

CALM NEWS

FOREST SCIENCE LIBRARY
DEPARTMENT OF CONSERVATION
AND LAND MANAGEMENT
WESTERN AUSTRALIA

Print post approved PP665002/00001

DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT

MARCH 1995



- ◆ New counselling service - page 2
- ◆ CALM-Hansol progress report - page 3
- ◆ Don Spriggins retires - page 3



- ◆ CALM Herbarium database on track - page 4
- ◆ New customer service charter - page 4
- ◆ New staff training accredited - page 5



- ◆ More volunteer awards - page 7
- ◆ Leda reserve gazetted - page 7
- ◆ CALM's tenth anniversary - page 8



Hon. Peter Foss, MLC,
Minister for the
Environment, Water
Resources, the Arts and
Consumer Affairs.

Meet the new Minister

CALM's new Minister is Hon. Peter Foss, MLC.

Mr Foss assumed the Environment and Water Resources portfolios in the Cabinet reshuffle announced last month. He retains his responsibilities for Fair Trading and the Arts.

Born in Weston-super-Mare, Somerset England, in March, 1946, Peter da Conceição Foss moved to Western Australia at an early age. He was educated at Christ Church Grammar and later read for bachelor degrees in Law and Arts.

In 1972, he became a partner in Perth's oldest and biggest law firm, Stone James and Co (now Mallesons Stephen Jaques).

His broad legal experience, principally in litigation, included working as Foreign Associate in London and New York and later as partner-in-charge for his law firm in London.

Mr Foss was involved in the expansion of the firm into one of the biggest in Australia and gained wide experience in the financial and other administration of Mallesons Stephen Jaques. He was the senior litigation partner in Perth.

He was elected to the Legislative Council as a Member for East Metropolitan province in the 1988 State election.

◆ Continued on page 2

Four fiery days in February

CALM's wildfire response strategy was pushed towards its limit during a series of 'blow up' fire weather days in late February.

The potential for widespread devastation by wildfire during the period was so great that the State Government declared a four-day bush fire emergency in the South West.

The declaration meant all the State's emergency services — including CALM fire crews — would be co-ordinated through the peak group, the State Emergency Management Advisory Committee, in the event of a major outbreak of wildfires.

Executive Director Syd Shea said no-one could underestimate the severity of the danger during those four fiery days.

He paid tribute to the efforts of the CALM crews and support staff and the volunteers and personnel from other organisations which helped during the emergency.

"Declaring a bush fire emergency is not something that is done lightly. It is an extreme measure," he said.

"The fact that CALM crews were able to respond to a spate of fires and bring the vast majority of them under control before they developed, is something of which the Department is especially proud.

"We also extend our appreciation to the many hundreds of people from volunteer brigades, the WA Fire Brigades (WAFB), Police, State Emergency Services (SES), RAAF, St John



CALM acts quickly to salvage pine logs after bushfires sweep through pine plantations. Photo by Tony Ashby courtesy *The West Australian*

Ambulance, the Army, Western Power, the WA Water Authority, our contractors and the private sector for their support. "There is no question — we couldn't have done without them."

The declaration was made late in the evening of February 20 after a wildfire began earlier in the day in the Gngarara pine plantation near Wanneroo.

The fire was the second in the

plantation in less than seven weeks and followed a major blaze which ripped through more than 850 hectares on New Year's Eve.

Codenamed P89, the February fire began in a peat swamp near the plantation. The swamp fire was believed to have started on Christmas Eve after a stolen car was torched in the Melaleuca Conservation Park.

By late afternoon, more than

80 firefighters from CALM's Wanneroo, Mundaring, Jarrahdale and Dwellingup offices were on the scene with support from volunteers from Swan, Chittering and Wanneroo bush fire brigades, the WAFB and the RAAF's Pearce Airforce Base. Thirteen front-end loaders and bulldozers had been brought in to construct fire lines.

CALM had instigated an incident control team and was the

lead combat authority for the fire. Incident controller Alan Briggs was helped by a team that included John MacKenzie as Operations Commander, Greg Napier, Mike Cantelo and Gary Hartnett.

Swan Region manager Alan Walker and regional fire coordinator Bruce Harvey had gone to the Bush Fires Board's South Guildford complex to form part of the regional co-ordination team.

At CALMFire's Como headquarters, staff had begun preparing for what potentially was the worst fire danger period since the Dwellingup conflagrations in 1961.

Arrangements had been made to fly in relief crews from Walpole, Pemberton and Manjimup. For the next few hours, resources would be co-ordinated to ensure there were enough forces in the forest regions to respond to wildfires forecast as a result of lightning strikes.

It was a huge logistics exercise. Additional crews were brought up from Narrogin and those based in Katanning were dispatched to Collie to provide back up.

Meanwhile in Busselton and Nannup, five fires were burning in State forest and only one was under control.

At 5.30 pm, Dr Shea decided that in the interests of public safety, all national parks between Dwellingup and Walyunga would be closed. The severe fire risk was too great.

◆ Continued on page 2

A vision for the Goldfields

WESTERN Australia's sandalwood conservation and research effort has been further enhanced with the purchase of a 100 000-hectare pastoral lease in the Goldfields.

CALM has bought the Goongarrie lease, 90 km north of Kalgoorlie-Boulder, under the Sandalwood Conservation and Regeneration Project.

The lease has very high conservation values as it straddles an area that reflects the transition zone from the eucalypt-dominated woodlands of the Southern Goldfields to mulga of the Northern Goldfields.

The lease also has quality stands of sandalwood which offer opportunities for regen-

eration work, research, enhanced natural regeneration and managed sustainable harvesting.

The lease adjoins the Goongarrie National Park and will be managed for multiple uses including nature conservation, tourism and recreation and sandalwood conservation.

Environment Minister Peter Foss announced the move when he released the Goldfields Regional Management Plan on behalf of the National Parks and Nature Conservation Authority, the Lands and Forest Commission and CALM in Kalgoorlie-Boulder recently.

◆ Continued on page 2



CALM Executive Director Dr Syd Shea, Environment Minister Peter Foss, Federal MHR Graeme Campbell and Goldfields Regional Manager Ian Kealley at the launch of the Goldfields Management Plan in the Kalgoorlie Arboretum. Photo by Tony Holmes, courtesy of *The Kalgoorlie Miner*



It is important that an organisation like CALM has the capacity to see the big picture. If we are to provide the best service to our customers, the taxpayers of Western Australia, we must be able to plan and think strategically.

But it is also a fact of life that 'it's the little things that count.' So many organisations or individuals have lost because they did not pay enough attention to detail.

It wasn't until I began to write computer programs that I realised how easy it was to make dozens of small errors. The 'machine' was a valuable taskmaster because it did not tolerate errors, unlike other masters who let the errors pass, and then killed you with them at a later date.

Of course, there is nothing more frustrating than dealing with a person who achieves nothing because he or she can't make any progress on a task because they are preoccupied with minutiae. It is important to know when, and how much, the task requires attention to detail.

Many of our managers are just coming to terms with the fact that management practices, particularly in forest areas, could at any stage be subject to litigation. The environment, in a court of law, is very different to that of the forest. But the reality is, because we are under scrutiny by people who are waiting for us to make a mistake so they can rush into court, we will have to work in the forest as though we are in the courtroom.

This means, regardless of how much it costs, we must ensure that all of our activities comply with the letter of the law.

I want to see a concerted campaign by everybody throughout this year to show that CALM can remain dynamic and innovative while still giving attention to detail.

Paying attention to detail, of course, is not new to those people in CALM who have to fight wildfires. Failure to pay attention to detail when you are fighting a wildfire can easily result in someone being killed. Our success in fighting wildfires is also due to the detailed preparation and planning that occurs prior to us having to fight the fire.

This year has demonstrated that all the work and training that has gone into fire prevention and control has paid big dividends for this State.

This has been an incredibly bad year for wildfire, both in terms of the conditions and the number of ignitions.

Yet we have been able, with tremendous help from our colleagues in the Bush Fires Board, Volunteer Brigades, State Emergency Services and the Police, to avoid what could easily have been the equivalent of what was experienced in New South Wales last summer.

To all those involved, congratulations. Hopefully, (raindrops are falling lightly as I write this) we are experiencing the beginning of the end of our long, hot summer.

Dr Syd Shea, Executive Director

CALM's new counselling service

BY now, all staff should have received a brochure detailing CALM's new external staff counselling service, PACE WA.

To remind staff who may be in need of the service, and to emphasise its confidentiality, CALM's principal risk management officer John Ireland says that all of us, regardless of our position within CALM, face difficult life situations from time to time; usually, we work them out and learn from the experience.

Sometimes, however, problems can be so complex or overwhelming that it becomes difficult to resolve them and they not only affect our personal life, but our job as well.

As recently as a decade ago, many of these employees would have been reprimanded or even fired.

Traditionally, employees felt that employees' problems were just that — their problems and they should be dealt with away from the workplace.

Employees, on the other hand, often felt that employers were disinterested and insensitive to personal concerns.

Significant changes in these kinds of attitudes and perceptions have occurred with the development of Employee Assistance Programs (EAPs).

Their major impact has been to change the view of the workplace to that of a source of help rather than a compounder of problems.

The intention of the staff counselling service is to help employees in a confidential manner.

It is not intended to interfere in the normal disciplinary process or in any way block any employee's legitimate access to the grievance procedure.

The employee will have neither job security nor promotional opportunities jeopardised by seeking or receiving help through the counselling service.

Having access to the counselling service is a cost-effective, risk-management tool that will enable CALM to help troubled employees.

It should also provide major savings, from reduced turnover costs, less accidents, less grievance activity, better decision making, improved productivity and more time devoted to work issues.



Four fiery days in February

• *Continued from page 1*
Besides, CALM needed every available trained firefighter, and the park closure would free up rangers.

By 6 pm, more than 400 CALM firefighters and support staff were on full alert and the Bush Fires Board had responded to a CALM request to have volunteer brigades throughout the forest areas on standby.

Back at Gngangara, the headfire, which had been running at up to 2000 metres an hour, had burned through 1050 hectares of pines and extensive tracts of banksia woodlands. The fire had run out of the plantation and into the RAAF bombing range to the north.

"Fighting fires is dangerous at the best of times; but when a fire is running through an area with unexploded shells, the danger factor escalates," CALMFire operations chief Terry Maher said.

CALM's incident control team called in the

RAAF experts to advise on the location of the shells.

In State Operations Headquarters, the chiefs of the major emergency services met at CALMFire at around 8.30 pm in response to a request by CALMFire manager Rick Sneeuwjagt. They included the Police, WAFB, the Bush Fires Board and SES.

The current fire situation and the fire weather outlook for the next few days were reviewed. CALM's position — with crews either engaged at the fire face or ready to provide relief the next morning — meant resources were stretched.

It was agreed to advise Emergency Services Minister Bob Wiese to invoke a bush fire emergency for at least the next four days.

The emergency, which was declared effective from midnight, meant CALM had access to more resources, particularly heavy earth-moving machinery.

Meanwhile, an RAAF

helicopter was sent up to plot the location of the unexploded shells and bombs and relay the information along with a situation report on the fire to CALM's incident command team at the forward control point.

On the ground, 'dozers and front-end loaders were being mobilised to begin a massive scrub-rolling operation in a bid to stop the western flank becoming the headfire on the easterlies forecast for the early morning.

The big threat now was that the fire would threaten hobby farms and other private property nearby.

In the early hours of the morning, the headfire ran into some country that had been burned only four years previously.

This was the break CALM ground commanders needed. John MacKenzie, receiving reports from his divisional commanders Kevin Pollock and Clayton Sanders, directed the heavy machines to-

wards the headfire.

By about 5 am, word that the headfire had been stopped reached the control team. Bruce Harvey, still at South Guildford, was incredulous. "Are you sure?" he asked.

"It was a fantastic piece of work on behalf of the crews and the commanders," he said later.

It might have been the end of a 15-hour battle but the exercise wasn't over yet. It was only Tuesday morning and the outlook for the next three days was grim.

The mopping up would absorb virtually the same number of crews which had fought the blaze — the trouble was, the mop up would take two days or more.

Down south of Nannup, CALM crews were still chasing a fire that had burned through 250 ha in the Hilliger block, while a 'smoke' was being checked in the Ferndale plantation near Balingup.

At Collie, an early

morning lightning strike caused a small fire at Arklow and CALM crews were mopping up after a small fire 20 km east of Margaret River.

By Thursday, rain over parts of the South West had had a minor impact on the hazard but had not dampened the risk. Lightning strikes caused several fires but these were controlled before they developed.

As crews finish shifts at P89, they were stood down, enabling them to return to their home bases.

On Friday, the emergency was lifted and the national parks, which had been closed four days earlier, were reopened to the public.

Things were returning to normal — except for the Dwellingup crews who were called out the next day to combat a fire which at one stage threatened to run through the Fairbridge complex just north of Pinjarra.

CALM Classified

THIS column is divided into sections dealing with 'for hire', 'for sale', 'surplus equipment', 'swap', or 'wanted'. If you have any equipment or requirement that you wish to advertise through this service, please send or fax typewritten details to:

The Editor,
CALM NEWS,
Corporate Relations Division

QUOTES

Dwellingup Woodshed open for business. Competitive quotes for fabrication of information shelters and toilets. Picnic tables and signs our specialty. For quality work from a renewable resource, contact Steve Raper or John Hanel of the Dwellingup Woodshed Team on (09) 538 1078.

A vision for the Goldfields

• *Continued from page 1*
The region covers 760 000 square km — almost 30 per cent of the State's area — and includes the shires of Coolgardie, Leonora, Laverton, Wiluna, Menzies, Ngaanyatjaraku and the City of Kalgoorlie-Boulder.

The plan covers a wide range of issues including the conservation reserve system, flora and fauna management, recreation and tourism, timber produc-

tion, environmental protection, mining on reserves and community involvement.

A major recommendation of the plan was to increase the region's conservation estate from seven million ha to 10.6 million ha.

The increase includes 11 new conservation areas and extensions to existing parks and reserves.

The rationale for further reserves and extensions is to ensure the biological

diversity of the region will be well represented in the conservation reserve system.

This applies particularly to mulga woodlands, shrublands and claypans on the Nullarbor and Goldfields greenstone hills.

All of these have been identified as potentially threatened communities. The regional plan provides a framework to ensure they will continue to be conserved for future

The plan also recommends that Aboriginal communities in the Gibson and Great Victoria Deserts have a more meaningful role in land management in surrounding nature reserves.

It also outlines strategies to integrate conservation initiatives in the reserve system with other lands in the region, particularly areas used for mining and pastoral pursuits.

... LETTERS ...

Dear Sir
In August and September my wife, who is disabled, and I spent some time in Western Australia.

We travelled over land by car and spent some time in Esperance and in the South West — we did, however, go as far north as Cervantes.

We were most impressed by the standard of the facilities provided in the national parks, particularly the provision made for the disabled.

Also worthy of commendation were the artistic brochures for some of the parks.

Thanks for the good job you're doing and more power to your arm.
Yours faithfully,
Peter B Tenni
Vermont, Victoria.

CALM NEWS — MARCH 1995

Managing Editor: Ron Kawallak
Editors: Nigel Higgs, Verna Costello
Contributing Editors: David Gough

Design, Layout and Production: Sandra Van Brugge

Published by CALM Corporate Relations Division, Cygnet Hall,
(cnr) Mounts Bay Road & Hackett Drive, CRAWLEY, Western Australia 6009
Telephone: (09) 389 8644 Facsimile: (09) 389 8296

Story deadline for CALM NEWS is the 10th of the month preceding the month of issue. Printed by Lamb Print.

Meet new Minister

• *Continued from page 1*
He was Upper House spokesman on legal matters and industrial relations, and opposition spokesman on Tourism and the Arts.

His Parliamentary experience includes membership of several select committees, the Standing Committee on Legislation and a Committee of Privilege of

which he was chairman.

In 1993, with the election of the Court Government, Mr Foss was appointed Minister for Health, the Arts and Fair Trading.

Mr Foss and his wife, Jonica — who is a teacher and horticulturalist — have four children, Paul, Thomas, Sally and Sam.

Correction

The photograph that accompanied the story headlined 'Rare garden planted' on page 9 of January-February 1995 CALM NEWS carried a caption that referred to 'a sandpiper wattle.' This should read: 'sandpaper wattle.'

Don's retiring to volunteer for CALM



WHEN someone chooses to carry out work-related activities while on leave, we say he or she is 'taking a busman's holiday,' but CALM Central Forest Region manager Don Spriggins has taken this to a new level — he has embarked on a 'busman's retirement'.

After nearly 33 years of service, Don has retired from the paid workforce to maintain his links with CALM as a volunteer, and a forester who cannot keep away from his beloved trees.

Don became widely respected for his knowledge and enthusiasm, first for the forestry profession, with the Western Australian Forests Department, and later within its wider orbit after CALM was formed.

He is a forester to his steel-capped bootstraps and has a highly evident love of all aspects of forest custodianship.

Don never ceases to impress his colleagues with his sound, fundamental forestry skills, and is recognised as a great ambassador for forests and forestry.

He has promoted these interests throughout his long career that began for him as a young operations forester in his native Victoria, then at Dwellingup, Kelmscott, Harvey and Collie.

In the last decade, as regional manager of the Central Forest Region, he has been a driving force behind the development of forestry.

He had a particular interest in pine nutrition and had encouraged boosting production through fertilisation.

As a long-standing member of the Forest Production Council, Don was able to advise on strategic policy for the timber industry and other aspects of forest production.

Don is a keen member of the Institute of Foresters and regularly wears, with pride, the Institute's emblem on his chest.

His contribution has now been recognised with his appointment as a Fellow of the Institute.

He was an active participant in everything the Western Australian Branch of the Institute did whether it was as a major office

by Bob Chandler

bearer or planting trees in Foresters Wood, near Manjimup.

His love of forestry has, in recent years, focused on the need to educate the public who suffer from a welter of misinformation on forest management issues.

To this end he has been the driving force behind the Wellington Discovery Forest development near Wellington Dam to provide visitors with an objective and well-informed experience of forest values and management.

A Gottstein Fellowship to the United States in 1989 gave Don the opportunity to study the overseas approach to forest education.

He followed this with a holiday to the United Kingdom, and, judging by his extensive library of home videos, it seemed to consist entirely of forest visitor centres.

In retirement, Don is continuing to promote this activity as a CALM volunteer and is so attentive to the task at CALM Bunbury that we have not even bothered to take his name off his office door!

As regional manager, Don endeared himself to his staff with the gentlemanly and considerate relations he extended to all.

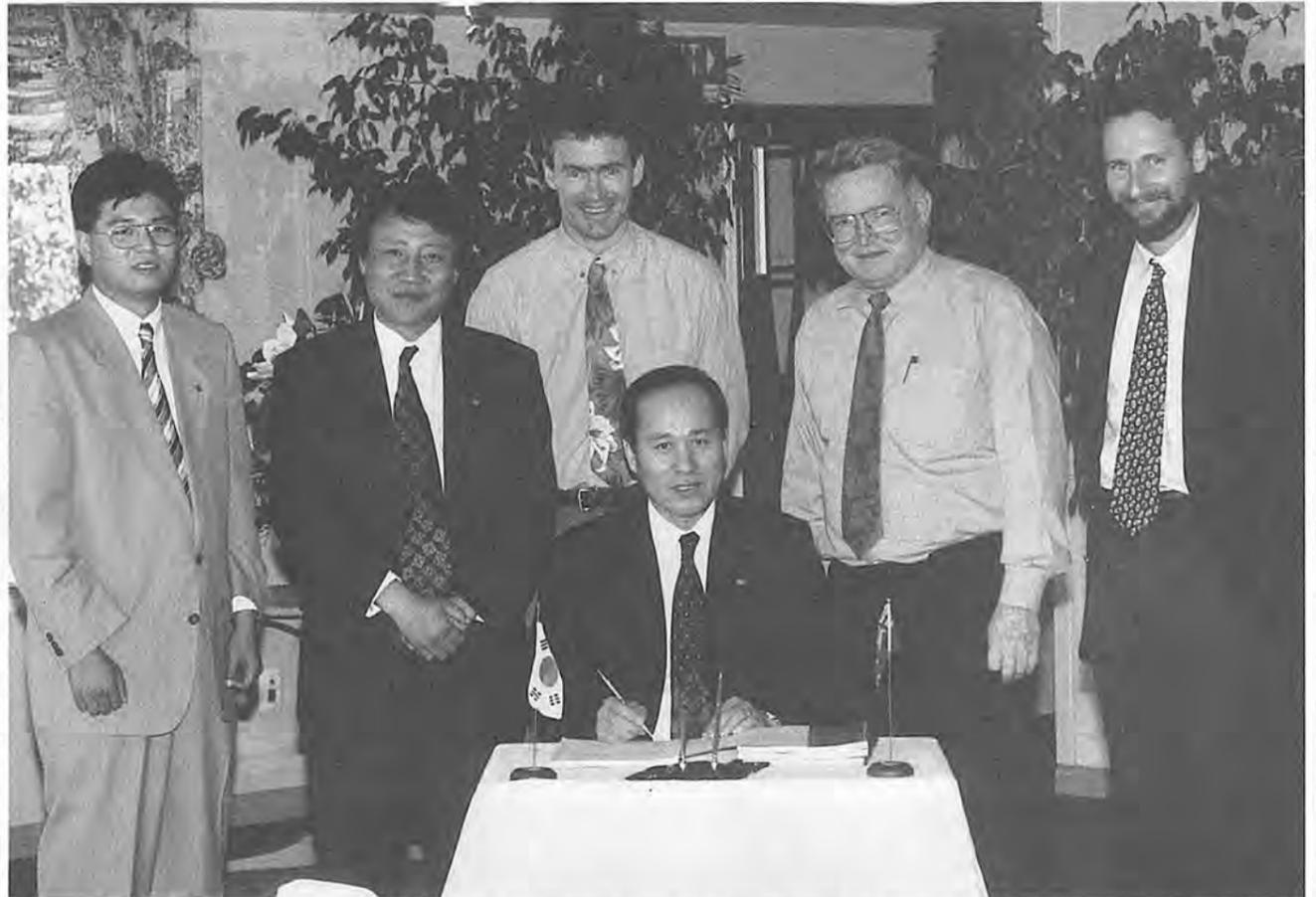
He is a dedicated citizen of the deep South West, throughout which he is well known to the wider community, and where he intends to continue to live - Bunbury in particular, being his favoured place of residence.

Like most male foresters in CALM, Don is blessed with an inordinately patient and understanding wife, Judy, who is well known in the Department for these sterling virtues — no doubt tried by years of fire duty, travel away from home and regular shifts of domicile.

Their son Pete and daughters Catherine and Julie will, no doubt, be able to think of plenty of important projects for their retired parents.

We all wish Don and Judy a wonderful and fulfilling retirement and we are consoled by the expectation that we will see them both regularly around the forestry beat.

CALM-Hansol bond stronger



Above: Standing left to right, Hansol WA representative Mr Lee, Hansol Director Mr Lyu, CALM's Paul Brennan, Executive Director Dr Syd Shea, and Gavin Ellis. Seated is Hansol President Mr Nah. Both Paul and Gavin are involved in CALM's Plantations Group. Below: Executive Director Dr Syd Shea and Hansol Director Mr Lyu who is about to sign the progress report. Photos by Frank di Giovanni

A RECORD 1.25 million bluegum seedlings will be planted in the Wellington catchment area this year by the Department of Conservation and Land Management (CALM).

The trees are being planted on cleared farmland as part of a 10-year project funded by one of Korea's leading timber companies.

Hansol Forest Products Co is investing \$30 million to establish 10 000 hectares of tree crops for wood fibre to make high quality paper.

CALM Executive Director Syd Shea said this year's record planting would mark the project's 'first quarter' milestone.

"We are right on target with 2500 ha of the 10 000 ha total to be planted by the end of this winter," Dr Shea said.

"By planting the trees in the Wellington catchment, we can maximise the land care benefits in this key region.

"The Hansol project and other big plantings will result in improved water quality and a reversal of other land degradation problems."

Senior Hansol executives, including Company President Mr Nah and Director Mr Lyu, visited Collie and the Wellington catchment recently with Dr Shea to inspect earlier plantings and some of the sites to be established this year.

Dr Shea said the Wellington project was the only hardwood plantation established in Australia — and he believed, anywhere in the world outside Korea — by a Korean company.

"The project has been very successful to date and I am confident as we enter our third year, that our relationship with Hansol will continue to grow from strength to strength," he said.

"Added to this is the number of very positive partnerships being formed



with local landowners as they join CALM's sharefarming scheme.

"Together we are not only working to solve a

major environment problem, but setting up a new export industry for the region.

"It's estimated that

pulp wood from the harvested trees in the Hansol project will generate \$25 million in export income a year."

What's new on the shelves

THE following publications have been produced recently and should be available from Stores Branch, Front Counter Como, or when out of print, from the CALM Library.

Leaflets

- ◆ Landnote No 1 1994 - Revegetation and Recolonization by Vertebrates of Fitzgerald River National Park Western Australia following 1985 Wildfire.
- ◆ Winter Firewood (reprint)
- ◆ Discover the Wild Kimberley
- ◆ Whale Watching
- ◆ Walpole-Nornalup National Park and For-

- ests (reprint)
- ◆ A Guide to National Park Passes
- ◆ Sandalwood for Craft Uses - CALM Briefing Paper 2/94
- ◆ Magpies
- ◆ Project Eden
- ◆ Forest Connections
- ◆ Landscape's Urban Wildlife Antics
- ◆ Nambung National Park (reprint)

Booklets

- ◆ Guidelines for the Clearing and Maintenance of Roadside Vegetation by Local Government (reprint)
- ◆ Native Trees of Dryandra (reprint)
- ◆ Guidelines for Planning, Operating and

Rehabilitating Borrow Pits - Roadside Conservation Committee Part 8

- ◆ More Family Walks in Perth Outdoors - cost \$14-95
- ◆ Landscape Expeditions Program - 1995
- ◆ Grow Blue Gums With CALM
- ◆ Safety In Bush Fire Control - Bulletin No 71 1994
- ◆ The Western Blue Gums are Here

Reports

- ◆ Western Swamp Tortoise Recovery Plan - Wildlife Management Program No 11
- ◆ CALM Science Vol 1 No 2 - cost \$30

- ◆ Department of Conservation and Land Management Annual Report 1993-94
- ◆ New Horizons in Marine Management
- ◆ CALM Science Vol 1 No 3 - cost \$30
- ◆ Preservation of Round Timber Products - Report No 21 (reprint)

Management Plans

- ◆ John Forrest National Park
- ◆ John Forrest National Park - Analysis of Public Submissions
- ◆ Shark Bay Marine Reserves - Draft
- ◆ Goldfields Region
- ◆ Goldfields Region - Analysis of Public

Submissions

- ◆ West Cape Howe National Park
- ◆ West Cape Howe National Park - Analysis of Public Submissions
- ◆ Yalgorup National Park
- ◆ Yalgorup National Park - Analysis of Public Submissions

Manuals

- ◆ Staff Training 1995

Educational Package

- ◆ Exploring Wheatbelt Woodlands

Newspaper

- ◆ Facts About WA Forests
- ◆ The Hills Forest Newspaper

WAHERB: An herbarium milestone reached

LAST December CALM's Western Australian Herbarium completed the initial phase of databasing its 350 000 plant specimens.

This is a major achievement and is the culmination of an eight-year program, resulting in the establishment of a significant national database, the WAHERB Specimen Database.

The Herbarium collection is a 'plant museum' with the specimens representing the results of taxonomic research on the flora of this State, dating back to the 17th century.

The collection is in a constant state of change. Each year more than 10 000 new specimens are added to it; 6000 specimens are sent on loan to researchers in other institutions, nationally and internationally, many new species are described (almost 250 in 1994-95), and the names of species are often changed. The specimen labels contain

By Bruce Maslin and Alex Chapman

invaluable information on the names, ecology, biology, ethnobotany and distribution of the species.

The WAHERB system is the

tool that allows us effectively to manage the flow of specimens while providing fast access to invaluable label information and providing a dynamic link to other departmental databases.

The WA Herbarium was one of the first Australian herbaria

to begin databasing its specimen collection, and was certainly the first to introduce an innovative method of barcoding specimen sheets, which greatly facilitated specimen management and processing.

1990 saw the beginning of major development of the sys-

tem with the appointment of a database administrator and the acquisition of significant external funds to input data.

These factors contributed to a doubling of the annual rate of specimen insertion to 45 000 in 1991.

Other advances included the

automated production of specimen labels and the automation of herbarium loan procedures.

The data is captured in WAHERB in line with national standards and this, in turn, facilitates the exchange of information between herbaria.

WAHERB is now a most valuable tool helping in the research and management of the rich flora of this State.

Planning for improving and developing the system is now under way.

The future holds exciting prospects, particularly the full integration of the WAHERB system with other departmental databases and the interface with powerful Geographic Information Systems.

The WAHERB database team deserves high praise and can be justifiably proud of its fine effort in bringing to a close this phase in the development of an important national database.



Database operators, (left to right), Kaye Veryard, Meriel Falconer and Christine Casey; with Evelyn McGough in the background. Photo by Donna Swan



Volunteers Ena Webster, Gwen Abbott and Nora Best, (at rear), mounting specimens for incorporation into WAHERB collection. Photo by Donna Swan.



Research scientist Alex Chapman integrating the production of species distribution maps with other specimen data, descriptive information and images. Photo by Donna Swan



Adelaide State Herbarium expert on the genus *Eremophila* Bob Chinnock, working under contract with CALM, determines specimens of the genus for updating the WAHERB data base. Photo by Donna Swan

What standard of service can our customers expect?

by June Ellis

BY now all CALM staff throughout WA will have received a brochure entitled *A Commitment to Customer Service*.

The brochure is CALM's Customer Service Charter, and it was prepared for the Department's customers and staff.

It sets out who CALM is, what we do and, most importantly, lets people know what service they can expect from CALM at all times.

The charter also gives staff a clear idea of the service to aim for — see excerpt at right — and provides a yardstick against which to measure performance.

The Charter is part of a government initiative to improve customer service. Since February more than 80 per cent of State government agencies had prepared charters of their own.

CALM's charter was prepared by a staff Customer Service Council that includes myself, Shoalwater ranger-in-charge Terry Goodlich, Corporate Relations sales and marketing manager Estelle de San Miguel, tourism and recreation project officer Sue Moore, Swan regional manager Alan Walker, and Director of

Corporate Relations Ron Kawalilak, who is Chairman of the Council.

The Council is preparing a series of proposals for Corporate Executive on how CALM's customer service can be improved,

and wants your help. Let us have your comments and suggestions on how this can be done. You can send your ideas for improved customer service to CALM Customer Service Council on fax (09) 334 0498.

WHILE fulfilling our conservation and land management responsibilities, CALM places a great deal of importance on community and customer relations.

During 1995 and beyond, we aim to increase our customer focus and provide a range of services that meet customer needs.

Our customers can expect:

- ◆ positive, courteous and friendly service;
- ◆ competent and efficient help;
- ◆ timely and accurate information; and
- ◆ confidentiality where commercially sensitive issues are concerned.

More specifically, our customers can expect that:

- ◆ CALM staff will be well trained, competent and helpful; will wear name badges when in direct contact with the community; and will identify themselves by name when answering the telephone;
- ◆ requests for information or help will be met directly, or referred to the appropriate person for answering as soon as possible;
- ◆ telephone calls to our main offices will be answered on average within six rings; and telephone messages will normally be returned by the next business day;
- ◆ a contact name, address and telephone number will be given in all correspondence for future enquiries. Where it is not possible to respond to correspondence fully, an acknowledgement will be sent, advising of the current situation and when a reply may be expected;
- ◆ brochures and other information materials will be easily understandable, accurate and up-to-date;
- ◆ recreational facilities in national, conservation and marine parks, reserves and State forests will be well maintained and kept clean.



Catalina Club contributes

ABOUT to present a cheque to CALM Executive Director Syd Shea is the President of the Catalina Club of WA, Ivan Peirce.

They are seen here in a gazebo that bears a plaque commemorating the Catalina flying boats and the men who flew in them on missions during World

Story and photo by Verna Costello

War II. The 'boats' also were used to repatriate prisoners of war after hostilities ceased.

The Catalina Club has contributed more than \$1500 towards the cost of the gazebo which was opened

last October by former Premier Sir Charles Court.

Construction of the gazebo was part of the first phase of the redevelopment of Matilda Bay Reserve.

The \$200 000 redevelopment also includes upgrading fencing and paths, controlling beach erosion, improving signage and building other gazebo shelters.

Move over Crocodile Dundee ...

... and make way for 'Crocodile Derschow', otherwise known as Yanchep National Park ranger Hardy Derschow.

Hardy earned the 'Crocodile' title when he was in the United Kingdom for the World Travel Market held recently at Earl's Court in London.

An elderly woman had been knocked over in an underground train station and her handbag snatched. Her screams for help reached Hardy who quickly spotted the assailant heading his way, and blocked progress.

Calling on some of his former boxing skills, Hardy swiftly downed the would-be thief and retrieved the woman's handbag.

by Verna Costello

"The guy went down like a sack of potatoes and must have pulled a muscle or sprained an ankle in the process," Hardy said.

"He was last seen with a pronounced limp as he beat a hasty retreat out of the underground."

Ignoring the woman's pleas for help, passers by had left her bruised and severely shaken. Hardy set her on her feet and saw her not only to the train to take her home, but up to her front door.

On the way, he told her the purpose of his visit to London and, not one to lose an opportunity to sing the praises of his beloved WA,

he plied her with a glowing account of CALM's role as a pro-active guardian of its natural wonders.

The woman was obviously mightily impressed, not only with Hardy's gallantry, but also his enthusiasm for his calling, and word travelled swiftly to the Australian Tourism Commission and the media.

Soon, Hardy had hit the headlines of the British national newspaper *The Sun*, and his photograph, complete with Akubra hat, and plastic blow-up crocodile, appeared with the story of the WA Aboriginal version of Crocodile Dundee.

Word of Hardy's exploits swiftly reached Perth and ABC radio's Peter

Holland, who interviewed him by phone in London.

Hardy says he found his trip a learning experience as well as a great opportunity to tell the world why tourists should visit WA.

"For example, I discovered results of a survey of visitors to the World Travel Market showed that, worldwide, the most popular places to visit are national parks, followed by beaches and islands, while the most popular activity, diving, came third," Hardy said.

"WA is abundant in all of these, so is well-placed when competing for the attention of tourists."

"All we have to do now is get out there and promote it for all we're worth."

Hardy was invited to attend the World Travel Market by Maggie Edmonds, Principal of inbound tour operator Perth and Beyond.

Maggie believes Aboriginal culture and national parks are of prime interest to international tourists.

She had seen Hardy in action, escorting tours around Yanchep National Park and demonstrating various aspects of Aboriginal culture.

"His breadth and depth of knowledge makes him a valuable asset to WA tourism and I was delighted to have him with me at the World Travel Market, where he was a great hit with its visitors," Maggie said.

Organisers claim the annual travel market to be the world's biggest, with 3600 exhibitors representing 157 countries.



Hardy obligingly poses with 'genuine plastic crocodile' and an assortment of handbags for British newspaper *The Sun*. The photo accompanied the story of Hardy's gallant rescue of an elderly woman and her handbag. Photo courtesy *The Sun*

Hardy now hopes to accompany Maggie to the World Travel Fair in Johannesburg, South Africa, in April, where they intend to improve on the successes they enjoyed in London.

For those not familiar with the movie, there is a now-famous scene in which actor Paul Hogan's character, Crocodile Dundee, is confronted by a would-be attacker and thief who threatens him with a knife. Drawing a much longer and broader blade, Dundee drawls "Call that a knife? This is a knife." Much impressed, the assailant flees.



Hardy Derschow, left, with WA Agent General Bill Hassell and Australian Tourism Commission's Manager of Market Development, Europe, Jonathan Campbell as they sample some bush tucker at the World Travel Market. Photo by Maggie Edmonds.

CALM staff to train for greater competency

ALAN Byrne and Rose Haggett of Human Resources Branch have completed the finishing touches to CALM's massive training reform project.

Based at the Dwellingup Training Centre, Alan and Rose were members of a project team comprising CALM's Roger Armstrong, Rory Neal, Lindon Piggot and John Jackway, WESFI's Alan Survey, Work force Management Development Office's Nicci Whitehouse, Forestry Industries' John Maddams, and Public Sector Administration's Cherrie Hawke.

The new competency-based training system recognises the interests of employees as well as employers, unions, industry and educationalists.

The team's task was to change CALM's training approach so that staff were trained and assessed to meet the standards required to do their jobs. In other words, an employee either can do a job to the standard required or cannot.

The former inservice courses were accredited by CALM and hence recognised, generally, only by CALM.

by Tammie Reid

Now, courses will be accredited with the State Training Board, via the Skills, Standards and Accreditation Board and registered with the National Training Board.

To achieve this, CALM must ensure that trainers/instructors, course material, facilities, equipment and assessment instruments meet pre-determined national criteria.

The daunting task involved the group in:

- ◆ deciding on the competencies required;
- ◆ reviewing each course and how it would be taught, making sure it would be effective in delivering the competencies; and
- ◆ maintaining the standards, ensuring each curriculum and assessment was based on the new national competency standards, where they existed.

As senior training officer and course developer, Alan has documented and implemented the decisions of the team.

"The impetus for this work comes from the move towards workplace reform

and affects all areas of the Australian work force, with the objective of providing more flexible and immediate training and vocational education," he said.

"The strengths of the new system mean a staff member can be assessed and competencies recognised regardless of how they were acquired.

"Where the staff member already meets the standards, he or she may not have to attend the training, but is still recognised as competent.

"Workers and employers alike will benefit from the portability of qualifications that are nationally recognised.

"There is also the option of offering CALM's training packages on the education market.

"CALM's four-wheel driver training courses, for example, would be very popular if we were to advertise outside the department.

"This accreditation process ensures that the quality of courses and the standard of credentials are maintained."

So far, 27 training programs and short courses have been accredited and registered with the Skills

Standards and Accreditation Board.

Accredited courses are:

- ◆ Worksafe
- ◆ Hardwood Silviculture
- ◆ Driver Training 4x4 (light)
- ◆ Driver Training 4x4 (heavy)
- ◆ Tree Planting
- ◆ Firearms Safety
- ◆ Search Techniques
- ◆ Flora Survey
- ◆ Fauna Survey
- ◆ Bush Survival and Camping
- ◆ First Aid
- ◆ Erosion Control
- ◆ Tractor Operators
- ◆ Health and Fitness
- ◆ Law Enforcement
- ◆ Level 1 Recreation Planning and Management
- ◆ Level 2 Recreation Planning and Management
- ◆ Interpretation
- ◆ Management of Volunteers
- ◆ Level 1 Dieback Interpreters
- ◆ Level 2 Dieback Interpreters
- ◆ Boat Operators
- ◆ Field Engineering
- ◆ Chainsaw Maintenance and Handling
- ◆ Restricted fallers
- ◆ Wildfire Suppression
- ◆ Personal Protection (Wildfires).



Alan Byrne and Rose Haggett review overheads they had prepared for training programs and short courses registered and accredited with the Skills Standards and Accreditation Board. Photo by Tammie Reid

Dryandra course set for May 1995

THERE'S nothing quite like time spent deep in the bush to sweep away city (or even country town) hassles, while clearing the brain and lungs with huge chestfuls of fresh air.

We might even be unselfconscious enough to 'hug a tree' and really get in touch with nature!

But you can take this a step further and not only lose yourself and your hassles, but really get to know the bush in greater depth.

Why not try one of CALM's Dryandra Woodland Ecology Courses — the next one in May, for example?

Wouldn't you like to try your hand at radio-tracking a numbat, or watch a woylie digging for truffles?

How about trapping a tiny red-tailed phascogale, and letting it go, of course, after you've studied the animal more closely and

by Lotte Lent

maybe taken a few photographs?

These are just a few of the experiences you might have by taking part in the Course, which will introduce you to aspects of local ecology and the application of ecological techniques.

The course begins on a Friday evening and finishes on the Sunday evening. It is open to members of the public as well as staff, so why not bring along your spouse, partner, friend, or anyone with an interest in the natural world.

Previous experience of the bush is not necessary to enjoy the course.

You will join enthusiastic course leaders to ...

◆ identify telltale signs of native animals and observe trapping techniques, including

trap placement, baiting, handling captured animals, measuring and weighing them;

◆ learn about Aboriginal cultural activities. You'll see first-hand evidence of Aboriginal occupation of Dryandra and develop an appreciation of the environmental diversity Aboriginal people once enjoyed;

◆ sharpen your observation skills, increase your awareness and knowledge of ecological processes and gain an understanding of the historical role of mallet plantations for tannin, timber production and conservation; and

◆ take part in an unusual management planning game to discover the complex management issues of the 1990s.

You will stay in dormitory-style accommodation at the Irabina Field Study Centre in Dryandra State Forest, west of Narrogin and only a two-and-a-half hour drive from Perth.

And if the unlikely situation should occur that you get homesick, or need to contact someone urgently, there is a pay phone near the caretaker's cottage.

The cost is \$185, which covers return transport from Perth, two nights' accommodation, all food, course content and printed materials.

For further details, please phone Lotte Lent or Denise Griffiths on (09) 334 0333.



Goldrocking in arboretum

CALM's Goldfields regional manager Ian Kealley claims he has received some strange requests in his time with the Department.

One recent example began with a call from a newly formed rock climbing club in Kalgoorlie-Boulder, seeking permission from Ian for a 46-tonne rock to be located in the

Kalgoorlie Arboretum. The rock, to be used for basic rock climbing, would be managed by the club, Ian was told.

Originally blasted from a local gold mining lease, the rock was considered waste material.

When being moved, however, a quartz vein was discovered running through it.

After testing the vein for gold, the results did not warrant the rock being repossessed by the mining company.

A 90-tonne crane was used to lift the rock on to a 100-tonne low loader, fences were taken down to allow access, and the Arboretum was provided with a 46-tonne showpiece and practice site for budding rock climbers.



Forest worker Mark Virgo in vain attempt to move the rock in the general direction of Perth Mint. Photo by Grant Pronk



Dwellingup district clerical officer Lisa Craig takes relative humidity measurements with a thermo-hygrograph. Among Lisa's other duties is that of weekend weather watcher in the fire season. Photo by Tammie Reid.

Coming 'weather' you're ready or not

THE weather is integral to much of the work we do in CALM and monitoring the temperature, wind and rain is carried out at many CALM work centres.

This monitoring, generally by the administrative staff, is carried out twice a day all year round but at some centres during the fire season, it can be as often as four times a day.

This year, some interesting statistics and trends have been noted by the people responsible for taking the daily measurements.

In the fire season, the weather dominates most conversations; it is the first topic discussed in the morning and the last at the close of business each day, as we work out who is needed to be on fire duty or on call.

Story and photo by Tammie Reid

At Dwellingup, the administration staff have noted a change in the nature of inquiries from the public about camping in Lane Poole Reserve and the threat of fires.

Clerical assistant Lisa Craig says that most people this year were ringing before leaving home to check whether or not they could light a fire when camping in the Murray Valley.

"We get about 12 calls a day, whereas last year calls averaged one a week," she says.

"More people now plan their trips with fire safety in mind and they're bringing a gas stove with them rather than firewood."

Lane Poole ranger-in-charge John Hanel agrees. "It's been a dry season,

with the Murray River still just trickling through the valley, and as a consequence, campers this year appear to be more aware of the potential for a bush fire disaster," he says.

"Interestingly, our statistics of wild fires due to escapes from campfires are also down this year."

Lisa said that this had been one of the driest seasons and was reflected in the Soil Dryness Index (SDI) graphs (see below).

"Rainfall has been 40 per cent less than most years, and most of that fell in June and July," she said.

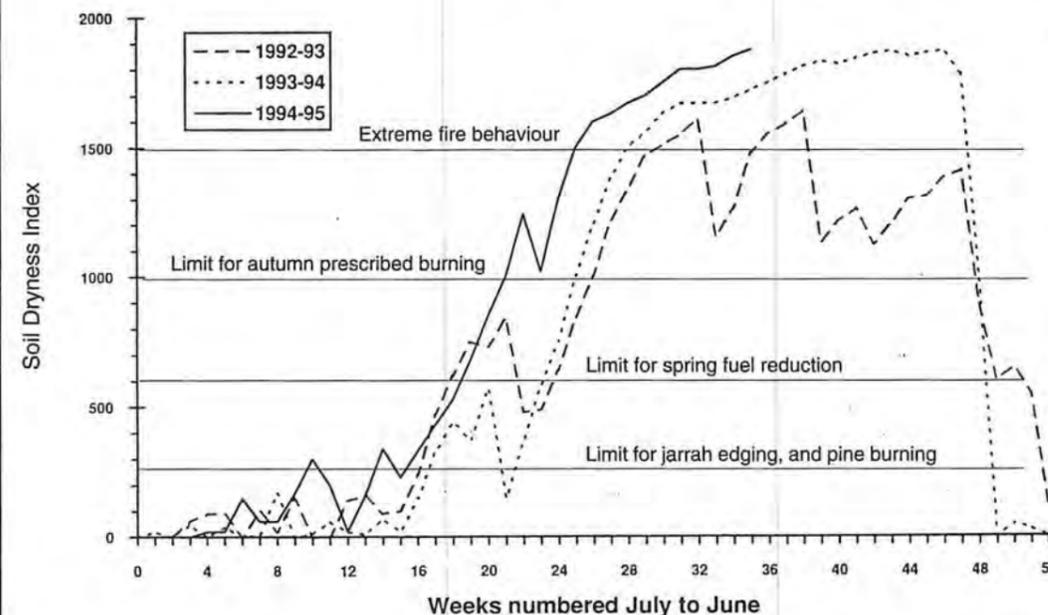
"Because it dried out so quickly, the SDI soon became too high to complete the spring hazard reduction burning program."

"Now the SDI will stay in the extreme rating range until we get enough of a downpour to thor-

oughly saturate the soil' Dwellingup and Pemberton district offices are the only on-line weather stations linking the Bureau of Meteorology and CALM.

The main weather work centres are Wanneroo, Mundaring, Dwellingup, Kirup, Margaret River, Pemberton and Walpole, but all district offices are part of the weather reporting network in the fire season and they fax or phone weather readings to help fine tune the Bureau's daily forecasts.

These centres begin recording their observations at 7.00 am; the readings are used by the Bureau to update their 6.00 am forecast for issue in the 7.45 am report, on which CALM centres base the day's despatch and works programs.



Volunteers awarded

TWO of CALM's Swan Region volunteers, Reg Bebbington and Ray Wilkinson, were rewarded recently for their dedicated services by the Volunteer Centre of WA.

Each received a Difference Award, which is given to those volunteers who have made a positive contribution to their community's quality of life — to the extent that they have 'made a difference'.

Shoalwater Islands ranger-in-charge Terry Goodlich said Reg Bebbington had been a dedicated volunteer for the past four years and certainly had made a positive 'difference' in the Shoalwater Islands area.

by Marie McDonald

"His willing participation and consistent commitment to caring for the environment, and his efforts to improve this particular corner of the world have had, and continue to have, a positive impact," Terry said.

"Reg's courtesy, good humour and generous nature are noted and much appreciated by his co-volunteers and the community in general.

Ray Wilkinson was recognised for his contributions to CALM's Marine Operations Unit, specifically in the

Marmion Marine Park at Hillarys.

Swan Region marine operations manager Peter Dans said Ray's willingness to help staff, often at short notice and in unpleasant conditions, made him an invaluable asset and he was more than deserving of his award.

Ray's abilities have seen him nominated as Swan Region's first Marine Operations Honorary CALM Officer.

Marine operations volunteer co-ordinator John Edwards said that Ray had shown great enthusiasm for the marine environment and provided valuable input into many activities.



CALM volunteer Ray Wilkinson with marine park visitor Chad Mills. Photo by Stephanie Crawford



CALM volunteer Reg Bebbington takes a break. Photo courtesy Community Newspapers.

Dryandra woylies 'emigrate' to northern forest

THE aim of restoring the jarrah forest's biological diversity by re-establishing populations of small native mammals that have become locally extinct has taken a major step with the reintroduction of woylies to the forest east of Dwellingup.

Late last month, CALM researcher Paul de Tores, technical officer Mike Dillon and consultants Kathy Himbeck, Louise Kuchel and Frank Obbens translocated 80 woylies into George and rare forest blocks and nearby private forest. They were helped by Dwellingup district operations officer Mike Tagliaferri and volunteer Suzanne Rosier.

The blocks are being baited as part of Operation Foxglove, a joint fox control initiative by CALM and Alcoa of Australia. These two blocks are baited between four and six times a year with dried meat baits containing the naturally-occur-

ring poison, 1080.

The woylie (*Bettongia penicillata*) — also known as the brush tailed bettong — is a small rat-kangaroo which was once widespread across southern Australia. Its range extended from Shark Bay, across southern South Australia and up into central western New South Wales.

It is now extinct throughout most of its former range and largely is extinct except for isolated wild populations at Dryandra and Tutanning in the western wheatbelt and Perup east of Manjimup. Populations also have been re-established at Batalling east of Collie and Boyagin near Brookton.

The animal is listed as endangered but work by CALM through the implementation of a recovery plan is being so successful that researchers believe the animal's status could be changed within two years.

The woylies being translocated have been gathered from Dryandra, where the population totals 6000 and is thriving following extensive fox baiting as part of a recovery plan for the State's faunal emblem, the numbat.

Paul and his team measured each of the animals and recorded data before releasing them in their new 'home'. Several of them had radio collars fitted so they can be tracked for further research.

The translocation not only will enable woylies to re-establish within the northern jarrah forest, it also is part of a research program involving the national Co-operative Research Centre for Vertebrate Bio-Control (CRC). This research is looking at the response of native fauna to different levels of fox control.

CALM has been monitoring existing native fauna including brushtail

possums, chuditch and quenda (southern brown bandicoots), as well as fox populations.

Monitoring will be extended to include the woylies. The results will help researchers determine the level of fox density reduction that is needed to enable native fauna populations to increase in abundance.

Operation Foxglove and the woylie translocation and monitoring is being funded by CALM, Alcoa of Australia, the Australian Nature Conservation Agency and the CRC.

CALM also plans to translocate woylies into the Julimar Conservation Park near Bindoon, where fox baiting has been undertaken for several years. Already, populations of chuditch and brushtail possums have been successfully re-established in the park. The department also will release more tamar wallabies into Batalling.



CALM volunteer Suzanne Rosier with a 1kg male woylie, which was trapped at Dryandra, fitted with a radio collar and released in the jarrah forest. Photo by Paul de Tores.

Land at Leda now gazetted

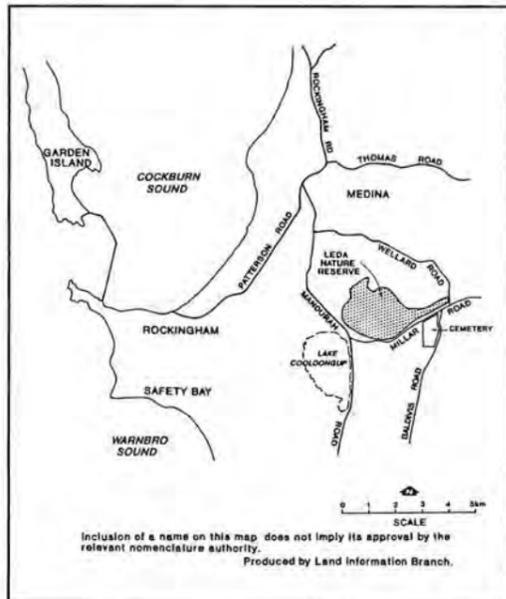
by Robert Powell

A notable event in the dying stages of last year was the setting aside of land at Leda, near Kwinana, as a nature reserve.

The reserve was gazetted on December 30, 1994, and while not yet confirmed by the State Government's Geographic Names Committee, the name of the reserve is referred to locally as Leda Nature Reserve.

Covering about 439 hectares, this is a major nature reserve in Perth's southern suburbs, being slightly larger than Kings Park (400 ha) — but slightly smaller than Thomson's Lake Nature Reserve (550 ha), 14 km to the north of Leda, in the suburb of Success.

Leda Nature Reserve contains tuart forest and woodland in the west, with flooded gum and



freshwater paperbark in swampy areas, and shrubland on a ridge where limestone outcrops at the surface.

As the soil becomes deeper, in the central and eastern parts of the reserve, the vegetation changes to jarrah, bank-

sia species, common sheoak and woody pear, with accompanying changes in the understorey; species of orchid are also well represented in the reserve.

The reserve is the result of a proposal that originated in the 1970s during

the System Six study of areas for conservation and recreation in Perth and beyond.

It is an interesting case of an outcome that differs from the original proposal.

The area recommended for reservation in the System Six Red Book in 1983 was considerably less than the 439 ha set aside, while the type of reserve proposed changed, too.

Whereas the Red Book recommended a Class C reserve for the purpose of parkland vested in the Town of Kwinana, the reserve set aside is Class A and is for Conservation of Flora and Fauna, vested in the National Parks and Nature Conservation Authority (NPNCA).

Leda Nature Reserve is an important conservation area and should become more so as the human population in Perth's south-west corridor increases rapidly in the next 30 years.

How's your health?

by Linda Gilbert

BY this stage of summer, there's a risk that we have become so accustomed to the hot weather we become careless about protecting our skin from the fierce March sun.

The following information is a timely reminder that we should be always vigilant, if we wish to remain free of skin cancer.

Three-quarters of all skin cancers are known as basal cell carcinomas — the most common, but the least dangerous of cancers.

Easily treated

They usually appear on the face and neck and are easily treated.

Rarely, if ever, do they spread internally or become lethal.

However, they can cause extensive damage and disfigurement if left

untreated for too long. Less common, but more dangerous than the basal cell carcinomas, are the squamous cell carcinomas.

Lethal if left

They appear on hands, forearms, face, neck and torso, and unlike basal cell carcinomas, they can spread into the rest of the body where they may be lethal if left untreated for too long. The rarest, most dangerous skin cancer is called melanoma. Melanoma looks like a freckle, mole or spot that appears to change noticeably over a period of months. Unlike other forms of skin cancer, melanoma can affect people in their

teens and is frequently seen in people from 25 to 50 years old.

This type of cancer can spread through the body very quickly.

Most deaths from skin cancer are from melanoma.

Melanoma treated early enough can be cured in more than 95 per cent of patients.

Frequent examination to detect moles that have changed in size, colour, or texture, and bringing any you find to the attention of your doctor are sensible practices.

Slip, slop, slap

Meanwhile, remember to slip on a t-shirt, slop on some sun-screen, and slap on a hat.

If you do this, you may never need to worry about becoming a victim of skin cancer.

CALM's tenth Anniversary - looking back ... and forward ...

On March 22, 1995, CALM celebrated its tenth anniversary; it has been 10 event-filled years and there are many stories to tell about the department's achievements and the people who made it possible. CALM NEWS will feature a series of stories on these achievements and people throughout the remainder of this anniversary year.

A CALM wife looks back

JO Low was working as an administration officer for Protection Branch at Como Forests Department headquarters when CALM came into existence.

"It happened suddenly, with a lot of unknowns, and not a great deal of understanding among staff of the need for change," Jo said.

Jo resigned a few months later to accompany her husband Keith to Dwellingup, where he moved into his district manager role.

They have been there ever since, and have added another Low family member, Evan.

Jo shares with us some of the perceptions — 'through spouse eyes' — over the past 10 years:

"From a shaky beginning, I've seen a number of positives; a higher public profile as CALM communicates what it is doing and why.

"But I still find myself explaining the connection

by Tammie Reid

with forestry — somehow, comment on conservation and land management makes people's eyes glaze over — but mention national parks, wildlife or forestry and they readily nod.

"There are also more spirited responses when forest management is attacked, which, I feel, is a good thing, and more people now understand what CALM is all about.

"Sometimes there's a feeling of timelessness about living in Dwellingup; there's still a strong forestry tradition and close ties with the community.

"I work as a relief teacher and regular parent volunteer at the school, and I'm a scripture teacher, so I get to see CALM through the eyes of different sections of the community.

"Changes over the past 10 years seem to affect all CALM people; I sense there are more specialised areas

to cover, less people and resources available, and basically more pressures on the individual.

"I've learnt to be flexible and to share Keith's time with other staff and the community; as he attends more after-hours meetings than in the past.

"I've seen Keith's role as manager concentrate more on supporting and encouraging staff in times of change.

"It seems to be an increasingly difficult balancing act, trying to meet people's expectations with ever-diminishing physical resources and finances.

"Keith is a phlegmatic character and has a calmness about him that keeps him positive about his work and able to turn off after hours.

"We try hard to live a balanced life and do everything as a family; for example, we have adopted golf as our family sport, something we can do after work and together, which helps us all to relax

and enjoy being together.

"Children have always been a part of things socially at CALM, and they enjoy visiting the office to see how radios, maps, computers and the office in general works.

"Our son Evan, who is growing up all too quickly, has always been proud of his father's work, but just lately, with Keith out in the field and away over night controlling wild-fires, the gravity and risks of firefighting are hitting home.

"When asked at school what his most frightening memory was, Evan said 'fires.'

"As CALM functions become rationalised and staff elect to live further afield, I foresee a loss of tradition and belonging.

"This leaves me with mixed feelings, but I believe gaining satisfaction from where you live and work is pretty much like life in general — it depends on what, and how much, you put into it.



Jo and Keith Low relax at home with their son, Evan. Photo by Tammie Reid

... while Di anticipates a challenging future



Dianne Watts at her 'ancient' typewriter reflects on the past ten years.

DIANNE Watts sits in front of an ancient manual typewriter at CALM's Dwellingup district office. The typewriter is not unlike the one she used daily 18 years ago when she fronted up for work as a clerical officer with the then Forests Department.

Back then, her duties entailed the usual general office tasks of typing, filing and, heaven help us, making the tea and coffee for all the officers. She also took weather readings and operated the radio and internal party-line phones, with their complicated ringing codes.

The office was tiny and felt more like a converted timber worker's house, with warren-like rooms crammed into every space.

Instead of a front counter there was a small peephole in a panelled wall. It was also freezing in winter and boiling in summer.

Di is the acting administrative assistant at Dwellingup, and her duties since the formation of CALM have diversified, with more responsibility for office management, far more public enquiries to handle and an increasing supervisory/training role of other administration staff.

Story and photo by Tammie Reid

The office design has changed a lot, too, with open spaces and ergonomically designed furniture contributing to an infinitely more comfortable and friendly atmosphere.

"Computers have changed things quite a bit, although there seem to be more paper records than ever. I think one of the biggest challenges for district staff is to become comfortable with using computers in all aspects of work," Di says.

"There's now a heck of a lot more work. With the formation of the Lane Poole Reserve, we attend to a large

volume of tourist front counter enquiries. There's also more business to attend to with permits, licences and contractors."

Born, bred, married and happily ensconced in Dwellingup, forests are in her blood. Her husband Eddy is a log-truck driver with Bunnings, her father John Postans is a district forest workman, and her mother Maxine worked at the Dwellingup office until the 1961 bushfires.

Di sums up her feelings for her work during the past 10 years:

"Well, I enjoy it; the variety of work is great and there's always a chance to get out in the bush even now and then. Besides, I've always had a soft spot for forestry people and enjoy being part of the whole forestry culture.

"Looking to the future, I'm happy to continue working in the administration area, being a part of something bigger — being a part of CALM."

New members for National Parks and Nature Conservation

Environment Minister Peter Foss recently announced appointments to the National Parks and Nature Conservation Authority, following several resignations and expiry of terms of appointment.

Changes include the appointment of Councillor

Tom Day as Chairman. Cr Day was formerly Deputy Chair and takes over as Chairman from Professor Arthur McComb who resigned because of ill health early last year.

Long-time member Mrs Marion Blackwell has been appointed Deputy Chair.

Three new members also have been appointed. Mr Vaughan Harman has been appointed as representative of Aboriginal interests.

Until recently, Mr Harman was Co-ordinator of Special Projects with the Wheatbelt Aboriginal

Corporation. Mrs Pat Barblett has been appointed as representative of recreation interests, a position previously occupied by Mr Steve Wilke, whose term of appointment expired late last year.

Mrs Barblett has worked

in the area of recreation, environmental interpretation, cultural and eco-tourism for the past twenty-five years.

She has been actively involved as Chairperson with the Rottneest Island Authority.

Mrs Barblett is a mem-

ber of the Eco-Tourism Association of Australia and is the Convenor of the Forum Advocating Cultural and Eco-Tourism (FACET).

Dr Sue Colyer is the third new appointment and is representative of tertiary educational institutions and

currently is Chairperson, Department of Leisure Sciences, School of Community Studies, Faculty of Health and Human Sciences at Edith Cowan University.

The remaining appointed membership of the Authority has not changed.