

5(48) Feb/Mar 1989

DEPARTMENT OF PARKS AND WILDLIFE

# CALM News

Official newspaper of the Department of Conservation and Land Management

Vol 5 No 48 February/March 1989



NURSERY overseer Jeff Cook keeps a close eye on the high speed seeding line, operated by Stephanie Tarbin.

## Nursery blossoms

CALM's Manjimup nursery is growing — in more ways than one!

While literally millions of seedlings grow to create a miniature forest, the nursery itself is expanding and is on line to become the biggest forest tree nursery in the Southern Hemisphere.

This year the nursery has a production target of 8.5 million seedlings — a far cry from the 25,000 which were produced in 1968 by the Forests Department.

Allowances have been made for expansion of the container stock area if required.

Two new initiatives have sparked the nursery's rapid expansion.

First, CALM decided to amalgamate its nurseries throughout the south-west, opting instead for one central production centre at Manjimup.

Then late last year, the Tree Trust project was launched.

This involves the planting of 105 million *Eucalyptus globulus* trees on cleared farmland by 1999.

To cope with all the extra activity, the nursery now boasts much new technology, including a high-speed seeding line which can place seeds in up to 600,000 pots a day.

Acting Nursery manager John Brealey said the seasonal workforce has also trebled in a bid to maintain the increased production levels.

"We now have 30 seasonal workers and this number is likely to increase in the next few years," he said.

"More permanent staff are also likely to be appointed."

## Fire training saves lives

FOUR CALM staff who were trapped in the middle of a raging bush-fire early this month owe their lives to the department's fire training programme.

And principal fire officer Rick Sneeuwjagt says the public could learn a valuable lesson from the Chittering Valley incident.

"The men had been trained to seek refuge on the floor of their vehicle and cover themselves," Rick said.

"Their lives were saved because they followed these tried and tested survival procedures."

### Intense

"Despite the intense heat, the vehicles' fuel tanks did not explode."

Those trapped were Barry Rhodes and his son Wayne, Wilf Dickson and Steve Collings, all from Mundaring District.

All four were admitted to Swan Valley Hospital on February 4 suffering from

smoke inhalation and shock following their ordeal.

Barry, Wayne and Wilf were released later the same day but Steve was transferred to Royal Perth Hospital's Burns Unit for further treatment.

Steve's hands and arms

were badly burnt when he used a hose to put out flames on his burning truck after the main fire front had passed.

One heavy duty tanker was completely gutted in the blaze while one unit and another heavy duty vehicle

were partly damaged. Ric said all the men involved in the incident should be commended for remaining cool in a crisis.

"They acted quickly and employed the correct fire survival techniques," he said.

## HOP-ALONG TO FREEDOM

THERE'S a problem with penguins, especially when they are rockhoppers.

You see, they hop — and while that may not be such a startling revelation to everyone, it came as something of a surprise to Central Forest Region's Kim Williams and relieving Wildlife Officer Mark Barley recently.

In the beginning, the story goes, seven rockhopper penguins were picked up at various points along WA's south-west coast, after surviving the long journey from Antarctic or sub-Antarctic regions.

They, along with a few fairy penguins, were put under the expert care of Busselton couple, Rita and Norval Watts.

So committed to the care of sick animals are Rita and Norval — both members of FAWNA (Friends Assisting Wildlife in Need of Aid) — they have built a saltwater swimming pool in their back yard so their

penguin patients can enjoy a peaceful paddle.

Anyway, the penguins, revitalised after several weeks' rest and recuperation, were due to be released back into the wild.

Enter Kim and Mark. The intrepid pair loaded six of the rockhopper penguins into cardboard boxes and then into the back of Mark's 4WD ready for the trip to Augusta where they would be transferred to a boat and taken out to sea.

But the dedicated duo didn't count on the rockhoppers actually hopping.

Alas, hop they did — right out of their boxes and all over the vehicle.

All's well that ends well, however, and the six rockhoppers and three fairy penguins were eventually released near Saint Alouarn Island off the south-west coast.

Thanks go to FAWNA's Peter Warriow, a professional fisherman, who volunteered his services and his boat for the day.

## Ian Taylor appointed our Minister

THE new Minister for Conservation and Land Management is Ian Taylor, B.Econs (Hons) MLA.

He will also continue as Minister for Police and Emergency Services which gives him responsibility for two high profile portfolios.

Mr Taylor was born in Kalgoorlie in 1949 and educated at South Kalgoorlie Primary School and Eastern Goldfields High School.

He later attended the University of Western Australia where he obtained an honours degree in economics.

He joined the State Public Service in 1972 and rose to the position of senior research economist in the Department of the Treasury.

In 1981 he left that job to contest and win a by-election for the State seat of Kalgoorlie.

He held the seat with large majorities in 1983, 1986 and 1989.

Mr Taylor joined the Public Accounts Committee when he was elected to Parliament.

Two years later he was appointed chair of that committee, deputy chair of Committees for the Legislative Assembly, and in 1984, the chair of the Parliamentary Select Committee into Rural Hardship.

His received his first Cabinet posting in 1986 when he was appointed Minister for Health, Lands and the Aged.

He has since held the Consumer Affairs and Minister Assisting the Treasurer portfolios.

He and his wife Sandy have two sons and a daughter and live in Kalgoorlie.

Mr Taylor said he was happy to have been given responsibility for CALM.

"It is a fascinating area and will be an exciting challenge," he said.



Ian Taylor

"There is no question that the community is becoming more aware of conservation and caring for the environment in which they live.

"It is my intention to 'get out into the field' as quickly as possible to meet staff members and examine the operations of the Department," Mr Taylor said.

## Marine issues in spotlight

MARINE conservation was in the spotlight when CALM's new Marine Working Group held its first meeting at Hillarys recently.

The meeting, chaired by Metropolitan Regional Manager Drew Haswell, was called to formulate the group's objectives and functions and set the agenda for future discussion.

The group's broad aim is to identify and address issues concerning marine conservation.

Among other things, group members — all senior staff with a close involvement in marine affairs — will review CALM policies and consider the adequacy of existing legislation for ef-

fective marine conservation.

The group also aims to play a major role in the preparation of a strategic plan for marine conservation, to help set research priorities, and to promote greater community awareness of CALM management programmes for marine parks and reserves.

At the inaugural meeting, CALM's General Manager Roger Underwood said the group's formation was an important step.

"We are on the threshold of marine management becoming an important part of CALM's operations," he said.

Members of the Marine Working Group are the Director of Nature Conservation Barry Wilson, Environmental Protection Manager Frank Batini, Metropolitan Regional Manager Drew Haswell, Greenough Regional Manager Geoff Mercer, Marmion Marine Park Manager Greg Pobar, Ningaloo Marine Park Manager Sue Osborne, Senior Research Scientist Jim Stoddart, Chief Wildlife Officer Dave Mell, Supervising Wildlife Officer Simon Hancocks, Planning Officer Richard May and, a Recreation and Landscape Branch representative yet to be nominated.

The group's next meeting is on April 6-7 and other CALM personnel are invited to make submissions on any marine conservation issue.



FAWNA's Robyn Dennis was aboard to help release the penguins.

## FROM MY DESK

I have recently been working on two important new CALM programmes.

Both are related to the training and career development of young CALM staff.

The first of these is the Trainee Ranger Scheme, and the second is the training and development programme for young professional district staff.

The latter was initially designed by Kevin Vear and others last year and is now ready to be implemented.

Looking at aspects of both these excellent initiatives made me think back to my own early career in the Department.

There was no structured in-service training, but what we did have then was an informal system of mentors which largely took its place.

Young foresters fresh from university were placed under the wing of an experienced officer (usually the district manager) who provided advice, guidance and a role model, and who showed you the tricks of survival and success in the Department and in small country communities.

I was immensely lucky with my early mentors: they included people like Steve Quain and Len Nicol.

Later when I was in Research I worked under Joe Havel.

These people taught me values and provided me with technical guidance and encouragement which I have never forgotten.

I subsequently became a mentor myself when young officers were placed under my wing, and it was a responsibility I tried to take very seriously.

I hope we don't lose the art of mentoring in CALM as we develop our new induction and training programmes for young rangers, and field and professional staff.

In my view, the role and the value of the mentor is just as important as formal in-service courses.

I hope that those of you out in the parks, districts, or research centres to whom the care and encouragement of young staff are entrusted recognise this.

Your mentoring role is one of the greatest contributions you can make to the future of conservation and land management in WA.

By encouraging young staff to have high ethical and professional standards, to work hard, develop a sense of care for the places and organisms we protect, have respect for others (both inside and outside the Department) and a humorous, positive approach, you will help to ensure that the future of CALM is in the best possible hands.

**ROGER UNDERWOOD**  
General Manager.

**MUNDARING** District is making friends and money at the same time from its forest thinning operations.

It turns jarrah and wandoo thinnings into rails, fenceposts and strainers and sells them direct to keen gardeners, horseriders or vinegrowers in the district.

And not only is the scheme a great little money-spinner, it is also an excellent public relations exercise, says senior forester Bill Adams.

But the story doesn't end there.

It has many other benefits such as producing useful by-products from

## Thinnings provide unexpected bonus

forest operations, boosting the morale of crew members who see the fruits of their labour put to good use, and providing important training and practical instruction for new or seasonal crew members.

An unexpected spin-off, says Bill, is that it also appears to discourage people from stealing wood.

"Although the scheme doesn't generate a huge

return, it does cover much of the cost of the stand improvement work," he said. "We even make a small profit sometimes — but, unfortunately, this doesn't flow back into the district coffers."

About 300 cubic metres of jarrah thinnings yearly have been sold in this way for the past five years. The thinnings are being carried out in regrowth forests in

the Mundaring Weir Catchment.

In 1987/88, the scheme generated \$12,000 from the sale of produce, with another \$4000 expected this year from the sale of firewood. The operation cost \$14,000.

This financial year, a stockpile of 270 cubic metres cost \$9200 with \$6500 already recouped and another \$7000 expected to

be raised. Encouraged by this response, Mundaring District this year decided to market the residue from wandoo thinning operations.

"This has converted a costly, but necessary, operation into a more cost-effective exercise," said Bill.

"This operation cost \$5400 and we have recouped about \$2800 of that with another \$350 still to come.

"And the success of the harvesting equipment combinations used to extract jarrah fencing material indicates that more cost benefits are available if a similar technique is adopted in wandoo."

# WHALE WORKSHOP

A "DOLPHIN" was rescued from the beach at Augusta recently, two weeks after the mass stranding of 24 striped dolphins.

The "dolphin", actually a wet-suited Westwhale member, struggling with her rescuers, was transferred from the ocean to the beach in a specially designed sling.

It was all part of a whale workshop jointly organised by CALM and members of Westwhale, the group that was formed in the wake of the 1988 whale rescue to enable strandings to be dealt with more effectively.

Although CALM's staff built up a strong rapport with local rescuers during the 1986 and 1988 whale strandings and the recent dolphin rescue. It was the first time that all concerned had got together to evaluate and consolidate their efforts.

Safety was a major concern.

"People come first," said Greg Pobar, Marnion Marine Park Manager. "If one person is lost then the whole exercise just isn't worth it."

The rescuers have been exposed to the elements, and in 1986 two people had to be treated for hypothermia.

Wildlife Officer Peter Lambert explained safety procedures on the beach which includes barricading the rescue area and registering everybody who entered.

He said that children, heavy machinery, dogs and

other pets on the beach were particular problems.

Many Westwhale members said they could travel to a stranding anywhere in the State at two hours notice.

This commitment was evident in the strong turnout at a meeting the previous day — about 60 people were present.

"These people have built up a considerable degree of expertise — most of them have been involved in all three strandings," said Chief Wildlife Officer Dave Mell.

At the meeting, Westwhale elected officebearers and passed its constitution.

Phone lists, radio alerts and the organisation of local groups in each area that could be mobilised in response to single or fairly small strandings were also discussed.

Afterwards Doug Coughran, Supervising Wildlife Officer, outlined the known whale strandings since 1962 and described the species involved.

He said that CALM wanted to know about all strandings including single strandings, and asked Westwhale members to pass on any information about dead animals that were found.



This "dolphin" was rescued from the water using a canvas sling. (Inset) Dave Mell talks to an attentive audience about aspects of whale rescues.

## Leeuwin programme a huge success

TAKING nature to the people was the theme of "On the Ridge '89" a fun-packed programme of events held at Leeuwin-Naturaliste National Park in January.

And, by all accounts, it was a huge success.

CALM utilised the host of recreational opportunities in the park, and the vast array of knowledge and expertise held by our park rangers and other officers.

The activities were based at Yallingup, Bunker Bay, Hamelin Bay and Conto's Field.

Local caravan parks also became venues for film nights.

Activities included coastal walks, adventure caving, bird-watching and an intriguing "Earth Walk", in which participants were able to experience the touch, smell and patterns of the natural environment.

"Beach Creatures" was a great hit with the children, with prizes awarded for the most original sand sculptures.

"Spotlighting" tours in the evenings cast light on the secretive lives of nocturnal fauna in the park.

On the Ridge '89 certainly proved to be a great way to keep the kids — and their frazzled parents — occupied during the school holidays.



"A WILD Weekend with CALM" — starring Dr Per Christensen and Graeme Liddelow — looks set to be a hit with the public this year.

But far from reclining in their cinema seats, members of the public will be expected to play the role of extras — a part which involves a two-day forage in the forest.

And they have shown that they are more than happy to do it.

## WILD WEEKEND ON OFFER

Weekend ecology courses, being run by CALM's Southern Forest Region in association with the University Extension Autumn Outreach programme, were advertised on a recent Saturday — and by Monday morning, the two courses were booked out.

Perup Forest, a nature reserve between Boyup

Brook, Cranbrook and Manjimup, will be the outdoor classroom for the courses.

The forest is home to a number of rare and endangered animals and participants may catch a glimpse of tammars, woylies, phascogales or numbats.

CALM staff can take

part in similar three-day ecology courses to be held on week days.

The development courses have been condensed from five days to three but still focus on increasing awareness, knowledge and understanding of forest ecological processes; sharpening observation and interpretation skills; and

highlighting the role of management in wildlife conservation.

These courses will be held from April 4-7 and October 15-18.

More information and nomination forms will be circulated soon. Interested people can contact Tammie Reid at Manjimup on (097) 71 1988.

Note: These courses do not appear in the 1989 Training and Development Manual.

## STAFF NEWS

### Appointments

Eight trainee park rangers have commenced their two-year traineeships with the Department. They will work in national parks while studying part-time for the Certificate of National Park Management. They are Murray Banks, Yanchep; Geoff Harnett, Torndirrup; Ian Hughes, Torndirrup; Mark Moore, Nambung; David Burton, Leeuwin-Naturaliste; Jason Puls, Leeuwin-Naturaliste; Mathew Lawson, Yanchep; Scott Godley, Kalbarri.

Other appointments were Pam Burgoyne, Officer, Nannup; Glenda Godfrey, Officer, Como Research; Bob Thomas, Reserves Management Officer, Kalgoorlie; Bernie Nebel, Project Manager, Land Information, Como.

### Promotions

Mike Carter to Forester (Grade 1) at Kirup; Graeme Gardner to Forester (Grade 2) at Dwellingup; Leanne Campbell, Senior Clerk, Records, Como; Kerry Olsson, Reserves Clerk, Wildlife and Land Administration, Como; Kelly Gillen, District Manager, Albany; Alan Hordacre, Senior Forester at Collie.

### Transfers

Gary Stanger, Forest Ranger, to Manjimup; Bob Gray, Forester (Grade 2), Communications, Como; Roger Foxlee, Forester (Grade 2), Communications, Manjimup; Kevin Haylock, Forester (Grade 1), Pemberton; Brendan Peet, Forest Ranger, Nannup; Steve Davis, Forest Ranger, Manjimup; Tim Bowra, Forest Ranger, Wanneroo; Brad Barton, Forest Ranger, Collie; Brad Fisher, Forest Ranger, Collie; Vern Rutherford, Forest Ranger, Dwellingup; Ian Wilson, Forest Ranger, Manjimup; Karl Mucjanko, Ranger, John Forrest National Park.

### Retirement

Roly Hill has retired after nearly 23 years as Ranger, Yanchep National Park.

## Take the hassle out of moving

ARE you on the move? Many CALM staff undergo the hassle (and often the trauma) of a transfer from one centre to another as their career develops or they seek wider experience.

Fortunately these moves are usually from one part of the CALM family to another and the culture shock — at least for the CALM staffer — is not too great.

But there are often difficulties, especially for the spouse, the children, the pets and the pot plants!

At last help is at hand. A new book called "On the Move" has been purchased and is available from the CALM library.

Maybe every district office should also have a reference copy.

The book analyses all the difficulties associated with transfers (or "relocation" as the Americans call it) and provides good advice on how the problems can be avoided or minimised.

The section dealing with school-aged children is particularly good, as are the checklists to help on the days leading up to "T-Day".

The full title is "On the Move. Minimising the Stress and Maximising the Benefit of Relocation" by Wendy Coyle. — ROGER UNDERWOOD.



Chris Hart (on ground) and Geoff Keen load the buoy onto the back of a ute.

## Weather buoy washed up

IT'S not often that CALM staff, with their feet planted firmly on the ground, get a chance to help the Bureau of Meteorology.

But Fitzgerald River National Park Rangers Geoff Keen and Chris Hart got a bouquet from the bureau recently after a drifting scientific

buoy washed up on the beach at Point Charles Bay.

The CALM pair recovered the buoy and took it to Quaalup for safe-keeping.

The buoy was deployed by the South African Meteorological Serv-

ice from the research ship Agulhas on September 19 1986.

It routinely transmitted air and sea temperature and air pressure data until it failed on March 23 last year.

It has now gone to the Bureau of Meteorology's Melbourne laboratories.

# Marine scientist's labour of love

LIKE many people Dr Jim Stoddart is an enthusiastic scuba diver and fisherman, but, unlike most, he took his passion for the sea a step further and embarked on a career in marine science.

Jim is CALM's first research scientist with expertise in marine conservation.

He has considerable experience, having worked at the Australian Institute of Marine Science and he has a Ph.D in Marine Science.

Jim will divide his time between the Hillarys Boat Harbour and the Woodvale Research Centre, and will participate in the new Marine Conservation Research Programme.

"CALM has a lot of marine commitments. My job will involve setting up criteria for select-

ing marine parks, as well as finding out exactly what flora and fauna we have in these areas," said Jim.

"They're not like terrestrial parks.

"In some of the more remote areas we have little idea of exactly what marine life lives in them, and how we can conserve it in parks."

Jim said there was also a need to work out guidelines to assist marine park managers.

"The sea is still largely unknown. Only in the last 20 to 30 years have we really begun to understand it, so we have little knowledge of what amount of change is natural," he said.

"For example, it could be very disconcerting for a manager to find that the park is losing large numbers of one species,

but this could be quite a natural state, and part of a natural cycle.

"It is therefore possible that we could be unknowingly imposing quite unnatural management guidelines.

"It can be compared to bushfires. Some areas need a bushfire to regenerate properly, while others would be left with very little if there was a fire."

And, according to Jim, there are several potential "bushfires" along the WA coast.

They include the Crown of Thorns starfish in the Dampier Archipelago and the coral-eating snail *Drupella* at Ningaloo.

Both these potential problems need to be properly assessed.

Jim also pointed out that most people have

very little appreciation of the teeming life underwater, and said that it was important for CALM to encourage greater public awareness of our marine treasures.

"After all, many of our areas are as diverse as those in the Barrier Reef that people travel long distances to see," he said.

Jim will be visiting existing and proposed marine reserves and consulting with research staff from other WA-based marine research institutions.

He is seeking the help of other CALM staff as scuba diving "buddies" during his work.

Any qualified divers with a current annual medical certificate who are interested in joining the CALM dive register can contact Jim at Woodvale on 405 5100.

## Broome nursery poses problems

WHEN Peter White took over CALM's nursery in Broome, after several years of working as a forester in the south-west, he found that horticulture in the Kimberley was a whole new ball game.

"When I came I only knew three of the 280 species in the nursery. It was very embarrassing on the first day," he said.

"In the first week I was asked about an African tulip (which I was assured had huge red flowers and grew up to 8m), a cheesewood, and a golden shower.

"I was sure that the local horticulturalists had deliberately sent people in to ask me stupid questions."

Peter said that educating the public about the right trees to grow was an important part of the nursery's role. He now widely regarded as an expert in this area.

"Broome is in the semi-arid tropic region — with the emphasis on 'arid'," he said.

"Many people who come here have unrealistic expectations; they still want to grow roses and they still want lawns.

"People are also palm-mad, but you don't get shade from a palm. People garden for aesthetics, rather than being practical."

There are also problems with landscaping. Coconut trees, for example, have been planted near barbecues, swimming pools or driveways, even though coconuts weigh about three kilos and can make dangerous missiles.

Gardening becomes a kind of horticultural Russian roulette.

It must also be remembered that Broome is in cyclone country and trees must be able to withstand high winds.

"Fast-growing trees like river gum, have no structural strength and will snap easily in a cyclone," said Peter.

The area's voracious termites are also a problem.

The CALM nursery provides services that commercial nurseries don't provide.

"A lot of the plants we produce are the only ones suitable for certain purposes," Peter said.

The nursery's main push is to introduce more Kimberley and Pilbara species into cultivation, although it also carries overseas plants from similar climates.

The nursery is also involved in rehabilitating mining areas at Cockatoo and Koolan Islands, providing plants for Aboriginal communities; and participating in Agriculture Department trials.

"We also aim to regenerate degraded areas in national parks, collecting and propagating the seed from the park itself to maintain the genetic purity of the local form," Peter said.

"At the moment we're raising seedlings for areas in Geikie Gorge National Park."

# SEMINAR LOOKS AT DIEBACK

"RURAL dieback" and what's to be done about it was the focus of a seminar in Mount Barker early this month.

About 90 people attended the seminar — Insects and Rural Tree Decline in WA — which was organised by the Denmark Environment Centre Inc., WA Farmers Federation and the Australian Conservation Foundation.

CALM's Dr Janet Farr and Paul Albane spoke on insect problems concerning jarrah, flat-topped yate and wandoo trees in forests and on farms.

Other speakers were the CSIRO's Zan Mazanec (jarrah leafminer) and farmer Ralph Carter (marri borer).

Visiting research scientist Dr Hugh Ford, from Armidale in NSW, spoke on "New England Dieback" and the role of birds in insect control.

The search for solutions was also discussed through invited speakers and an intensive workshop session.

CALM's Southern Forest Region Manager, Alan Walker, said he found the seminar informative and productive.

"It was generally agreed that although insects are the

more obvious protagonists in the declining health of trees on farms the problem encompasses a multiplicity of factors in the whole ecosystem," he said.

"The overall findings were that solutions need to be sought from the involvement and cooperation of the entire community, from government to farmers and the general public."

Mr Mazanec said he was surprised at the level of concern shown for the future of WA trees and pleased that the attitudes of a decade ago had now changed for the better.

"Ten years ago people would laugh at you when you said you were working on insect problems in the jarrah forest," he said.

This seminar, which brought together representatives from government departments and research institutions, farmers and members of the public was a significant step towards achieving the active cooperation needed to solve the insect problems on farms and in forests.

## Park Trainee Rangers

EIGHT young Western Australians have recently taken up appointments as trainee park rangers with CALM.

The trainees include 20-year-old Aboriginal Matthew Lawson from One-Arm-Point near Broome who will spend the first year of the two-year traineeship at Yanchep National Park.

Matthew had previously undertaken a community ranger training scheme conducted by CALM at One-Arm-Point.

Six of the new positions have been funded through the \$6 million National Parks Improvement Programme which was announced last year.

The other two were replacements for vacant positions.

The latest appointments brought to 13 the number of ranger trainees employed by CALM in the past 12 months.

The trainees will work at a number of national parks in the southern part of WA under the supervision of senior rangers and other CALM personnel.

Currently there are 94 people employed as rangers, mobile rangers and trainees throughout the State.

## Trainees

All the trainees will have to pass the Certificate in National Park Management which was recently accredited with the WA Council of Tertiary Awards and registered in Canberra with the Australian Council of Tertiary Awards.

Nine units in the course are available through the Department of Technical and Further Education.

The trainees also have to pass 10 inservice training programmes conducted by CALM which include fire control, dieback management and search and rescue techniques.

## Oops!

OOPS! Last month's story about taxidermist Mark Dalton may have ruffled a few feathers outside the department.

We failed to mention that taxidermists must have a licence and that no profits can be made from the sale of mounted animals.



Peter White



THEN . . . Charlie Broadbent, Mike Kokir, Bill Hilliger, Wally Edgecombe, John Sanders, John McKenzie and John Evans . . .  
 . . . and now (inset): Roger Underwood (front, second from left) with some of the same men 25 years later.

THE clock was wound back 25 years when a group of foresters met in Bunbury late last year.

The men, graduates of the 1963 Forestry Field Cadet School, held a dinner to mark the passing of 25 years since their cadetships started.

They were joined by

## Class of '63 holds reunion

CALM's General Manager Roger Underwood, who supervised the course.

Those to attend were

John McKenzie, Wally Edgecombe, Charlie Broadbent, John Sanders, Ian Scott and John Evans with

their wives Liz, Isla, Lalleen, Krystine, Annette and Jean respectively.

Bill Hilliger was also there, although his wife was unable to attend.

The party paid a nostalgic visit to some of its old haunts and much time was spent reminiscing.

# Peninsula problems Paul's pet project

PAUL de Tores is a man on a mission.

Fired by a strong personal commitment to conservation, Central Forest Region's new Reserves Management Officer has rehabilitation of the Leschenault Peninsula high on his list of priorities.

Paul joined CALM in August after a two-year stint with the NSW National Parks and Wildlife Service.

He will spend his first year or two in WA concentrating on recreation site development and planning for the Leschenault Peninsula and Kemerton near Bunbury.

"It will be a major task to rehabilitate the peninsula, which is a proposed conservation park," admits Paul.

But while he is content to tackle the project, life is not all beer and skittles with a new job in a new area.

"When I got here, I wondered what I had let myself in for," he said.

And now, after six months on the job?

"Somehow I've fallen in love with this little strip of land which is the peninsula," he said.

"I guess I know it well enough now to realise all the special things it has to offer."

Once the peninsula project is complete, Paul will start the work he was originally employed to do — that is, managing reserves in the region.

And that is a job he is well qualified to do.

A graduate in zoology and natural resource management from the University of New England in NSW, Paul gained a broad range of experience during his time with the National Parks and Wildlife Service.

But ever since visiting WA in 1985, he has wanted to work for CALM.

"I was impressed with CALM's approach to planning and the way it now involves the public in the planning process," Paul said.

"There are also a lot of exciting things happening here in the conservation arena and I wanted to be part of it."



Paul de Tores

# Special treatment for sea lions

When a marine mammal such as an Australian sea-lion is in trouble it's amazing just how many people are prepared to pull together to help.

Two injured sea-lions were recently successfully rehabilitated and released back into the ocean by CALM's wildlife officers.

But all kinds of people and organisations, including Atlantis Marine Park, Murdoch University veterinary school and concerned mem-

bers of the public, who reported the animals' difficulties in the first place, made an important contribution.

For example, it's not every day that a Regional Manager finds himself sitting in the rear of a land cruiser travelling down the main street of Geraldton nursing a sick sea-lion. But that's exactly what happened to Geoff Mercer, Greenough Regional Manager.

One of the Australian

sea-lions, known affectionately as Pop-eye, had his head gashed open by the propeller of a boat and had to be driven from Geraldton to Perth for a life-saving operation at Murdoch University.

Although he now has only one eye he has fully recovered and is able to swim and feed with no difficulty.

The other was emaciated and sick and may not have survived without the sea-lion equivalent of a spell in

a health farm or hospital.

Atlantis Marine Park provided free board and lodging for both animals while they were recovering, as well as the medical attention from Dr Nick Gales, the park's vet.

Without the facilities at Atlantis it is unlikely that the rescue would have been feasible.

Late last month, both animals were successfully released at Beagle Islands near Geraldton, very close to where they were picked

## Volunteers held rescue dolphins

ELEVEN striped dolphins were returned to the ocean after being beached in a mass stranding at Augusta over the Australia Day long weekend.

The successful rescue was credited to the early notification of the stranding, and the ability of our Wildlife Officers to mobilise personnel and equipment quickly.

Unfortunately many of the dolphins had been

returned to the surf before CALM personnel arrived at

the stranding site and these animals had stranded up to 12km along Flinders Bay.

More than 200 volunteers helped move the dolphins to a specially erected holding pen at Colour Patch in the Hardy Inlet near Augusta and nursed the animals through the night.

It is believed that they survived due to the hard work, dedication and team effort from CALM's wildlife officers, metropolitan and central forest regional staff and the many volunteers.

up, and they are now comfortably socialising with the rest of the sea-lions that inhabit the islands in the area.



Has something interesting happened in your region or district? Tell us about it — contact Kylie Byfield on 389 8644 or fax your story to Public Affairs on 389 8296. The deadline for CALM News stories is the first Friday of the month.

More Aborigines will be able to live and work on the land under the terms of a new Aboriginal employment policy being developed by CALM.

The Department has joined with the Federal Department of Employment, Education and Training (DEET) and TAFE to provide more job opportunities for Aborigines.

Currently CALM employs 27 Aborigines in various positions and is training 11 more as community rangers.

It is also negotiating with DEET and other Government agencies for the employment of 40 Aborigines over a five-year period in a wide range of occupations.

Four young Aborigines — soon to be either park rangers, wildlife officers or forest officers have started their training this week at Bunbury's South West Regional College following a period of on-site work experience.

They will complete a one-year Vocational Entrance Certificate course, specially developed by TAFE, before commencing the Certificate in Conservation and Land Management the following year.

They will then be transferred to CALM's Field Officer Cadet School at Dwellingup for their final year's training.

The four trainees were chosen from a number of applicants after being interviewed by officers from CALM, DEET and TAFE.

The start of the training courses at Bunbury was a vital first step in implementing the Department's new Aboriginal Employment Policy.

Aborigines have a particular affinity for and interest in the land and CALM aims to provide more job opportunities for them so they can help conserve and manage the lands which make up the CALM estate.

## Pilot scheme tested

CALM is about to put its new performance appraisal and career development system to the test.

Linked closely to CALM's training and education programme, the performance appraisal system has been under review for more than a year.

A pilot scheme, which was due to start this month, will test its effectiveness.

Senior Training Officer Alan Scott said managers and supervisors will be specially trained to ensure they understand the new system and can conduct effective appraisals.

"An effective appraisal system will ensure that personnel attend training courses which are directly related to their job performance and career development," Alan said.

"It also works towards achieving CALM's objectives and making its employees realise their full personal and professional potential."

Job descriptions are currently being developed for wildlife officers, professional operations staff and park rangers.

Others will continue to be developed until the new system can be introduced to every section of the department.

A job description for the CALM Act operations field staff has already been prepared and will be used in the current pilot scheme.

## Video films on file

A copy of the computer printed catalogue of videos and films held by the CALM library has been sent to regional and district offices and updates are printed in "CALM Alert".

The catalogue is well indexed and the subjects cover many aspects of direct interest to the Department.

If you wish to borrow any video contact Margaret Buckland at Como on 367 0224.

## WHAT'S NEW

The latest publications produced by Public Affairs Branch are:

Recreation Brochures: Kalbarri National Park Coastal Guide; Marmion Marine Park (reprint); Dryandra State Forest; Bungle Bungle National Park (reprint); Stirling Range & Porongurups National parks.

The CALM Training & Development Manual 1989.

The CALM Sign Manual.