

# CALM NEWS

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WESTERN AUSTRALIA

JANUARY-FEBRUARY 1997



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## Land for Wildlife project launched

**THE State Government has announced a major initiative to encourage and assist private landowners to help conserve native wildlife on their properties.**

*Land for Wildlife* is a voluntary program to help private landholders and land managers conserve native plants and animals on their lands by protecting, expanding or creating suitable habitat.

It will greatly expand the overall area in which native wildlife has suitable habitat from which they can escape the ravages of introduced predators such as European foxes and feral cats.

CALM, which is administering the initiative, has appointed prominent ecologist Penny Hussey as the program co-ordinator to establish a *Land for Wildlife* network. Facilitators will also be appointed to assist with the field operations side of the project.

Launching the program in Mingenew, Environment Minister Cheryl Edwardes said *Land for Wildlife* was modelled on a Victorian program that was modified to suit Western Australian conditions.

"It involves establishing a voluntary register of properties and assisting owners and managers in running their land on a sound ecological basis to enhance wildlife habitat," she said.

### Help for landowners

"The program is based on providing advice and encouragement, but some direct assistance will also be available to landholders for habitat fencing, replanting and management."

Mrs Edwardes said *Land for Wildlife* tied in with other initiatives such as the Commonwealth's National Vegetation Initiative.

Landholders taking part in the scheme would also be assisted in applying for funds through various programs under the NVI.

"*Land for Wildlife* will allow landowners to undertake sustainable commercial activities in relation to wildlife such as wildflower production and nature-based tourism," she said.

"This will provide further encouragement to land managers to conserve wildlife habitat."

*Land for Wildlife* is one of the key programs within the State Salinity Action Plan launched last November, and is linked closely with CALM's *Western Shield* project that will control foxes and feral cats on almost five million hectares of the conservation estate.

It also fulfilled one of the 1996 election commitments in the Court Government's Environmental Policy—People and their Place.

"Maintaining and linking native vegetation remnants and mounting an all-out attack on foxes and feral cats are two of the most effective measures that people can take to conserve our native wildlife," Mrs Edwardes said.

"In Western Australia alone, 10 species of native mammal have become extinct since European settlement and more than 30 are on the brink."

### Integrated approach is the key

"But research and experience over the past 20 years have shown we can prevent extinctions through an integrated approach, involving predator control and managing habitat on an ecologically sustainable basis."

"The recovery of one native marsupial—the woylie—has already been so successful that the species has been taken off State and Federal threatened fauna lists and classified as conservation dependent under World Conservation Union criteria."

"The return of species such as woylies into their former range will not only help restore nature's balance, it will also provide a tremendous natural indicator for ecologically sustainable management."

"It's hoped that initiatives such as *Land for Wildlife* and *Western Shield* will eventually result in the return of a whole suite of native plant and animal species across the agricultural areas of the State."



Pictured on Sue and Paul Kelly's property, Eden Vale, at Mingenew are, left to right, CALM Executive Director Dr Syd Shea, Mrs Sue Kelly, Environment Minister Cheryl Edwardes, Paul Kelly and the Kelly children Rebecca, Shaina and Tara. Photo by Ken Atkins

## Progress on *Project Eden* romps ahead

**THE bold conservation plan, *Project Eden*, has made significant progress in turning Shark Bay's Peron Peninsula into a haven for endangered native animals.**

In its two and a half years of operation the project had been highly successful in controlling the threat of introduced predators on the 1050-square-kilometre peninsula.

Through the use of aerial baiting and innovative trapping techniques, numbers of introduced predators, —the European fox and feral cat, have been significantly reduced.

by Mitzi Vance

Foxes have almost been eliminated on the peninsula with a 98 per cent reduction in numbers. For the first time in more than 50 years it is almost fox free.

Cat numbers have also been reduced by an incredible 90 per cent and it is hoped that the goal of two cats per hundred-square kilometres would be reached by winter this year.

Along with goat and rabbit control which is continuing with excellent results, Peron is close to

becoming almost feral free of feral herbivores too.

This has paved the way for *Project Eden* to enter its second phase of operations, concentrating on habitat recovery, endangered native animal breeding programs and reintroductions of native species.

Environment Minister Cheryl Edwardes visited Peron recently to view first-hand the benefits that removal of ferals had on plants and animals, and to view the project's breeding programs.

Mrs Edwardes said she was impressed by the

wildlife monitoring results which have shown an increase in the number of small animals on the peninsula.

Animal tracks also reveal the growing number and diversity of larger animals such as the emu, euro, echidna and goanna.

The Minister also viewed the captive breeding station, where malleefowl chicks have been raised before being released into the wild at Peron.

After malleefowls, woylies are the second species to be chosen for reintroduction on Peron.

Release of both these species will occur in Winter 1997.

Other rare species chosen for reintroduction, would also be bred in captivity.

These included the rufous hare-wallaby and the bilby. CALM has already obtained a breeding pair of bilbies, currently housed at Kanyana Native Fauna Rehabilitation Centre.

All reintroductions will be subject to a comprehensive post-release monitoring program to ensure the animals are surviving well.







# Maritime pine in fight against salinity

**MARITIME** pine has come a long way from Portugal's seaside to Western Australia's wheatbelt.

Tree breeders working for CALM and one of its predecessors have produced a much better tree than the stock first introduced to WA in the 1920s.

The success of this work has made Maritime pine, or *Pinus pinaster*, the key commercial tree crop to fight salinity in the 400-600mm rainfall zone.

## Commercially viable

Any deep-rooted tree or shrub will help lower water tables, but the community can't afford to plant the number of trees required unless a significant proportion is grown commercially.

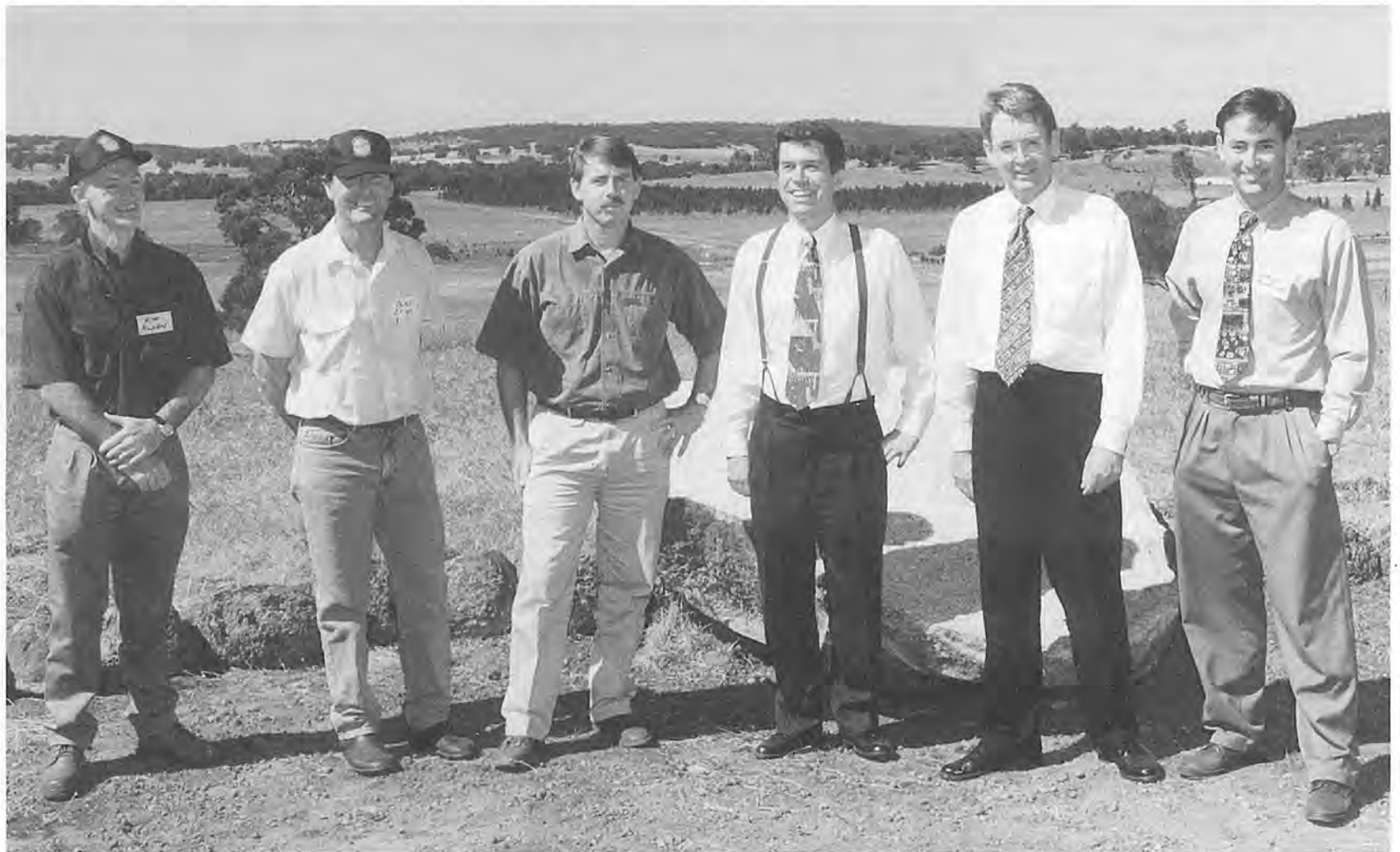
CALM's Pine Sharefarms unit was set up in 1994 to establish 5000 hectares of Maritime pine in partnership with farmers on Perth's northern sandplains.

The massive expansion of the project under the recently released Western Australian Salinity Action Plan led to the formation of CALM Sharefarms, Maritime Pine.

The new sharefarming unit has a northern division and southern division: Gary Hartnett, Kim Allen, Owen Donovan, Peter Grime and Dolly Gallagher who are based in Kelmscott and Barry Jordan and Neil Worrell in Albany.

Their combined target is to plant up to 500,000 hectares of Maritime pine to help lower water tables and ease salinity problems.

"When you consider that in New Zealand pine



From left to right, Field Manager Kim Allen, Area Co-ordinator Peter Grime, CALM Sharefarms Manager - North Maritime Pine Division Gary Hartnett, former Environment Minister Peter Foss, Premier Richard Court, and Seamus Mulholland. They are pictured during the launch of the WA Salinity Action Plan, which includes a major initiative to extend maritime pine plantings on already cleared agricultural land. Photo by Ernie McLintock

by Caris Bailey

plantings increased by 100,000 hectares last year, and in Australia they increased by only 8000 hectares, there's obviously a lot of room for growth," Gary said.

The faster-growing bluegum is already a successful tree crop in Western Australia, but is not suitable in the medium rainfall zone

where Maritime pine grows well.

Maritime pine fills the gap in between bluegums, with their relatively high rainfall requirements, and oil mallees, which cope with very little water and are being trialled as a commercial tree crop.

## Ideal for pines

"Sandy, free-draining soil which is quite unproductive for pasture species is ideal for pines," Gary said.

"The pines we planted in 1995 are about 80 cm high and the top performers are more than a metre tall."

About 1000 hectares have already been planted, but Gary and Barry know many landowners still aren't aware of the new crop, or have mistaken views about pines.

"The common misunderstanding is that pines denude the soil," Barry said.

"The truth is that the pH

levels in soil under pine are much better than the levels under pasture and the reason that nothing grows underneath pines is that their thick canopy blocks out the light."

## Ready-made market

As well as the landcare benefits of strategically planted trees, there is a ready-made market for pine in Western Australia.

Wesfi's medium density fibreboard (MDF)

plant at Kewdale heads a substantial industry and much of the first and second thinnings of pine go into MDF. Pine sharefarming with CALM is based on a 32-year rotation, with the crop thinned after about 12 years, again at 20 years and 26 years, and the final harvest when the pines reach 32 years.

CALM provides the seedlings, plants and manages them, including the thinning and final harvest,

and the landowner provides the land for a 30 per cent share of revenues from the crop.

"While it's difficult to estimate the return per hectare over the life of a plantation, \$70 per annum is probably a good guide," Gary said.

"This is a moderate return, but it also comes with landcare benefits for the surrounding area, and is generated on land generally considered to have negative productivity."

## New Principal Personnel Officer

**HUMAN Resources Branch has a new principal personnel officer—Michelle Bolitho—who says she is delighted to be working with CALM, where she is particularly impressed with the warmth of the welcome she has been given.**

"I think I'm reaping the benefits of the goodwill and respect built up for this role by my predecessor Erica Scott, and that is something I will certainly be seeking to maintain and build upon," she said.

"I'm very keen to establish strong relationships with staff and I'll be seeking to get out and meet as many as possible in the not too distant future.

"My aim is to get firsthand knowledge of the human resources issues they face, and how we might improve our service delivery to better meet their needs.

## Learning about CALM

"This will serve the additional purpose of helping me learn more about the highly diverse and fascinating areas that CALM is involved in."

Michelle comes to

CALM after seven years at the Department of Contract and Management Services (formerly the Building Management Authority).

During her time at CAMS, Michelle carried out a number of roles across almost the entire human resource function, her first role being as the senior industrial officer, which is the field in which her formal qualifications lie (she has a Masters degree in Industrial Relations from UWA).

## Baptism of fire

Michelle describes the position as 'a real baptism of fire' as it was during the days of heavy industrial disputation in the building industry.

"The Construction and Maintenance divisions of the organisation were frequently caught up in these disputes, resulting in some very torrid times not to mention frequent late night sessions in the Industrial Commission," she said.

Having survived a couple of years of this, Michelle had a short stint as the acting manager of Occupational Health and Safety, before moving into a more general human resource

consultancy role.

This position involved both a line management function as team leader of the people delivering personnel services, as well as a large strategic component in working closely with senior management to develop and implement human resource policies and strategies across the organisation.

"Most people would be aware that CAMS has been in a state of continual restructuring and downsizing for quite a number of years and quite a bit of my time was spent in actually facilitating the smooth implementation of the various change processes," Michelle said.

"This included the contracting out of large sections of the organisation and the transition of employees to the private sector".

Michelle was also a team member working on the development of CAMS Workplace Agreement which was one of the first in the public sector, as well as running the Graduate Development Program and the Mentoring for Women Pilot Program.

Immediately before

joining CALM, Michelle was working at Hamersley Iron's Perth office for six months, after having been selected for the Management Placement Program which is an initiative of the Public Sector Management Office.

Michelle was particularly keen to gain knowledge about private sector human resource practices and negotiated her placement at Hamersley for this reason.

## A Pilbara childhood

"There was also a significant nostalgia element involved as I had grown up in the Pilbara—firstly in Goldsworthy, then Finucane Island and lastly at Paraburdoo," she said.

"Working with Hamersley gave me the chance to visit some old 'stomping grounds' as well as gain new knowledge."

Michelle is married to Calvin—an electrical sales engineer—and they have one child, Cassandra, who is a very lively almost three year old!

"When I'm not running around after her, I like to read, have dinner with friends, see movies, and just generally enjoy relaxing with the family."



Michelle Bolitho. Photo by Verna Costello



## January

Widespread wildfires raged throughout much of Western Australia, with Gnaragar Pines losing 200 hectares to accidental fires, while to the east Wandoo Conservation Park had 370 hectares burnt. Karroun Hill Nature Reserve experienced the worst with a massive 8,000 hectares burnt over five long days.

The Goldfields also bore the brunt of fire-hazardous weather with 5,000 hectares of the Goongarrie National Park burnt. Western Australia's far north was not spared either as Karijini National Park had 3,000 hectares reduced to ashes from fire sparked by lightning.

## February

The last month of summer marked the beginning of the new school year and the Forest Heritage Centre's opening of the State's only School of Wood.

Bush Books and the associated Discovery series also hit the stores signifying a huge step forward in the promotion of WA's native flora and fauna. Fifteen of the pocket-sized books have been published so far and high sales indicate their success with the public and within CALM. 1997 will see at least another 12 Bush Books released.

The first formal management plan for a regional park in WA, the 270 hectare Canning River Regional Park, was released.

## March

The Perth Observatory held its first event since joining CALM's ranks in January.

The 'big bang'—a dramatic re-enactment of Perth's historic 'One O'Clock Gun'—marked the beginning of several festivities held during the year to celebrate the Observatory's centenary.

The conservation of one of the State's greatest natural attractions, Karijini National Park, was advanced by the release of a 10-year management plan—the result of six years' consultative work by CALM staff, the Aboriginal community and local representatives.

Thomson's Lake Nature Reserve and Parry Lagoons Nature Reserve, two of WA's most important wetlands, were nominated at the RAMSAR Conference as part of a network of migratory shorebird reserves along the East Asian-Australasian shorebird flyway.

## April

April was a 'watershed' month for conservation in Western Australia. The most comprehensive conservation project ever undertaken by CALM was launched—*Western*



Some of the authors at the February launch of the popular Bush Books, from left, John Hunter, Brent Johnson, Greg Keighery, Kevin Kenneally, Andrew Brown, Judy Wheeler and, front right, Carolyn Thomson. Photo by Verna Costello

by Mitzi Vance

*Shield*. The first of its kind in Australia, it aims to remove the threat of introduced predators on 5 million hectares of CALM managed-land and bring our native animals back from the brink of extinction.

Further to this, the woylie was removed from the State and Commonwealth lists of threatened species as a result of CALM's scientific research, fox control and conservation management.

One of the State's most well known mammals, the quokka, was also placed on the threatened species list for protection.

## May

Two of *Project Eden's* latest weapons in the fight to rid Peron Peninsula of introduced predators were unveiled—a 3.4-kilometre

electric barrier against feral animals and specifically formulated cat bait.

The recovery of the State's native wildlife under the *Western Shield* program, was taken a step further by a \$23,000 grant from Coles Supermarket through their sale of chocolate Easter Bilbies. The grant enabled a captive breeding program for *Western Shield* to be set up.

WA's conservation estate in the Pilbara was bolstered by the addition of the 150,000-hectare Cane River Station, bought by the State Government in order to conserve flora and landforms not found anywhere else in the region.

## June

Minister Peter Foss ventured deep into the State's south in June to launch the Two Peoples Bay Nature Reserve Management Plan and the Noisy Scrub-Bird Recovery Plan. He opened the South Coast Region's new headquarters in Albany.

The beginning of winter also saw forest-fire experts from around Australia and new Zealand converge in Perth for a conference. Latest technological developments in forest-fire management were discussed and CALMfire played a key role.

CALM's information centre *WA Naturally* was opened to the public.

Its opening also marked the launch of the award-winning internet site 'NatureBase', the establishment of the Marine Conservation Branch and the launch of CALM's new Aboriginal Cultural Tourism Unit.

The new Marine Conservation Branch and the Marine Operations section along with the Aboriginal Tourism Unit have all moved into the offices above *WA Naturally*, concentrating much of CALM's expertise in marine services in the Fremantle district.

## July

Perth played host, for the first time, to the Annual General Meeting of the Astronomical Society of Australia.

While astronomers were converging on our shores, Premier Richard Court visited Korea where he announced a significant expansion



CALM's commitment to quality customer service saw staff at all levels attending Excellence in Customer Service Workshops. Pictured at one of the workshops are, at front, work centre manager and recreation officer Jamie Ridley and administration officer Jim Wilson, both from CALM's Mundaring office. Seated on the arm of Jamie's chair is Information Management Branch cartographic officer Jenny Henderson. They are with workshop facilitators (rear) Barbara Holland, left, and Jan Leonard. Photo by Verna Costello



The highly successful Montebello Renewal, a two end of May and finished in August. Phase III will Island are, left to right, Brent Johnson, Jill Pryde





Captivated by the charm of the koala twins Euca and Lyptus, are Helen and Linda Kiddis, who are also twins, aged six. They are with Yanchep National Park ranger John Wheeler. Photo by Ernie McLintock

of the pulpwood project between Hansol and the WA Government.

Back home Environment Minister Peter Foss signed the Deferred Forest Agreement with the Federal Government, resulting in the deferment of more than 80,000 hectares from harvesting until the end of 1997 or until a Regional Forest Agreement (RFA) is signed.

July also saw the announcement of the establishment of the Ord Sandalwood project—the first private plantation of Indian sandalwood in Kununurra's Ord Irrigation area.

A decomposing fin whale washed ashore on Cottesloe Beach bringing with it smelly conditions and a problem for CALM Marine Operations as they had the unenviable task of removing the 20 metre-long, 40-tonne whale from one of Perth's most popular beaches.

## August

For the first time in more than 30 years, fresh water flowed into Lake Toolibin following the successful joint program

between the local community and CALM to revegetate the areas degraded by salinity.

The regional forest agreement process started with the first public meetings held in Manjimup and Perth.

Goldfields timber hit the news with the announcement that Kalgoorlie-based Desert Timber Products had been awarded a contract by CALM to supply 5000 tonnes of its distinctive timbers.

An innovative new computer guide, known as REX '96 (Revegetation Expert Software), detailing Australian native plants for revegetation and land rehabilitation was launched.

A traumatic two-day rescue attempt to save a pod of 300 long-finned pilot whales that stranded en masse at Dunsborough marked the end of August. Hundreds of volunteers turned out to help CALM and other government agencies return the whales to deep water. Of the 300 whales, only 20 died.

## September

September was characterised by significant

additions to the State's natural attractions. Premier Richard Court opened the Valley Of the Giants project, while Minister Foss opened Perup Wilderness Lodge. The Valley of the Giants facility, which includes the award-winning designed Tree Top Walk, and Perup Wilderness Lodge are CALM projects that successfully combine tourism and recreation for the benefit of conservation.

Spring also saw the start of the first baiting program under *Western Shield*, in which baits containing the naturally occurring poison 1080 were dropped from aircraft.

CALM's internet site '*NatureBase*' wins the Best Government site award in the inaugural *Australian Financial Review*/Telstra Australian Internet Awards held in Sydney.

## October

While Premier Richard Court officially opened the Penguin Island Research and Management Centre—a joint venture between CALM and WMC Resources LTD—Minister Foss opened the Great Forest Tree Drive a spectacular addition to the southern region's nature-based tourism attractions.

Both openings represented huge

achievements in CALM's management of the State's flora and fauna.

October heralded the 50th anniversary of the Gloucester Tree, with celebrations extending into the Pemberton Forest Festival.

Yanchep National Park hit the international news headlines with the 'coming out' of its rare twin koalas. News of the twins spread to many countries, including Japan, USA, Singapore, Britain, Alaska, Spain, New Zealand, Indonesia and Germany.

The innovative Tree Top Walk wins a National Project Award in Landscape Architecture.

The recovery of the woylie in Western Australia is hailed as a survival success story by the world conservation union (IUCN), signifying CALM's success in fauna conservation.

## November

Yanchep's internationally famous twin koalas were given names by patients at Princess Margaret Hospital through a competition run by CALM and Radio Lollipop—the names "Euca" and "Lyptus" were chosen.

Nyoongar culture and its link with nature is the focus of a new program titled *Exploring Woodlands with Nyoongars*, launched by the Minister for schools in WA.

The first reintroduction of native animals under *Western Shield* takes place at Lake Magenta where 40 chuditch are released.

CALM plays a significant role in the State Government's declaration of war on WA's most dangerous single environmental problem—salinity. The State Salinity Action Plan details a 30 year strategy at a cost of \$3 billion to redress the menace which is attacking farmlands, water catchments and communities throughout the southern half of the State.

Plans are unveiled for a new 50,000-hectare park in Perth's northern suburbs, extending from Gnangara Road to Moore River. More than 100 times the size of Kings Park, the new Gnangara Park is heralded as a reserve for the children of the next millennium.

The 1996 CSIRO Medal for Research achievement is awarded to the CALM team of Kevin Keneally, Daphne Edinger and Tim Willing for their definitive work on the plants of the Dampier Peninsula.

To combat the devastation caused by WA's plague-proportion rabbit populations, Calicivirus Disease is released at Peron Peninsula.

## December

Numbats were returned to part of their former home range close to the Perth metropolitan area as part of *Operation Foxglove*, a joint initiative between CALM and Alcoa Australia. Twenty of the small marsupials were released into forest around Mt Dale.

Conservation in the southern metropolitan region of Kwinana gets a boost with the announcement of the corporate sponsorship of Leda Nature Reserve by Edison Mission Energy Company.

The Forest Heritage Centre celebrates its first birthday with a weekend festival of finewood crafts, bush poetry and wildflowers.



-phase 'Western Shield' project, aimed at ridding more than 100 islands of feral rats and cats began at the see the reintroduction of native animals to the islands over the next two years. Pictured arriving at Hermite e, Martin Clarke, Andrew Burbidge, Jane McRae, and Howard Robinson. In front are Tony Scolari (Pilot) and Diana Papenfus. Photo by Jill Pryde



CALM staff and volunteers add a touch of class to the Penguin Experience directional sign at the opening of the Penguin Island Research and Management Centre. From left to right they are volunteers Reg Bebbington and Thea Stockton, Shoalwater Islands Marine Park ranger Murray Banks, volunteer Lynn Larson, Shoalwater Islands Marine Park ranger-in-charge Terry Goodlich, and volunteer Carol Durant. Photo by Mark Siczekowski.



# Respected colleague and loyal friend lost at sea

CALM staff were shattered over the New Year to learn that Seamus Mulholland had been lost at sea in a boating incident.

Seamus had been with CALM for more than 11 years, and at the time of his disappearance he was manager of the Plantations Business Unit.

He was one of the Department's most popular staff members and was regarded as one of its rising stars.

An example of his ability was that he was appointed manager of the Plantations Business Unit at the relatively young age of 32.

In a tribute to Seamus, Executive Director Syd Shea said: "He was one of the brightest, if not the brightest person we had."

"He was a brilliant economist and was heading the important plantation strategy aimed at fighting the State's salinity problems.

"He was one of those people who seemed to have a lot of things running well for them—he was highly intelligent, a very successful sportsman, yet he was very popular at the same time."

## Exceptional

Dr Shea's words were echoed by Parks Director, Jim Sharp, who, in a eulogy at the memorial service said: Seamus was exceptional. He was the complete person. Good look-

ing and incredibly charming.

"Who will ever forget his completely disarming smile. He was intelligent, athletic and humorous.

"You couldn't meet Seamus and not be impacted by his presence and personality, yet he didn't project himself forward, rather he chose to be modest, gentle and unassuming."

Craig Hansen, a friend of Seamus from their days at Kinlock Primary School, who also delivered a eulogy at the service, said:

"Seamus embraced life and gave everything he tried 100 per cent.

"He was the sort of person who, despite long periods of separation, when you were again reunited, there was no gap in your friendship or reduction in the warmth of his smile.

## Unstinting

"Seamus was a gentle man, who was always willing to share his many gifts with family and friends.

"He shared himself unselfishly with all he met and his life touched many."

It was as dux of Lynwood High School that Seamus left to attend university, where he could have succeeded in any career he wanted.

He chose forestry initially, because it would enable him to maintain contact with the outdoors and the bush that he loved.

To expand his options,



Seamus Mulholland. Photo by Penny Walsh

Seamus successfully completed a joint degree: Bachelor of Science in Forestry and Bachelor of Economics, begun at the University of Western Australia, and completed

at the Australian National University.

He later returned to the UWA to complete a Master of Science degree in Natural Resource Management. CALM interpreta-

tion officer Lotte Lent remembers:

"I met Seamus at UWA, along with Gordon Graham and former CALM planning officer Allan Padgett," she said.

"It seemed we all relied on Seamus at one time or another for help with the more complex economics of the course, and he most willingly and modestly gave his help.

"I recall his ability to make his in-class presentations on economics fun and memorable.

"He once drew comic characters on overhead projector slides to explain his 'economics of salinity'.

## A class star

"He was certainly our class star and he was just such a nice human being to have around."

In his studies or at work, Seamus was sought out, not just because he was good to be with, but because he was the person with solutions and he made himself available.

Luisa Liddicoat, a research scientist in the Visitor Statistics Section, is another CALM staffer who was captured by Seamus' willingness to help others.

"During his time in the Parks, Recreation, Planning and Tourism Division, Seamus helped me enormously by writing a series of macros that automated many of the repetitive steps required to produce complicated visitor statistics," Luisa said.

"I'm indebted to Seamus for his assistance and friendship."

Seamus had one of the most diverse careers of anyone in CALM because

he was so capable and so willing to do different things and take on difficult responsibilities.

He was also able to relate to many people at every level and during his time with CALM, he worked directly with three Ministers.

He really wanted to contribute to developing countries and got the opportunity with his posting to the Solomon Islands.

His renowned honesty and integrity caused him difficulties with that posting, but he didn't compromise.

"What made Seamus so outstanding," said Jim Sharp, "was not the fact that he was so gifted and so talented, but rather that he didn't flaunt his abilities or achievements.

"He simply used them to the benefit of others."

## A model life

"Seamus showed us how to live. He embraced life and all its possibilities with open arms.

"He didn't hold back but gave everything he had in his relationships and his work.

"He lived a positive, vigorous and victorious life and he challenges us by his life to do the same."

Seamus is survived by his widow Anthea, who also lost her father and brother in the incident.

Our sympathy goes out to Anthea, to his parents Tony and Beverley, and to his sister Kathleen.

## Seamus remembered with respect

I'M sure there are many thousands of stories and anecdotes to describe the immense and wonderful character that Seamus was. I would like to add a chapter to the story of his life.

Seamus was our boss—at the elevated height of Level 8 no less—and a person who neither needed, nor tried to remind us of his position.

Early last September, I phoned Seamus to tell him that we (the Maritime Pine group of CALM Sharefarms) had just completed a successful planting season and were now preparing for the coming insect season.

I also mentioned that we were hoping to hold an end-of-planting review in the field, followed by some low

By Gary Hartnett

and high pruning of a small plot of Maritime pine at a farm near Moora.

Seamus agreed to this and noted the date it would take place.

About two hours later he phoned again. He had freed his diary on the proposed day and said he would love to come along.

He asked if we had extra equipment available and was unfazed to learn that a high pruning pole awaited him.

There was now great speculation and perhaps a shade of apprehension among the group. The plantation manager doesn't do this, he's the BOSS.

Seamus and I travelled to Moora together, driving

straight to the bakery—a great spot if you ever find yourself in downtown Moora.

As we were late, (owing to the what seemed like 50 phone calls that Seamus had to make on the way), the staff had assembled at the bakery and were half-way through their first cappuccinos.

Seamus hadn't met us as a group before. Some of the team looked quickly at their watches and then at the coffee cups.

"The plantations manager's here, he'll think we should be working!" they thought.

Seamus sensed this and quickly began talking about the past planting season and the day ahead. More cappuccinos were ordered as we talked, and then we

set out for the plantation, where Seamus was handed an aluminium, long-handled high pruning pole, a much-dreaded symbol of a hard day's work.

Taking it, he enquired about the sharpness of the blade and proceeded to the first tree.

There was Seamus, dressed in the uniform of a forester from the Solomon Islands, topped with a new CALM Sharefarms cap.

We all got to know him that day, although no-one asked why someone as busy as Seamus came high pruning all day.

We assumed it was out of a genuine desire to meet and know personally the people he worked with.

I think we were right.

## When our normal coping skills are not enough

FROM time to time, CALM staff are subjected to stressful incidents which are sudden, unexpected and overwhelming.

The reaction to such events is often called Critical Incident Stress.

When exposed to incidents that place great strain on coping abilities, very few people are immune.

Even in emergency services, one can find evidence of the way in which serious and disturbing events have affected the functioning of those involved.

Many people report loss of interest in their work, apprehension about the job, avoidance of certain areas, increasing arguments and mood changes, as common behaviour following a critical incident.

CALM employees are usually fairly resilient, and in time, able to muster the resources necessary to cope with stressful incidents.

But others may have exhausted their coping skills, due to numerous incidents, or excessive demands on them to manage the stress encountered.

The need to provide assistance following stressful events in the workplace is recognised Australia-wide.

Peer support programs are already in use in occupations where the potential to be confronted with a highly stressful event is always a possibility.

Such occupations include police, firefighters, ambulance officers, and in heavy industry and hospitals.

Peer support programs train volunteers from a work group in appropriate methods of helping work colleagues who have been subjected to a stressful critical incident.

Peer supporters are trained to provide support to others by using a process called 'stress defusing', either on a one-to-one basis, or in small groups.

Support may also include making sure any immediate physical needs are met, arranging contact with family members where appropriate, and providing current information that assists the individual's coping process.

As the name suggests, the peer supporter provides 'support' only.

A peer supporter does not become a counsellor or take on any other role for which he or she is not fully trained or qualified.

In times of stress, crisis or emergency, an individual staff member can

become a great resource for his or her colleagues by taking advantage of CALM's Peer Support Program.

On March 17 and 18, a Peer Support Training Course, organised by CALM, in conjunction with the PACE Employee Assistance Program, will be held at PACE in Victoria Park.

The Peer Support Program, provides a two-day training course that covers a wide range of topics.

These include crisis response, the types of stress that affect people, the stages of stress reaction, and the strategies, skill and procedures for providing support after a highly stressful incident.

The course is followed up with a regular news letter that keeps course participants up to date with latest information on managing critical incident stress.

Interested employees, are asked to discuss with their managers and supervisors the desirability of having at least one staff member attend the course.

As enrolments have already begun, please contact Linda Gilbert on (09) 334 0397 as soon as possible with names of staff wishing to take advantage of this worthwhile course.

## Remember the popular lunchtime seminars? Well, they're back ...

AND the next topic for 1997—Project Eden—will be presented by Per Christensen.

It's on Wednesday, March 26 in the Staff Training Centre at Como.

Bring your lunch - or buy it at CALM's cafeteria.

Other topics and dates you can pencil in your diary include:

• Marine Conservation Branch by Chris Simpson - April 30

• State Salinity Action Plan by Keiran McNamara - May 28

• Perth Observatory by James Biggs - June 11

• Western Shield by Roger Armstrong -

July 30

• Maritime Pine Plantations by Gavin Butcher - Aug 27

• RFA Agreement Process by Alan Walker - Sept 24

• Fauna recovery & Re-introductions by Keith Morris - Oct 15

• CALMfire by Rick Sneeuwjagt - Nov 26.

Dates may change, so watch out for reminders, which will reach you by email or fax a week or two before the event.

If you have never attended a lunchtime seminar, make a point of coming along this year.



# "A perfect gentleman and a true scholar ..."

... whose gentle presence will be sorely missed."

This was the epitaph CALM's Central Forest regional manager Bob Chandler proffered following the passing at age 52 of the Department's Director of Economics Dr George Malajczuk on January 18.

## Great humility

He was indeed a true gentleman in all his dealings, possessing a gentle demeanour and great humility, despite his outstanding achievements. His honesty and integrity were beyond reproach and he set himself very high standards in everything he did.

CALM Executive Director Syd Shea, who was an undergraduate with George at UWA, said he was a good personal friend for 35 years.

"George was always there when you needed him," Syd said. "On many occasions, such as the first major royalty review and the development of timber sharefarms, George provided the mathematical skills which in the end won the day for CALM."

## Brilliant all-rounder

Manjimup senior district forest officer Martin Rayner said: "It would be easy to say George was a scholar. But having had the privilege of working for, and then alongside him, I have no hesitation in saying he was truly brilliant in many fields of mathematics, econometrics and economics.

"It was inspiring to work with him."

Forestry was in George's blood. His father had worked for many years with the then Forests Department at Wanneroo where he raised the seedlings for many of the pine plantations that George was to plan and manage during his distinguished career.

On graduating, George began with the Forests Department at Harvey. He completed his Masters and Doctorate at Yale University.

His Doctorate in applied mathematical programming techniques relating to plantation

planning set the standard for many subsequent developments in this field.

Later, he was to become regional leader (planning) for the then Northern Forest Region before being appointed principal economist and subsequently Director of Economics.

George was the technical excellence underpinning many of the Department's initiatives.

At various times, his work was directly responsible for securing funding for plantation expansion and maintenance, for ensuring overall economic efficiency in land management operations and more recently, the success of sharefarms.

Throughout his economic career, his work encompassed probably every sector of CALM's workforce in some way—from valuation of recreation and tourism in national parks, to economic evaluation of fire-fighting techniques, and determining break-even costs of forestry operations.

His key contributions included the cost-benefit justification for the Donnybrook Sunklands pine estate; various submissions to the Grants Commission; establishing hardwood royalties and determining annuities for the Department's blue gum and pine sharefarming initiatives.

George's economics advice was eagerly sought by his peers in other state, national and international agencies and universities.

CALM's Director of Corporate Services, John Byrne, said George was recognised as being an outstanding economist by his peers throughout Australia.

At one stage he was offered the chair in forestry at an Eastern State's university but declined because of his close attachment to his family in Perth.

## United Nations posting

Early last year, the United Nations' Food and Agricultural Organisation offered him the position of Head of Forest Economics and Statistics, based

in Rome. The appointment was being processed at the time of his death.

John remembers George as an excellent sportsman, very good at athletics in his younger days and a life-long distance runner. His ability on the squash court most often was too great for his colleagues.

Scientific projects officer Warwick Boardman from Information Management Branch in Como said it was nothing for George to burn the midnight oil.

"He was eager to apply his mathematical programming skills to his work but often found policy issues were of higher priority," Warwick said.

"There seemed to be quite a few occasions when he'd work to one in the morning on something urgent. He had a great deal of pride in his work and was a very valuable senior public servant who did his best for the State."

George's offside, economist Dragan Mistic said "he was the type of boss that you dream of having".

"George rarely, if ever spoke about himself in regard to his achievements," Dragan said.

"He best enjoyed talking about the early days with CALM, when he worked with Syd Shea in the South West and travelled long distances to play squash with Trevor Butcher.

## A devoted family man

"More than anything, George was a private family man. He was immensely proud of his parents and took exemplary care of them."

George's dedication extended beyond his career. Martin Rayner said that over the years, George supervised and acted as an examiner for many MSc and PhD candidates, including students from overseas and local universities.

Martin was one who benefited from George's guidance as a member of the supervisory panel for his PhD.

"Many of us have lost a good friend and an esteemed colleague," Martin said.



George Malajczuk. An indication of George's reticence was the scarcity of photographs of him. Fortunately, his brother Nick had this one, which he kindly gave to CALM NEWS.

"The WA Public Service has lost a very loyal, dedicated employee whose rare combination of technical excellence and experience will prove irreplaceable."

Director of Forests Don Keene said that soon after he and Frances were married, they moved to Wanneroo, next door to Mr and Mrs Malajczuk, senior, and their four children.

"Although we came from a different cultural background, our association with the Malajczuk family was one of mutual help, friendship and happiness," he said.

"I particularly remember that Mrs Malajczuk was so very proud of George, who, by this time was studying at University.

"During my employment in the Forests Department and CALM, I came to respect George for his accuracy and meticulous attention to detail in providing information requested of him.

"There was never any doubt that his work would stand the scrutiny of his peers—and adversaries.

"George Malajczuk will long live on in my thoughts."

Senior research scientist and close friend Trevor Butcher had this to add:

"George combined compassion with a brilliant intellect, and, as others have said, was devoted to his family, his work and his running.

"I've had the privilege of being a close friend of George and his family from University days, some 33 years ago, sharing many memorable times. These included numerous hard-fought squash games and many pleasant dinner-time get-togethers with my wife Yvonne, and our children Alistair and Katherine.

"George had a deep love of the Gnanagara pine forest where he spent his childhood, and as an adult, he enjoyed many

weekends running along its pine-scented tracks.

## A considerate stoic

"He had a strong Christian faith and accepted his illness without complaint. Even near the end, when it was obvious he was in great pain, he didn't want it to be a cause of anguish for us, so he would deny that he was suffering.

"George found great peace while at the Cottage Hospice during his last week. Here, he was completely relaxed—secure in the knowledge that he would soon meet again the mother who had predeceased him. This strength of faith was inspirational to those who were privileged to share his last days.

George, who never married, is survived by his father Alex, sister Tanya and brothers Nick and Wally. We extend our heartfelt condolences to them in their sad loss.



## New fire truck gets a warm welcome

A new heavy-duty fire truck, equipped with aspirated foam has been added recently to the Perth District fleet.

The truck is likely to be given its 'baptism of fire' (pun intended) at short notice, following the high number of fires (135) experienced by the district during the 1995-96 summer.

On hand, to receive the new vehicle with acting director of regional services Ric Sneeuwjagt (left), were senior fire fighter Les Holden, reserve management assistant Mel Price, operations officer Mike Cantelo, CALM fire co-ordinator for Perth District John McKenzie, and Swan Region's recently appointed manager Bruce Harvey.

According to Perth District manager Alan Briggs, there's a CALM NEWS story behind most of the fire-truck's welcoming party.

"For example, Mike Cantelo, is heavily involved in CALM fire's aerial fire bombing exercises, and Mel Price is a recent recipient of the Executive Director's Award," Alan said.

by Verna Costello

"Les Holden has been seconded to CALM from the Western Australian Fire and Rescue Service (WAFRS)—City and Town Firefighters; his secondment is part of a CALM/WAFRS partnering arrangement.

"The partnering exercise will have been in place for two years this February, and involves close working arrangements between WAFRS and CALM with a win-win focus towards overcoming issues and fostering teamwork.

"Les is an example of applying these principles and is working with CALM during the 1996-97 fire season to share learning experiences; Les is currently providing CALM fire fighters with training in structural fire fighting.

"There are three stories already—just waiting to be told—and you'll be seeing them in CALM NEWS over the ensuing months," Alan said.



# The field graduates - keeping track of them

THE outstanding link between the careers of the graduates interviewed so far is the great diversity they find in the work they are required to do; it seems that CALM field officers need to develop a myriad of skills to perform the wide variety of tasks required of them.

It is in developing a basis for these skills that the graduates have found their fourteen weeks of skills-based training most helpful.

Continuing from the last issue, we look at two more field officers who have completed the Field Officer Skills-Based Training Course.

They are Perth District's Dave Guille and Blackwood District's Rob Turner.

**D**avid is a forest ranger with Forest Management Branch and can be found at Perth District's Wanneroo premises.

His time is divided in varying proportions between Nature Conservation, CALMfire and the Softwood Business Unit, depending on District priorities at any given time.

His Nature Conservation work incorporates a wide range of activities that focus predominantly on general reserve management.

Duties include the planning and implementation of weed and feral animal control programs, monitoring populations, as well as taking care of general periodic maintenance require-

by Megan Hughes

ments. In addition to these duties, Dave's work with CALMfire sees him involved with the preparation of burn prescriptions and firebreak plans as well as taking an active role in burning and suppression operations.

Finally, rounding out David's highly diverse works program, is the time committed to the Softwood Business Unit. The festive season saw him running the annual Christmas Tree Harvest and Supply Operation.

David has a Bachelor of Applied Science in Environmental Management from Edith Cowan University.

However, his interest in land management stems from well before then. "Being born and raised in 'God's own country' (Frankland, to the uninformed), I fostered from an early age a keen interest in ethical land management practices," David said.

However, despite his long-term interest in environmental resource management, David's entry into CALM was not smooth.

He first applied for a field officer cadetship when he was barely out of high school, but was unsuccessful.

His subsequent completion of an Associate Diploma in Environmental Management also failed to yield results on the employment front.

As a result, David found himself working as an itinerant labourer on

drilling rigs, tractors and in shearing sheds.

"Finally, after two years, Edith Cowan University developed their Degree in Environmental Management so I went back for another go," said David.

"After a further 18 months' study, and almost a year of looking around, I broke into the big league, landing a contract position as a dieback interpreter with CALM's Kelmscott Forest Management Branch."

"After two years as an interpreter, the introduction of the new Field Officer Skills-based Training Course gave me the opportunity to enter the mainstream of CALM operations, as well as providing greater opportunities for career development."

Given the range of David's tasks within CALM, his reply when asked what he enjoyed most about his work was:

"I very much enjoy the great variety in my works program.

"It means I'm constantly challenged, and it's the challenges that make work so stimulating.

"Also, I meet a wide variety of interesting people, and I have a great working environment."

David enjoyed the fourteen weeks of skills-based training each of the new recruits receives in their first two years of employment.

Commenting on the course, David said:

"The relatively short stints at Dwellingup proved to be quite physically taxing.

"Participants attempted to compress the same level of 'social interaction' into those few weeks as the previous cadetship officers had experienced in a full year.

"However, the skills and knowledge acquired during that brief period, as well as the networks developed between the recruits, have since proved to be extremely valuable.

**R**ob Turner is located at Nannup, where his work is mainly with Nature Conservation and the Hardwood Business Unit. However, some of his time is also devoted to his role as a Health and Safety Co-ordinator and to CALMfire.

He has a Bachelor of Science degree in Environmental Science from Murdoch University.

Having grown up in Harvey, Rob



Rob Turner. Photo by Jim Green

has a family history steeped in the forest:

"One grandfather was a builder, but in his spare time he was an amateur minerals prospector, and the other was a forester with the Forests Department," Rob said.

"I think it was their influence that initially gave me an interest in CALM.

"Also, after university, I worked for several months with an oil pipe maintenance crew on Barrow Island, where I developed an interest in the natural habitat of the north-west.

"Eventually, I would like to see my career with CALM take me into that area, and be based somewhere like Derby or Kununurra, but I suppose many others have similar aspirations."

Rob began working with CALM at Nannup in 1995, where he still based today.

"Being based in Nannup, I have enormous diversity in my work," Rob said, with some degree of understatement.

His responsibilities with Nature Conservation alone illustrate this point.

Rob's work involves biophysical surveying, rare flora and fauna management, feral animal and weed control and reserve management.

He also has responsibility for the management of the flora industry carried on in the District.

An equal proportion of Rob's time is devoted to his work supporting the Hardwood Business Unit.

In this role, Rob's duties involve the planning and implementation of coupe setups, including coupe demarcation and treemarking.

Along with Nature Conservation, these activities account for about 80 per cent of Rob's time.

Interestingly, he lists his work as co-ordinator of the Health and Safety Program for the Blackwood District as taking up the remaining 20 per cent of his time.

However, somewhere in this mountain of duties, Rob also manages to find time to work with CALMfire, operating as a sector commander, helping with communications and ground support at both wildfires and prescribed burns.

However, when asked what he enjoyed most, Rob, like David Guille, listed his job's diversity as one of its best features.

"The thing I enjoy most about my work is getting outdoors and experiencing a wide variety of locations.

"Depending on the task I'm performing, I may find myself working by a river, in a forest, or even on the coast.

"I also enjoy the freedom I'm given to determine my own weekly works programs, and being responsible for the implementation of these programs with minimal supervision."

With regard to how the Field Officer Skills-based Training Course had helped him with his work, Rob had this to say:

"The training has been comprehensive and well organised; it has helped me to successfully bridge the gap between university and the often out-of-the-ordinary tasks required to be performed by CALM field staff—such as fire-fighting and coupe management."



David Guille. Photo by Ken Borland

## Win a night out with the woylies

UNTIL last year, woylies could no longer be found in the jarrah forest near Mundaring. But recently, two groups of primary school students spent a night proving these formerly endangered animals were alive, well and breeding.

The turnaround was made possible by CALM's Operation Western Shield, which aims to eradicate foxes and feral cats and reintroduce native species.

Winning 'a night out with the woylies' was the culmination of classroom work carried out by several schools using CALM's Western Shield Action Pack.

This pack is designed for upper primary teachers and students, and is linked to school curriculum subjects.

### Raising awareness

Its object is to raise awareness and understanding of our threatened animal species and to promote conservation initiatives.

And what better way for students to become aware and understand than to take part in research methods used in Operation Western Shield?

After completing the Action Pack work, schools registered for a draw.

Schools won sets of CALM's Bush Books, while the lucky winners of the camp under canvas were the students of Chidlow (Year 5/6) and St Lawrence (Year 7) Primary Schools.

by Liz Moore

In the early evening, the students visited an animal-viewing hide, deep in the jarrah forest where woylies were released last year. Supervised by CALM officers, students set traps close to the hide.

Later, at The Hills Forest Activity Centre, they saw several threatened species, including a bilby, burrowing bettongs and western barred bandicoots that are being cared for by the Kanyana Wildlife Rehabilitation Centre.

The evening wound up with a starlit walk in the forest, and later, as they settled in their tents, the students were serenaded by cicadas, quacking frogs and a boobook owl.

Early next morning, an inspection of the traps revealed mardos (marsupial mice), a quenda (southern brown bandicoot) and, of course, several woylies (one of which was a female with a joey in her pouch).

### Traps checked

These were all checked and released again into their natural habitat.

Back at the Centre, students were challenged by an endangered species treasure hunt before returning to school.

Teachers and their students all agreed that the camps were a great success,

exceeding their expectations. Teacher, Wendy Harvey, said:

"The Action Pack really caught my students' interest and also resulted in an enormous amount of effort and improvement in their language skills and other areas of the curriculum.

### A memorable experience

"The camp has been a memorable experience for every student, and one they will remember for many years to come".

The enthusiasm of students and teachers for the Action Pack and the camps, as well as the high standard of the entries has been overwhelming.

Buoyed by this reception, CALM is encouraging many schools to participate in the program in 1997.

In 1996, all primary schools in the State were sent Western Shield Action Packs that can be used again in 1997. 'A night out with the woylies' will be drawn again in late 1997.

If readers have any queries about the program, or wish to have a copy of the action pack, please contact me on tel: (09) 295 2244 or (09) 334 0387, fax: (09) 295 3247 or 334 0498, or email Lizm@calm.wa.gov.au.

The Western Shield Action Pack is also available through CALM's NatureBase web page on <http://www.calm.wa.gov.au>



CALM forest ranger Dennis McDonald holds out freshly mixed bait for a wary Julien Coci to sniff. Two of Julien's fellow St Lawrence students Daniel Taborsky and Anthony Armenti look on. Photo by Liz Moore