no.

• NORTHERN Forest Regional Manager George Peet has corrected a recent newspaper report that State forest near Boddington is being test-drilled for gold mining.

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