

# CALM NEWS

FOREST SCIENCE LIBRARY  
DEPARTMENT OF CONSERVATION  
AND LAND MANAGEMENT  
WESTERN AUSTRALIA

Print post approved PP665002/00001

DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT

MAY—JUNE 1997



- CALM to care for regional parks - page 2
- Bluegum population set to increase - page 3
- Michelle's rights recognised - page 4



- Swan Coastal Plain Walk Trail launched - page 4
- CALMWeb part 2 - page 5
- Meet Glenn Giudici - page 6



- Quokkas found near bauxite mine - page 6
- Popular pair farewelled in fine style - page 7
- CALM-City of Melville collaboration - page 8

## CALM's tourism contribution recognised



Children from Sir David Brand School and Rosalie College, Shenton Park and residents of Rowethorpe Retirement Village, Bentley helped CALM celebrate Arbor Day on June 6. The children and Environment Minister Cheryl Edwards planted a tuart tree in Matilda Bay Reserve and later, with the help of CALM's Perth district staff, planted several shrubs. Mrs Edwards presented Certificates of Appreciation to 15 CALM staff in recognition of their stewardship of the forest (see photo page 3). The Hills Forest's new mascot, Charlie Chudich, (alias CALM volunteer Linda Collins) made a debut and Perth bagpipe maker John McMurchie played a set of pipes he had made from Goldfields timber. Photo by Ernie McLintock

CALM has won a prestigious Western Australian Tourism Award for the first time.

The Department's successful book, Dive and Snorkel Sites in Western Australia, won the Media category of the awards, while the Penguin Experience—Island Discovery Centre was a finalist in the category of Environmental Tourism.

### One of the few

In accepting the award, CALM Executive Director Dr Syd Shea said CALM was one of few Government departments that actively promoted tourism in Western Australia.

At the awards ceremony, for example, three of the WA Tourism Commission's 'Elle McPherson' commercials now being shown in the eastern states were screened and all three featured CALM areas: Ningaloo Marine Park, the Tree Top Walk in the Valley of the Giants near Nornalup, and Karijini National Park.

"We are delighted that the Tourism Council Australia has recognised the efforts made by CALM," Dr Shea said.

### Book's success

"The success of the dive book is particularly significant in light of the Department's drive to establish a system of representative marine parks and reserves."

CALM's other finalist also had a marine flavour. The Penguin Experience—Island Discovery Centre opened on Penguin Island late in 1995 at a cost of \$320,000, and is

well on its way to becoming a major tourist attraction.

It was sponsored by CALM, the Commonwealth Department of Tourism and Kodak.

The discovery centre, which is open seven days a week between 10.00 am and 3.30 pm, allows the public to watch fairy penguins frolicking in the water and learn how these little diving birds live and behave in the wild.

It has been designed to blend with the surroundings and reflects the natural contours and colours of the island.

People who take a cruise of the Shoalwater Islands Marine Park, or catch the ferry from Mersey Point to the Island, can see the penguins in the centre free of charge.

### Unique product

Director of Corporate Relations Ron Kawalilak said that Dive and Snorkel Sites in Western Australia was a unique product that had been a commercial success.

It also was helping CALM to manage marine parks by educating divers about the importance of conservation.

"CALM's market research indicated that three or four out of every 10 people who completed a SCUBA course did not dive again, possibly because they did not have a boat or were unaware of where to find the best shore dives," Ron said.

"Thus, Dive and Snorkel Sites in Western Australia was targeted strongly at snorkellers and novice divers, a segment of the diving market that

had been extremely neglected in the past.

"It was hoped that by providing this information, novices would be encouraged to continue diving, and the whole family, from children to grandparents, might be induced to venture into the water and try snorkelling."

The book has been received enthusiastically by the diving public and the diving and tourism industries alike.

### Immense value

For example, Marlene Harding, Director of tourism wholesalers Discover West Holidays wrote to CALM to advise that Dive and Snorkel Sites in Western Australia had been of 'immense value... in establishing the dive options that we are currently promoting in Europe'.

"Your excellent motivational publication provided us with the stepping-off point to proceed with confidence to offer these superb Western Australian underwater adventures to the world, combined with land-based adventures," she wrote.

"We have just returned from Italy, Switzerland, Germany and the United Kingdom, where massive interest has been expressed in Discover West Diver, and well over \$100,000 of adventures are already in place."

Dive and Snorkel Sites in Western Australia was edited by Carolyn Thomson, designed by Sue Marais, and illustrated by Gooitzen Van Der Meer and Louise Burch.

• Continued page 2

## Full Court backs CALM on forest management

THE Full Court of the Supreme Court judgment on three major court actions involving injunctions that have pre-vented logging in parts of the Jane, Kerr-Hester and Sharpe forest blocks has backed CALM's forest management.

The Court decision, on June 17, has found in CALM's favour in respect of all three actions.

In one action, the Court found that one group, the Friends of Jane, did not have standing to argue their case.

Although the Bridge-town-Greenbushes Friends of the Forest, South West Forest Defence Foundation and Balingup Friends of the Forest were found to have standing, the Court dismissed practically all of the claims made by those groups alleging illegality by

CALM in its management of the forests.

CALM Executive Director Dr Syd Shea estimated the total cost of defending the actions, including the diversion of his officers' time from more worthwhile work, and the need to change logging plans, was about \$1 million, wasting scarce public money that CALM would have been able to spend on significant conser-

vation measures such as its endangered species program.

"The Court's decision today has rejected the allegations made by conservation groups that CALM has been acting illegally or improperly in its forest management," Dr Shea said.

"CALM's forest management practices are the equivalent to the world's best practice.

Our current management plan was subject to more than two years of public scrutiny before it was implemented."

Dr Shea said CALM tried hard to balance the demands of Western Australians for forest products against the need to reserve the best areas of forests for conservation.

"While some people will never be satisfied unless all forest is placed in reserves,

there is a requirement on Governments to continue to work towards providing for all forest uses in the most equitable possible way," he said.

Dr Shea called on the leadership of the conservation movement to take a more responsible attitude and recognise that their decision to litigate these matters has been a disaster.





One of the highlights of CALM's Arbor Day celebrations was the presentation of certificates of appreciation to CALM staff in recognition of their service to forest stewardship. This year's awardees, pictured with Executive Director Dr Syd Shea, were (from left) John Schuts, South West Capes; Clayton Sanders, Perth; Charlie Broadbent, South West Capes, Barry Rhodes, Mundaring; Taryn Linning, Dwellingup; Alf Lorkiewicz, Forest Management Branch; Steve Tate, Mornington; Alec Pollard, Manjimup; Monica Dalton, Plant Propagation Centre; Charlie Downes, Forest Management Branch; Alan Prosser, Plant Propagation Centre; Ron Turvey, Pemberton and Kevin Pollock, Mundaring. Photo by Ernie McLintock.

## Tree seedling production to be stepped up

CALM's nurseries at Manjimup and Narrogin will produce almost 24 million seedlings to be planted as tree crops and in native forests this winter.

They are part of the estimated 32 million trees that will be planted by CALM, private landowners and forestry companies this year.

The plantings represent an investment of more than \$40 million.

This year's plantings will bring the number of seedlings planted in the past four years to well over 100 million, putting Western Australia at the forefront of farm forestry and tree crop establishment in Australia.

Bluegums again will be the single biggest species planted, with around 20 million seedlings from CALM's Manjimup nursery and private companies.

CALM will produce 10 million Tasmanian bluegums and 2 million Western Blue Gums, a genetically superior strain the Department has developed over the past few years.

It is significant that bluegum stock being produced in WA is now in demand in South Australia and Victoria which this year will import 1.7 million seedlings. This reflects the technological and genetic

advances of CALM's bluegum breeding.

CALM also will produce 3 million maritime pine seedlings, most of which will be used to establish tree crops on farms in the intermediate rainfall belt as part of the State Government's Salinity Action Plan. A further 2.5 million radiata pine seedlings will be planted in CALM's second rotation plantations.

Karri seedling output this

year will be 3.5 million which will be used to regenerate 1550 hectares of State forest.

CALM's Narrogin nursery will produce almost 1.6 million seedlings, most of them oil mallees for planting in hedgerows and small blocks in the Wheatbelt. These oil mallees are providing farmers with a supplementary cash crop.

A further 500,000 mallees produced in 'mini-plugs' by

CALM are being grown on to the seedling stage by private nurseries in the Wheatbelt.

CALM also will supply 300,000 seedlings of other native species for the Rural Towns Rescue Program under the Salinity Action Plan. These seedlings would be planted in and around the 14 country towns the Government had identified as being most at risk from salt encroachment.

## Volunteers the bright stars in Observatory firmament

WITH the onset of the cloudy, winter weather, CALM's Observatory volunteers can take a well-earned break from the night-tour program.

This financial year's night-tour attendance of 4,168 sets a record. Nearly 2,000 more people attended than in the previous record year 1994-95.

This was due partly to the extra effort of the full-time Observatory staff organising and conducting an increased number of tours, and partly to the help provided by the volunteers.

More than 150 expressions of interest were lodged in response to the Observatory's volunteer program advertisement in August, 1996.

From these, 22 people were chosen to train for the night-tour program. In this program, volunteers help the full-time staff in various tasks such as showing the public night sky objects through telescopes, answering queries and setting up the telescopes and equipment.

Not only has this benefited the public by increasing access to the Observatory, but it has provided the volunteers with a thoroughly enjoyable pastime. A typical volunteer response to the opportunity is "When can I do some more?"

Another intake of volunteers

by Dr James Biggs

is planned for September, 1997. The Observatory needs more volunteers for the night tour and astronomy field night programs, the developing historical records archiving project, and a new research assistants program.

Any reader who would like to take part should register his or her interest in writing, including a few details about themselves, to the Government Astronomer, Perth Observatory, Walnut Road, Bickley 6076, by September 26, 1997.

Buoyed by the success of its first volunteer program, the Observatory initiated another activity to help with its astronomy field nights.

This is similar to the night tours, except that telescopes are transported to the site of the group (usually schools) requesting the tour.

Recently, one of the volunteers started the Perth Observatory Volunteer Newsletter. Its purpose is to keep the volunteers informed of Observatory, full-time and volunteer staff activities, and provide relevant background information.

Initial feedback has been positive and reflects highly on all those concerned with its inception and production.



CALM's Observatory volunteers, (front, left to right) Trevor Dunn, Vic Levis, Phil McGuire (under telescope), Don Hartley, Jeanne Bell, Steve Ewing, John Richardson, Bevan Harris (checking Steve's watch), Lyn Andrews, Nikola Angus and Cathy Gazey. Above the telescope (left to right) Nick Wright, Kevin Hogan and Lyall Bell. They are assembled around the historic 12.5-inch Calver Telescope (purchased in 1910). This is one of the instruments volunteers have learned to use so they can help with the Observatory night tours. Photo by James Biggs

# Swan Coastal Plain Walk Trail officially opened

CALM's nature-based tourism attractions have been boosted by the completion of the first 45 kilometres of the new Coastal Plains Walk Trail, just north of Perth.

Recently opened by Environment Minister Cheryl Edwardes, the new trail offers people the chance to explore the many unique and natural features of the Swan Coastal Plain.

The first section of the trail stretches from Yanchep National Park to Melaleuca Conservation Park.

When completed, it will extend a further 45 km to Walyunga National Park—making it one of the State's long distance trails.

Following in the footsteps of the Bibbulmun Track, it has been designed and built to provide people with an accessible recreational opportunity to explore the northern conservation estates of Perth.

## Catering for all

The trail caters for all levels of walkers, provide day walks for beginners with a two and half day trek for experienced long

by Mitzi Vance

distance walkers.

It showcases the area's natural attractions from the tranquil wetlands, tuart and banksia woodlands, and forest fauna to spectacular wildflowers and scenic glimpses of the coast and the Darling Scarp.

Able led by project co-ordinator Therese Jones, the trail crew worked hard over recent months to construct the track, often in rainy and windy weather.

To provide comfort and shelter for long-distance walkers, the crew also built two camp shelters in the northern section of the trail, with a third on the way.

A further two are currently under construction in the southern section of the trail, with a third on the way.

Therese said a trail register had also been provided in Yanchep National Park as a safety precaution for long distance walkers, and an emu's footprint was chosen for the specially designed trail markers which guide walkers along the route through conservation estates and State forests.



Environment Minister Cheryl Edwardes (centre) and projects co-ordinator Therese Jones with trail construction team members (left to right) Julian Morris, David Perkins, Len Zamudio, Gary Hunton, Jason Bowie and Neil Osman. Photo by Norm Bailey

The new trail was initiated and developed by CALM in conjunction with the North West Metro Tourism Association.

Stage one of the trail was funded by the Federal Department of Science, Industry and Tourism, with strong support from

the City of Wanneroo, CALM's Bibbulmun Track project team and local community organisations such as the Wanneroo

Wanderers Four-Wheel Drive Club.

The second half of the trail from Neaves Road to Walyunga National Park is

due to open in early spring.

Trail guides for the northern section are available from metropolitan CALM offices.



Michelle Griffin waits at the end of the new path. Photo by Verna Costello

## Bus stop a step in right direction

by Helen Ferguson

WHAT may seem to be a humdrum announcement—the building of a new bus stop in Kent Street near the intersection with Hayman Road—came about as a result of a co-operative effort between several organisations to achieve a positive result for a CALM employee.

Michelle Griffin, who works in the Corporate Relations Division as a switchboard operator at Como and has severely-impaired vision, travels to and from work each day by bus.

Until recently, her bus dropped her on the CALM side of Hayman Road in the mornings, and Michelle relied on her CALM friends and workmates to see her safely across the same road to her bus stop in the evenings.

Changes to the route of Michelle's bus resulted in

the bus stop being moved from Hayman Road to Kent Street, and away from the pathway she had previously used to reach Hayman Road. There was now no safe access for Michelle to or from her bus service.

Michelle realised she had a problem and organised a site meeting with the relevant authorities to try to find a solution.

The Department of Transport is responsible for the location of bus stops and because the border between the City of South Perth and the Town of Victoria Park is Kent Street, both municipalities are responsible for building bus stops along that border.

Representatives of these organisations, Main Roads Western Australia, Michelle and a representa-

tive of Michelle's support group, People with Disabilities, attended the site meeting.

Discussions were also held between CALM, the City of South Perth and Michelle about the most appropriate route through CALM property to the new bus stop.

The outcome of this consultation and co-operation is that the bus Michelle needs to catch stops in Kent Street near the intersection of Hayman Road and then turns into Technology Park for its return journey.

The City of South Perth and CALM have shared construction costs of a sealed pathway which provides stable, all weather access to the new stop.

An added bonus for Michelle is greater independence. The bus now drops her off and picks her up at the same bus stop on the CALM side of

the road, which means she no longer needs assistance to access her bus service in the evenings.

Although the bus stop is for general public use, the special efforts made to accommodate Michelle's needs are recognised and appreciated by Michelle and her many friends in CALM.

"Once I'd found out who I had to contact, I persisted until I'd persuaded them to tackle the problem," Michelle said.

"Eventually, most of those involved were positive, and their approach was to look for ways to solve the problem, rather than for reasons not to try."

"When it came to installing the footpath to the bus stop, Director of Corporate Services John Byrne saw to it that the path was built along the most convenient route, and without delay; he was most supportive."

## Success with endangered species breeding programs

CALM's innovative captive breeding programs for three of WA's threatened native species—the bilby, western barred bandicoot and malleefowl—have begun to show signs of success with the birth of a number of young in the past few months.

Three breeding pairs of bilbies and 12 breeding pairs of western barred bandicoots, housed at Kanyana Native Fauna Rehabilitation Centre, Gooseberry Hill, have produced offspring.

by Mitzi Vance

As well, more than 40 malleefowl chicks have hatched from 56 eggs incubated in a breeding box at Peron Peninsula in Shark Bay. The 90 per cent hatch rate and 84 per cent chick survival rate is higher than occurs in the wild.

Biodiversity Conservation Group manager Keith Morris said a lot of time, hard work, planning, research and funding had gone into establishing and running

the breeding programs.

"The positive results we have seen so far have been extremely encouraging for all concerned and augers well for the future of these and other captive breeding programs," Keith said.

The breeding programs are part of the fauna recovery plans for CALM's nature conservation initiative, Western Shield, that aims to help secure the long term future of threatened native species.

The bilby, western barred bandicoot and

malleefowl are three of several native species whose populations have almost been destroyed by introduced predators such as the European fox and feral cat.

But extensive fox control, and potentially effective feral cat control measures, are enabling CALM to reintroduce several species into their former ranges such as Peron Peninsula, where the bilbies, malleefowl and western barred bandicoots will be released later this year.



CALM Research Scientist Tony Friend and Kanyana owner June Butcher with one of the breeding western barred bandicoots. Photo by Mitzi Vance

# CALMweb Part 2: Are you a part of it?

**THERE'S** an old adage: 'Be there or be square'. Today, that might read: 'Be on it or be left behind'.

'It' is the inTRANet and it is quietly going about changing the nature of how business is conducted within CALM.

Wondering why we have CALMweb—CALM's own inTRANet—and why the Department will be putting more emphasis on it for internal communications in the coming months? Read on.

First, information exchange can be more than text publications or video shows. InTRANets are multimedia. Text, graphics, photos, animation, audio and video can be used as they are best suited to

deliver a particular message—even combining on one inTRANet page.

## Linked information

Second, information can be linked. A user who wants the brief summary gets it quickly. But someone who wants details can explore layer upon layer of linked information. Project descriptions can be linked to team participants, to budgets or to schedules.

Third, in today's fast-paced business world, just about anything fixed in a tangible form is outdated immediately. The cost of regularly reprinting forms, handbooks or manuals makes up-dates expensive or unrealistic.

## Always up to date

But information on an

inTRANet can be up-dated as it changes with the only 'cost' being that of keying in the new data, and the user gets the latest version immediately.

Fourth, keeping front-line employees informed is critical in a competitive climate.

"People at all levels have a new responsibility for making decisions that in the past were made only by management," said Director of Corporate Relations Ron Kawalilak.

"An inTRANet brings just-in-line learning to employees' fingertips.

"CALMweb delivers the right documents to the right people for instant, informed decisions. It lets the players collaborate—ask for help, offer advice, and share successes with others anywhere, not just the people who sit nearby."

"And fifth, information can be personalised. No longer must communicators 'push' information to everyone, hoping that people who can use it get it. Now, individuals can 'pull' what they need when they need it.

"When the user pulls the information, he or she is more likely to respond to the message," said Ron.

"It's the difference between being handed a leaflet on a street corner and shopping at the news stand for a favourite magazine (*LANDSCOPE*, of course).

"The information available on CALMweb is only limited by the uses we can dream up," said Ron.

"And the cost of publishing the information is practically nonexistent, enabling staff to publish information of interest to a limited audience, undreamt of when publishing in print

because the cost would simply be too prohibitive.

"This is particularly important if those few employees who value the information are able to do their jobs better and more innovatively or satisfy customer needs more efficiently.

"Consider the following scenarios . . .

"Staff no longer have to print a handbook or manual that is likely to go out of date the instant it rolls off the press.

"Instead, they can store the manual on CALMweb, where colleagues can find just the information they need in a flash, without having to study an index or a table of contents.

"They simply type in a key word, and all matching entries are suddenly a mouse-click away, and the information is always current."

## Interactive is in

The internal phone directory can now be interactive—and far more useful than ever it was on paper.

Staff can look up employees by name, branch or geographic location. When they find an employee, they not only get the data they would have found in the old book, but (in the future) they will also get links to the employee's profile on their personal homepage. (Check the current Science and Information Division's homepage for examples).

They will also find information about that person's branch or region, and a link that, if they click on it, allows them to instantly send an email.

Organisation charts can be up-to-date, and need never be printed again. They can include links to phone directory



Web author: Herbarium research scientist Alex Chapman and administrative assistant Pam Burgoyne.

Photo by Verna Costello



Web author: Como research librarian Kathryn Lee.  
Photo by Verna Costello

listings and other pertinent information.

## Apply for Jobs

"CALMweb can also allow you to browse internal job openings and submit applications," said Ron.

"At present, you can view the information and print off the appropriate forms for mailing or faxing to Human Resources Branch.

"But soon, information input by the employee will go directly into the appropriate database, eliminating data entry chores for the Branch.

"Customer-related information can be stored in searchable databases, allowing CALM staff to find information and

answer customer questions far more quickly than had previously been possible.

"Branches, regions and divisions can make information available about their efforts, their schedules and the services they provide.

"Likewise, project teams can post their objectives, progress and results—for one another or any other employee with an interest."

For further information on CALMweb, contact your local CALMweb author, or David Gough at Corporate Relations, on (08) 9389 8644, or email to davidg@calm.wa.gov.au. For access to CALMweb, contact your manager.

## Program to protect conservation areas and pines



Perth District fire crew Miguel Valladares, Mel Price, Jason Bowie, Brian Inglis, Sam Greer and John McKenzie prepare to light up another block in the Pinjar pines.

CALM's Perth District has begun a 12-months program to reduce the threat of wildfires in conservation areas and pine plantations throughout the Wanneroo region.

Between now and the end of next autumn, district crews will create strategic fuel reduced buffers which will help slow down the rate at which wildfires spread, and give firefighters a chance to mount a direct attack on the headfire and flanks.

CALMfire's Perth district co-ordinator, John McKenzie said that although the past fire season had been among the quietest he had known, the fuel reduced buffers were the single biggest factor that prevented fires escalating to a stage where they threatened or even destroyed private homes.

"CALMfire's records show we attended 60 wildfires

between September and May in the Perth district, mainly around Wanneroo," John says.

"The vast majority of these were less than 1 hectare. Some of the fires, that unfortunately were the result of torching stolen cars, were only a few square metres because the surrounding area had been prescribed burned within the past few years."

Most of the prescribed burns will be within the Yanchep, Pinjar and Gngara pine plantations. Other burns are planned for banksia woodland areas, including national parks and nature reserves.

"The banksia woodland burns are also important as they help protect areas of high conservation value, such as Parrot Ridge to the east of Jarrahsend where botanists have begun a series of intensive studies of the native flora," he said.

## Measuring productivity - facilitators trained

**PRODUCTIVITY** measurement has hit the ranks of CALM, with about 50 staff allocated the challenging task of facilitating its introduction into the workplace.

To equip them with the required knowledge and boost enthusiasm, two four-day workshops were held at Como and Manjimup.

Any initial lack of motivation

by Hugh Clift

for such a seemingly dull subject was soon swept aside at the course by the dynamic awareness session conducted by Darryl Hull, principal of the Productive Edge consultancy firm.

Productive Edge and Gent Consulting Group, have

formed Measuring Up, a joint consultancy venture specialising in the use of key performance indicators in government agencies.

Its impressive track record has won the confidence of both the government and unions—a considerable achievement!

During his session, Darryl drove home the brutal truth that

whether we liked it or not, the world was becoming increasingly competitive and if performance was not lifted, life (which we know wasn't meant to be easy), was going to become much tougher in the not too distant future.

Other consultants, ably led by Michael Elliot, explained the method used to identify and

measure efficiency and effectiveness at work by setting benchmark standards.

These standards, which are given an index number, become the standard for measuring the department's future performance and determining any future salary increases.

A highlight of the sessions was the determination of

performance indicators for golfing abilities (and disabilities) of course participants.

For some this was pleasure, for others, with at least 40 over par, it was a humiliating experience. But for everyone it was a practical exercise in the method of productivity measurement which will be used throughout CALM.

# Following up on field graduates: Stephen and Darren

AT first glance, the backgrounds of Stephen King and Darren Harvey seem as different as they possibly could be. While Stephen was born and bred in suburban Perth,

Darren spent his formative years among the wheat and sheep of the Lake Grace and Bencubbin areas.

But, somewhere in their respective histories, similar

by Megan Hughes

experiences must have occurred to awaken in each of them a desire to work in the natural environment.

Stephen King began to fulfil his aim by studying towards an Environmental Science degree at Murdoch University.

In the short term, his degree got him no further than a job as a construction labourer.

After this, and a few other odd jobs, Stephen eventually gained a place in the recruit program.

He now works as a dieback interpreter with the Forest Management Branch based at Kelmescott.

Asked what he enjoys most about his current position, Stephen says the knowledge that he is doing his part to protect the jarrah forest from the threat of dieback gives him a great deal of satisfaction.

"I also value highly the fact that I'm allowed to manage my own time and workload," he says.

## Important skills

With regard to the skills-based training program, Stephen found that the 14 weeks training gave him a wide range of important skills.

Although he has not yet had the opportunity to apply all the

skills he acquired, he is hopeful that he will be able to make full use of them in future positions.

Darren Harvey spent several years after finishing high school working in mining before pursuing a career in natural resource management.

Completing a degree in Environmental Management at Edith Cowan University led Darren to a series of odd jobs, including casual work as a treemarking and forest officer at Manjimup.

His casual work at Manjimup led him, in turn, to apply, successfully, for a place in the 1995 recruit intake.

Darren is now based in the Pemberton District where his work primarily involves forest resources, focusing on facility design, coupe demarcation and managing harvesting areas.

He also helps with the district's prescribed burning and fire control programs.

Like Stephen, Darren says the independence to set his own works program, is one of the most important and enjoyable aspects of his job.

Darren also spoke about the importance of "the tolerance and support I received from all the people at the Pemberton District, whenever I made mistakes or didn't know something."

"I found the 14 weeks training both varied and interesting,



Darren Harvey. Photo by Mike Carter



Stephen King. Photo by Mark Graves

with the majority of what was learnt proving worthwhile when reinforced back at the district level," he said.

Like the other recruits spoken to so far, Darren found it was the social complement of their training that proved the most taxing, with after-hours activities proving a test for

both revellers and quiet types like himself!

"Seriously though, it provided us with an essential opportunity to get to know the other recruits, and to form important contacts within CALM that otherwise would have taken many months, maybe even years to make," he says.

## Glenn to look after our dollars

**IF you need a piece of equipment to improve productivity, but don't want to sacrifice an arm and a leg, then Glenn Giudici is your man.**

Glenn was appointed recently as supply co-ordinator - financial services, and his main responsibilities are to:

Co-ordinate the implementation of CALM and State Supply Commission supply policies throughout the Department;

Provide advice on supply and disposal procedures to CALM staff;

Develop and maintain a supply training program for departmental staff.

"CALM's purchasing function is highly decentralised, with branch, regional and business unit staffs conducting their individual cost centre's purchasing requirements," said Glenn.

### Minimal cost

"My role is to help those who are involved in the supply function to become more skilled at acquiring the best equipment or services they need to improve the quality of CALM's service delivery to

the community—all at minimal financial cost.

"They'll still benefit from the economies of scale available to an organisation the size of CALM, so everyone is happy—the staff at the local level, CALM's Corporate Executive, the Government, and that most important stakeholder of all, the taxpayer.

"When one considers the fact that government agencies spend several billions of dollars each year on procuring goods and services and how this can impact on the local economy, supply and purchasing is a critical area.

### Guidance

"To address this, the State Supply Commission has introduced both the Government Purchasing Charter and Buying Wisely Strategy to help raise the profile of procurement in the public sector, and to provide direction and guidance on how it expects chief executives and their staffs to conduct purchasing activities within their agencies.

"Under the State Supply Commission Act, CALM can buy services up to \$100,000,



Glenn Giudici. Photo by Verna Costello

but may acquire goods up to only \$5000. An urgent priority is to gain Commission approval to increase the monetary limit of goods to match that of services.

"To achieve this goal,

training of staff in the supply area is a major priority, and is a requirement by the State Supply Commission of agencies like CALM that conduct their own purchasing.

"I see my role as highly challenging, and I'm looking forward to meeting more staff who are involved in the supply function in the near future."

Glenn says he has been pleasantly surprised by the friendly atmosphere around CALM, where staff appear open to change, so long as such change means their units become more productive and cost effective.

"This gives me hope that mine will be a welcome face rather than just one to be tolerated," he says.

"I'm also keen to learn more about the diverse areas the Department is involved in, such as sharefarming and marine science."

### Many changes

Glenn has a Bachelor of Business Degree from Edith Cowan University, where he graduated in 1990, and comes to CALM with an impressive background in purchasing, contracting and tendering, spanning 17 years that have seen many changes in methodology and policy.

He began his career in the Public Service in 1980 at Government Stores De-

partment—now known as the Department of Contract and Management Services (CAMS).

In 1990, Glenn moved on to the Department of Agriculture as senior purchasing officer and four years later, was appointed senior supply officer with the Education Department, where he remained for more than three years.

Glenn has been married to Barbara for six years and they have nine-month-old twin sons, Jaydn and Kristian, who Glenn maintains, "can be a handful at times."

Glenn is a former soccer player who represented WA at both junior and senior levels.

However, now that he is a heavily involved parent, he has less spare time to indulge in his former recreational pursuits, but does provide specialist coaching to Premier League club, Floreat Athena.

"I also enjoy watching most sports, when I'm not changing nappies, feeding babies or working," he said.

Welcome to the fold, Glenn—and to seeing every dollar working harder for its existence.

## New quokka population found near bauxite mine

A NEW population of quokkas has been found near a rehabilitated area at a bauxite mine in the northern jarrah forest.

CALM researcher Mick Dillon, from CALM's Dwellingup Research Centre, confirmed the presence of the new population recently.

The location is in an area that has been baited for fox control as part of Operation Foxglove, an initiative between CALM and Alcoa of Australia

in the forest between Collie and Mundaring.

Announcing the latest find, Environment Minister Cheryl Edwards said it brought to three the number of new quokka colonies found in the forest around Jarrahdale in the past 18 months.

The three new sites were all north of Jarrahdale and between the Albany and South Western Highways and represented a significant northern extension of the quokka's

known range on the mainland.

Mrs Edwards said that as recently as the 1960s quokkas were known to occur closer to the Perth metropolitan area.

Land clearing and fox predation were thought to be major factors contributing to the animal's decline. Until rediscovery of the Jarrahdale populations, the only known mainland populations were between Dwellingup and the Albany region.

Confirmation of the presence

of quokkas at the latest site required a considerable trapping effort from Mick Dillon. "All the signs were there," he said. "Runways showed recent activity and fresh scats were present. However, the degree of trapping effort for the low capture rate indicates the population size is quite small at each of the new sites."

The populations appear to be confined to densely vegetated creeklines which act as refuges

and provide protection against predation from foxes.

The latest find is within the Alcoa's Jarrahdale mine. As well as contributing to Operation Foxglove, the company is providing funds for additional 1080 baiting for fox control within the mine sites at Jarrahdale and Dwellingup.

This increased baiting effort will help to further protect the quokkas from predation.

The rediscovery of the quokkas at Jarrahdale coincides

with a research program by Antoinette Tomkinson, a Curtin University Masters student. Antoinette's project is supported by CALM and Alcoa, and involves trapping to estimate the quokka population size at the Jarrahdale sites and at other sites near Collie, within CALM's Mornington District.

Antoinette will also be developing a model to predict the occurrence of quokkas elsewhere within the northern jarrah forest.

# Popular pair farewelled in fine style

TWO of CALM's most popular staff members, Per Christensen and Gerry Van Didden, were recipients of a cheerfully noisy and thoroughly entertaining retirement send-off recently at the Department's Como canteen.

Many good-natured 'insults' of the kind one reserves only for the closest of friends and colleagues were fired at the pair, and kept the audience that packed the canteen laughing uproariously.

Gerry was first in the firing line, fielding salvos from several speakers, including CALMfire manager Rick Sneeuwjagt, who was acting regional services director at the time, and spoke on behalf of Executive Director Dr Syd Shea, who was in the Kimberleys.

## Changing hats

Per was next to feel a few broadsides. They had been a long time coming, as it was way back in July last year that he had changed his hat from that of a senior principal research scientist responsible for forestry and plantation research within CALM, to that of a private consultant, advising the Department on *Project Eden* and forest ecology.

Tracking his movements and setting a date for his 'official farewell' (there had been 'unofficial' ones) proved considerably more difficult than eradicating the last cats from Peron Peninsula.

Grimly determined not to miss the event—"Wild horses wouldn't have stopped me seizing such a golden opportunity,"—principal research scientist John McGrath travelled from his Busselton work base to deliver the farewell speech.

Grinning wickedly, John assailed the audience with a humorous, potted history of Per's life, from his birth in Denmark (the European one) to boyhood and young adulthood in Kenya, then early days in Western Australia with the Forests Department and finally with CALM.

Readers will, no doubt, recall a more detailed, (not to mention more respectful) version of Per's history in the November-December 1996 issue of CALM NEWS.

An equally reverent account of Gerry's history with CALM is given below:

Gerard van Didden—one of the pioneers of aerial fire management techniques—retired in April after a 38-year career with CALM and the Forests Department.

The big group of workmates and colleagues from other agencies who met to farewell him at Como, was testimony to the esteem in which Gerry was held.

CALMfire Manager Rick Sneeuwjagt summed up his contribution when he said: "Gerry is nature's gentleman, a damn good forester and a fine contributor to the community."

Indeed, it largely was through Gerry's contribution in researching incendiary devices that CALM today has one of the best fire management systems anywhere in the world.

But before Gerry took to the skies, he had to earn his 'wings' like any other 17-year-old joining the Forests Department.

In February, 1959, Gerry began the induction camp at the Dwellingup cadet school.

During his forestry training, Gerry was based at Pemberton



Rick Sneeuwjagt: "I don't care how many people are watching, I want to give you a big hug." Gerry, looking none too sure of Rick's intentions: "That's all very well, but will you respect me in the morning?", and Roy Fieldgate applauds cautiously in the background. Photo by Verna Costello

and Dwellingup, with short stints at Grimwade and Wanneroo—to plant pines.

As with other trainees, Gerry learned from the ground up—bridge construction, nursery work, jarrah thinning, splitting fence posts, fire suppression, controlled burning and stretches as a towerman.

In January 1961, Gerry graduated, dux. He spent the

next few months working throughout the forest—invariably camped in the bush.

## Forest guard

In October that year, he became a forest guard at Mundaring, where he learned the ropes from soil and topographical surveys to road selection, pine thinning, tree marking, apiary site management,

and even relieving Wally Rhodes in the store.

It was while he was at Mundaring that the lure of the wings took hold. Gerry gained his student pilot's license in 1962.

In Dwellingup between 1964 and 1967 that Gerry had his first formal instruction in aerial fire management, when under Claude Herring from CSIRO, he trained as a bombardier for aerial burning.

It was a further step down the 'runway' that was to have a big impact on fire operations not only in WA, but also in the Northern Territory.

In 1967, Gerry became a technical assistant at the Fire Research Branch at Manjimup where he was part of the team studying fuel quantities for the forest fire behaviour tables—the Red Book.

He was also an incendiary machine operator in the leadup to the spring of '69 in the early days of aerial ignition. The previous year, Gerry had gained his wings—GVD private pilot.

## Promotion

Gerry's experience in Manjimup earned him a promotion to Como to look after the twin-engine aircraft operations in 1971.

Over the next 19 years, Gerry was part of the team that developed and refined the concept of aerial surveillance.

The fire spotters were first trialled in 1973 in the Blackwood Valley. A bigger trial was implemented the following season in the Pemberton district.

Gerry's involvement in aerial fire management grew deeper as he developed accredited aircrew training schools for navigators and bombardiers.

He also developed and designed the WAM 82 incendiary machine which is still in use with CALM and in the Northern Territory.

In the early 1980s, Gerry was appointed a consultant to the Bushfires Council of the

Northern Territory.

His brief was to design new incendiary equipment and train crews.

While in the Territory, he wrote aircraft operations manuals and developed further training courses for navigators and incendiary machine operators.

In 1987, Gerry was awarded the Lane Poole Fellowship under which he studied incendiary machine equipment and requirements around Australia.

While on his fellowship, he gained accreditation in operating a helitorch.

The next year, he developed and designed the aluminium helitorch that is currently used by CALM and in Victoria.

Gerry's aviation expertise was sought by other divisions within the Department.

Neil Burrows, now Director of Science and Information, turned to Gerry to help plan the aerial burning aspects of the *Desert Dreaming* nature conservation project in the Gibson.

From 1990, Gerry spent three years compiling information for the CALMfire's decision support computer systems. In mid-1993, he took on the administration desk at Fire Protection.

Gerry is a true gentleman, exceedingly polite and forever willing to help.

While he may have folded his CALM wings in the formal sense, he is continuing to be involved in CALM fire research.

He also is devoting time to developing ways of global positioning systems for aerial reconnaissance during wild-fires as well as working with researchers such as Dave Ward on the grass tree fire history studies.

And, he has more time to spend on his block at Sawyers Valley, the little town in the hills east of Perth where as a 12 year old, recently immigrated from Holland with his family in 1954, he had his first contact with the forests to which he was to devote his career.



Table tug. John McGrath (right) addressing Per Christensen: Here's our farewell gift. It's yours if you can wrench it from me."

Photo by Verna Costello

# New drainage system a step towards restoration



No, CALM reserves officer Rod Martyn (left) has not found a cache of free hamburger vouchers. However, he is showing City of Melville environmental programs co-ordinator Mark Street and Anthea Paino the effect of tidal influences at Alfred Cove Nature Reserve. Anthea recently completed her degree in Environmental Management with Edith Cowan University, and is with the City of Melville for work experience. Photo by Verna Costello

THE City of Melville and CALM's Perth District have been working together recently to overcome drainage system problems affecting vegetation at Alfred Cove Nature Reserve.

The Melville Technical Services Division staff reduced the number of stormwater outlet pipes entering Alfred Cove from three to two, then excavated open drains through the mudflats out to the Swan River.

Landfill created at the time the drains were first constructed many years ago was also removed, ensuring that stormwater entering the cove no longer pooled near the shore, which in the past had encouraged invasion by freshwater weeds such as typha orientalis and bamboo.

As a result of the open drains and removal of landfill, these areas are now flushed with salt water during high tide,

by Rod Martyn

killing off the freshwater weeds and encouraging the return of native estuarine vegetation.

Before these works were approved by CALM and the Swan River Trust, an assessment was made to ensure they would not impact on a number of shallow pools on the reserve's mudflats that provide feeding areas for wading birds at high tide.

With an increasing number of native plants now slowly returning, the City of Melville, together with local volunteers and CALM, will continue to monitor the site, remove exotic weeds and rehabilitate the foreshore.

CALM's Perth District staff have already begun seed collection from the reserve's native plants and expect to begin propagation planting of sites at Alfred Cove next year.

## Cleanup yields old news

COPIES of local newspapers—some dating back to 1953—were found recently when the old Penguin Island research hut and ranger's residence, formerly holiday shacks, were demolished.

The newspapers had been used to underlay the lino floor coverings and provided some interesting reading.

The demolition was carried out in a joint project between CALM's Swan Region Marine Operations Unit and the Commonwealth Government's Greencorps program which has provided funding.

by Marie McDonald

The project, which runs for six months, involves 10 young people who will be given certificates at the end of the period to help them in gaining employment in the environmental field.

The project was of great benefit to CALM, and the island is now free of the old asbestos-cement buildings and 20 tonnes of additional accumulated debris.

The areas have been rehabilitated with vegetation that will eventually provide addi-

tional penguin breeding habitat.

As part of the program, the participants, who mostly have degrees in environmental studies, horticulture and aquatic ecology, receive training in first aid, chainsaw use and maintenance, vegetation restoration and occupational health and safety.

During the project they are paid a wage by Greencorps.

Now that the Penguin Island project is complete, Greencorps participants will work on other CALM projects in locations such as Margaret River, Walpole, and Dryandra.

## CALM display a hit with kids

THE scene opens when CALM's Swan Region visits Belmont Forum with its now-famous Perth Outdoors display.

Designed to encourage people to get out and enjoy the natural attractions of Perth, the display had a number of 'stars' that out-performed themselves on the day.

'Actors' in the event included the Habitat Tree, which stood tall and proud in the centre mall drawing inquisitive looks as people of all ages peered into its trunk to view some of the creatures that call it home.

The chuditch also drew puzzled looks as many people tried to guess exactly what type of animal it was.

The possum and tawny frogmouth were of equal interest, whereas the echidna, living in the base of the tree, brought shivers of fright and screams of laughter as children and parents felt, first hand, his prickly spines.

by Michael Phillips

The Knowledge Tree shone when its resident pink and grey galah obligingly popped out of its hole whenever it was called upon.

Also sharing this home were some secretive lizards and insects.

The main stars of the show were definitely the live native animals that played a huge part in attracting the audience's attention.

Dedicated wildlife carers put on an entertaining 'show and tell', with animals such as kangaroo joeys, a friendly brushtail possum, quokkas and even a pygmy possum to name a few.

There was a hush in the crowd as Aboriginal performers Western Creations took centre stage.

The eight young performers delighted and entertained the capacity Thursday night shopping

crowd, with two hours of didgeridoo, dance and stories.

The Western Creation performers, aged from 6 to 16 years old, had a few early nerves, but were brilliant throughout their performance, which was thoroughly enjoyed by all.

The 'Perth Outdoors' display's great success is due to the people who staff it—the group of dedicated volunteers from 'Earth Carers'. Without their continued support CALM's Swan Region wouldn't be able to continue with this excellent CALM promotion.

CALM staff are most welcome to come along and assist with the display during future performances, and to share their extensive knowledge with both the volunteers and members of the public and have fun themselves. If you would like to be a part of the 'performance', please contact the displays officer at Swan Region on (08) 9390 5977.



CALM officer Kevin Crane shows Orana Primary School Year 2 student Natalie Staunton a sea urchin from Penguin Island's touch pool. Photo courtesy of Sound Telegraph.

## Seaweek '97 Swan Region style

PENGUIN Island was the idyllic setting for a number of special activities recently held to mark Seaweek '97—a national day held to promote public awareness of Australia's oceans.

This year's theme was Exploring the Deep and CALM's Swan Region Marine Operations Unit invited people, young and old, to discover some of the secrets of the sea.

Led by Marine Operations Unit officer Kevin

by Marie McDonald

Crane, visitors to Penguin Island, in the Shoalwater Islands Marine Park, could look, touch and feel some examples of Western Australia's diverse marine life including sea urchins, sea anemones, starfish, hermit crabs, seaweed and seagrasses.

Children from Orana Primary School in

particular were delighted with the colourful nudibranchs, commonly called seaslugs.

As well as the touch pool at Penguin Island, teachers were involved in CALM's professional development day at North Beach, where they taken through the Exploring Coastal Waters education pack.

Aimed at students from Years 5 to 7, the pack contains 20 activities for the beach and classroom,

focusing on our ocean and its links to art, sciences and mathematics.

Kevin said that Seaweek-'97 was a great opportunity to increase and promote public awareness of the marine environment and CALM's role in its management.

"Through the educational and fun activities held at Penguin Island we were able to promote a message of safe, sensitive and sustainable use of the marine environment," he said.