

CALM NEWS

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DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT

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AND LAND MANAGEMENT
WESTERN AUSTRALIA

MARCH—APRIL 1999



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RFA strikes a balanced result

THE Regional Forest Agreement (RFA) for the South-West Forest Region of Western Australia is a balanced result for both the natural environment and forest-based industries, the Prime Minister, John Howard, and the Premier of WA, Richard Court said.

Mr Howard and Mr Court signed the agreement between the Commonwealth and the WA Government during a satellite hook-up between Perth and Canberra on May 4.

Consistent with other RFAs signed by the Federal Government, the WA RFA outcome is a good balance between jobs and investment and protection of important forests. It is a product of detailed scientific analysis and extensive community consultation.

The RFA increases the region's formal conservation reserves by 150,885 hectares—12 per cent—to bring the total area of reserves to 1,047,201 hectares. The reserve system meets or exceeds national targets for the protection of biodiversity and old growth. The only exceptions involve small areas of land covered by mining leases with pre-existing legal rights, or private property. It also creates 12 new national parks, and makes a further 25 additions to existing parks.

With 45,700 hectares of old-growth forest added to existing reserves, the agreement protects two-thirds of the State's old-growth forest, including 100 per cent of rare or depleted old-growth ecosystems where possible.

This well exceeds the target of at least 60-per cent old-growth protection in the nationally agreed criteria for a Comprehensive, Adequate and Representative (CAR) reserve system. Western Australia is the only State that will meet all of the criteria for biodiversity and old growth forest reservation.

By agreement with industry, there will be an immediate reduction in the level of jarrah and karri sawlogs cut to sustainable levels, verified by a panel of independent experts.

Industry development package

Industry will benefit from 20 years of removal of export impediments, the marketing advantages coming from RFAs, and a \$59 million timber, tourism and regional industry development package to help forest-based industries exploit new opportunities.

The package includes \$41.5 million for the timber industry in grants and interest subsidies to increase value-adding and downstream processing, to install new equipment and technology, expand local manufacturing and to facilitate adjustment by businesses in the timber industry.

\$17.5 million has been provided for development of tourism facilities and strategic tourist roads in the region.

The package will focus particularly on the Nannup, Pemberton and Manjimup region to ensure not only the maintenance of a viable timber industry, but also the expansion of the tourism industry.

Taken together with RFA security, the timber and tourism financial package will ensure that the base is laid for jobs growth over the life of the RFA.

"The RFA will ensure that both conservation reserves and multiple-use forests in WA are among the best-managed in the world, while WA's unique timbers are put to the most profitable and innovative use," Mr Howard said.

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WA Premier Richard Court, flanked by Environment Minister Cheryl Edwardes and Federal Minister for Forestry Wilson Tuckey, at the signing of the Regional Forest Agreement. Photo by courtesy of *The West Australian*

New authorities for reserves, forests

WESTERN Australia's two main conservation and forest authorities will be revamped following the signing of the Regional Forest Agreement.

The overhaul will mean that all conservation lands, including multiple-use State forests, will be vested in a single State Conservation Authority, and a new Forest Production Commission will be responsible for commercial negotiations for timber and other native forest produce.

A third new agency, the Forest Industry Advisory Board will also be formed to advise government on issues concerning the timber industry and timber community.

Responsibilities removed

Environment Minister Cheryl Edwardes said the new arrangement would effectively remove the Department of Conservation and Land Management's current native forest commercial interactions with timber companies and ensure that forest management and the commercial operations were transparent and accountable.

CALM would no longer retain royalties paid on timber harvested from the South West forests. These royalties would be paid to the Forest Production Commission.

"The changes effectively mean that the Government has removed

any potential for conflicts of interest within CALM in its role as a conservation agency and a forest manager," Mrs Edwardes said.

The new State Conservation Authority would take over the responsibilities of the National Parks and Nature Conservation Authority (NPNCA).

It also would be the vesting authority for all lands currently vested in the Lands and Forest Commission and be responsible for recommending the level of sustainable production of timber from native forests and native forest royalties.

The new authority will also be responsible for auditing CALM's land management activities.

Its membership will be the same as the NPNCA's but be expanded to include two representatives of industries or business that use land or produce from conservation areas or State forests.

CALM's executive staff will be able to attend meetings but will not have voting rights.

The authority will have its own secretariat and audit staff.

Mrs Edwardes said the Forest Production Commission would have a membership of seven people appointed for their experience in commercial transactions. The Minister could appoint two officers of the Public Service (excluding CALM officers) to attend meetings.

The Commission's key roles would be:

- To oversee the trade in forest produce from State native forests in the RFA region;
- To be responsible for commercial negotiations with buyers of forest produce;
- To promote the sustainable use of native forest produce;
- To administer industry restructuring proposals arising from the RFA;
- To advise the Minister on prices of native forest products.

The Forest Industry Advisory Board will comprise 10 representatives of the timber industry and timber communities. A member of the Forest Production Commission will be entitled to attend Board meetings but would not have a vote.

CALM as integrated agency

Mrs Edwardes said CALM would continue as an integrated agency responsible for activities such as nature conservation, tourism and recreation, forest management and fire control.

"This will retain the economies achieved by integration including planning and land management, a regional workforce, fire management, communications, mapping, research and corporate services," she said.

Maintaining an integrated

agency is in line with the findings of the Independent Expert Advisory Group established under the RFA process to advise on ecologically sustainable forest management.

The 1992 report of the Resources Assessment Commission inquiry into the forest and timber industry stated: '... a common body responsible for conservation management, both within reserves and outside reserves, is the best way of ensuring that conservation goals are met in all forest tenures. . . No amount of inter-agency consultation can substitute for an institution with responsibilities for integrated forest management and conservation'.

The Minister also announced she would instigate an independent review of future management of CALM's plantation responsibilities. In the meantime, the plantations, including tree crops grown on private land under sharefarming arrangements, will remain with CALM.

This will enable the review to give full consideration to both the commercial and non-commercial aspects of plantation management in WA. Aspects such as the role of plantations in salinity management and carbon sequestration also will be canvassed in the review.



Over the past several days I have attempted to get around to discuss the outcomes of the RFA and the associated restructuring of CALM's administrative arrangements with as many people as possible. I apologise to those in the more far-flung regions and districts, but I hope that the amount of information that we forwarded to you over the fax and the Intranet has kept you informed about the Government's decisions and the implications to CALM.

One of the unfortunate consequences of the RFA is that everybody at Crawley has been preoccupied with this issue and we haven't been able to get out as much as we would have liked to meet and discuss issues with people face to face.

There is no doubt that it has been a very difficult time for the Department over the past several months and that we have been a target for considerable uninformed criticism. I know many people were also concerned that, in contrast to previous situations when we have been under attack, there has been little response publicly to the criticisms by anybody in the Department. It was frustrating not to be able to respond to the criticisms but it was essential that CALM did not become embroiled in what was, and continues to be, a political issue. It is important for everybody in the Department and the community to understand that CALM as a Government Department does not and should not determine policy issues. Decisions about how much forest is reserved and whether there should or should not be a native forest industry are, and should be, ones made by the people who are elected to represent us.

I do not subscribe to the view that Government departments should be captive of any section of the community at the expense of our responsibility to the Government to implement its policy.

Many people have asked me what the Department's role will be in the future in dealing with the negative criticisms that have been made. Now that the RFA is signed, there is the opportunity to publicise the facts about the forests issue and this is now being done comprehensively. But the most important way that we can maintain CALM's good image is to continue to provide an excellent land management and conservation service to the community.

I would like to take this opportunity to thank everybody who has been involved in supporting the RFA process. Alan Walker and Geoff Stoneman have done an incredible job co-ordinating a task that has been extremely stressful to them over a three-year period. They have also been backed up by many people in CALM who often have worked nights and weekends, particularly in the last several weeks, to provide the information to ministers on which decisions about the RFA were made.

At various times I have been puzzled by the intensity of the criticism and the suggestions that CALM's involvement with the native forest timber industry is immoral. But I suppose if you look at it from the perspective of some people in the community they could be forgiven (given the continuing negative criticism that the Department's involvement in the timber industry generates and the stresses that the Department suffers because of it) for concluding that there must be some sinister reason for CALM's involvement with the industry. The facts are, that no individual or the Department as a whole receives any personal benefit from the timber industry. We are involved in timber harvesting and assist the timber industry because we are implementing the policy of successive governments, which regardless of whatever our personal views are, we are legally obliged to do.

I have previously written to everybody about the new administrative arrangements that CALM will be working under in some detail. In summary, it is important to note that CALM remains an integrated agency implementing land management and conservation policies on the ground. I am very pleased that the perception that any conflict of interest between CALM's role as a forest manager and the administration of the native forest timber industry has been removed by the creation of a separate Commission which will be responsible for the sale of native forest produce to the timber industry and industry contracts.

While there is much more to do to implement the outcomes of the RFA, now that it has been signed, there is the opportunity for us to refocus on the many other challenging tasks that CALM faces. As always, I remain optimistic about the future of CALM and excited about the many different and innovative projects we are undertaking throughout the State, which are resulting in major conservation achievements and, in partnership with the private sector, creating more opportunities for the members of the Western Australian community to enjoy and utilise the public land that we manage.

I have very much appreciated the individual and collective support to the Department and myself during this difficult period.

Dr Syd Shea, Executive Director

Forest yields spot on: panel

AN independent assessment has strongly endorsed CALM's methodology and calculations of the sustainable yield for the karri and jarrah forests.

CALM Executive Director Syd Shea said the assessment, carried out as part of the lead up to the signing of the RFA, had confirmed that CALM's work in this area was off the highest standard of excellence.

The assessment was carried out by Dr Brian

Turner, Reader in the Department of Forestry at the Australian National University; Professor Ian Ferguson, Head of the School of Forestry at the University of Melbourne and Mr Noel Fitzpatrick, a representative of the Environmental Protection Authority and who is a former Director of the WA Department of Agriculture.

The panel's report said the calculation of yield was a complex process involving the processing of large quantities of forest

data and projecting forest statistics forward into the future for a century or so.

"We can attest that in our dealings with CALM officers we have found that they have handled the data competently and objectively," the report said.

"Their scientific knowledge about the jarrah and karri forests was profound and this is reflected in the complexity of the models they have developed to simulate the state and changes of the forest over time.

"They had realistic views on the precision of the results of the simulation runs and were able to accept our minor criticisms of the process with equanimity and concern.

"There is no doubt in our minds that the scheduling has been carried out in an objective, professional (scientifically appropriate) and operationally realistic manner."

Dr Shea said yield simulations were run by Dr Martin Rayner and David Swain of CALM's Forest

Management Branch based in Manjimup.

Dr Stuart Davey of the Department of Prime Minister and Cabinet attended as an observer.

Dr Shea said CALM had 'copped a lot of criticism' about the way the Department calculated the sustainable yield.

"The report of the panel not only acknowledges the standard of excellence in regard to yield calculations, it effectively rebuts all of the criticism we have received on this issue.

The WA RFA at a glance

- An additional 150,885 hectares to the reserve system, bringing the total area in conservation reserves throughout the South-West forest region to 1,047,200 hectares (an increase of 12 per cent).
- A world-class forest reserve system that meets or exceeds national targets for the protection of biodiversity and old growth, except where it is not legally possible.
- 12 new national parks and 25 additions to existing national parks.
- Of the 347,000 hectares of old-growth in the South-West forest region, 232,800 hectares are now protected in formal reserves (an increase of 45,700 hectares). This means that 67 per cent of all old-growth is protected in the CAR reserve system. This increases to 71 per cent if all road, river and stream reserves are included.
- In ecosystems where old-growth is rare or depleted, 100 per cent has been reserved on public land where possible.
- In line with the view that the timber industry needs to do more with less, governments have agreed under the RFA to reduce the annual contracted level of jarrah sawlog cut from around 482,000 cubic metres at present to 286,000 cubic metres from 2004. As agreed with industry, the average annual jarrah sawlog cut to 2003 will be 324,000 cubic metres.
- The annual level of karri sawlog cut will reduce from around 203,000 cubic metres at present to 178,000 cubic metres from 2004. Harvesting to 2003 will be 186,000 cubic metres.
- The comprehensive \$59-million industry development plan includes assistance for both the timber and tourism industries. The \$41.5-million timber package includes low cost loans to install value adding equipment and new technology, expand local manufacturing, and provide assistance with marketing, as well as money for redundancy packages and for business exit and contract buy-back support.
- \$17.5-million will boost the tourism industry with three new forest eco-lodges, camping and chalet sites, a scenic drive around Pemberton, tourism roads near Nannup, and recreation and tourism facilities at Wellington Dam.

RFA strikes a balanced result

(from page 1)

Mr Court said the State could now plan ahead "secure in the knowledge that our forest management practices are ecologically sustainable and that the region's biological diversity and natural and cultural heritage are conserved in perpetuity".

"At the same time, we can be confident that we are getting the most from our quality timbers in high value products such as furniture and fine woodcrafts, flooring and mouldings."

Mr Court said the RFA's new reserves would help local communities to develop their tourism industries, as well as enhance the conservation reserve network.

Conservation groups, tourism and heritage organisations, local government authorities, Aboriginal organisations, scientists and individuals

identified many of the new reserves during the public consultation phase of the RFA process.

The RFA brings forward the reductions in resource supply that the last Forest Management Plan foreshadowed would occur from 2004.

As a result the annual contracted level of jarrah sawlog cut will reduce from around 482,000 cubic metres at present to 286,000 cubic metres from 2004.

As agreed with industry, the average annual jarrah sawlog cut to 2003 will be 324,000 cubic metres.

The annual level of karri sawlog cut will reduce from around 203,000 cubic metres at present to 178,000 cubic metres from 2004.

The average annual harvesting level to 2003 will be 186,000 cubic metres.

Staff movements

AS Staff Movements haven't appeared since the November-December issue of CALM NEWS, they have been combined with those for this issue:

Permanent staff

Gabrielle Mackay, as Program Leader Tourism and Recreation, Level 6 at Kelmscott; Jason Lette, as Assistant Area Co-ordinator, Level 2 at Katanning; Benjamin Sawyer, as Operations Officer, Level 3 at Sandalwood Business Unit, Kalgoorlie; Murray Hull, at South Coast Sharefarms, Albany District, as Assistant Area Co-ordinator, Level 1/2; Shane Kirkwood, at South Coast Sharefarms, Albany District, as Assistant Area Co-ordinator, Level 1/2; Kathryn White, at Kununurra as Ranger, Grade

1; Jackson Parker to Plantations Group, Maritime Pine, South Guildford as Asst. Area Co-ordinator, Level 2, from Forests Management Branch, Manjimup; Alicia Taylor, to Plantations Group, Maritime Pine, South Guildford as Asst. Area Co-ordinator, Level 2, from Sharefarms Lower West at Collie; Patricia Saunders, at Plantations Group, Albany, as Business Manager, Level 4; Colin Yates, as Research Scientist (botany), Level 5, at CALM Science, WA Herbarium Como; Anne Zalek, as Technical Officer, Level 2, at Softwood Business Unit, Bunbury; Sarah J Comer, at Albany, as Ecologist, Level 2/4; Michael Keenan, Computer Services Officer, Level 3 at Manjimup; Robbie Stainton, as Business Manager Plant

Propagation, Level 4, at Manjimup.

Promoted

Brett Humble, to Senior Operations Officer, Level 5, Harvey; Ben Davies, to Forester, Level 3, South Coast Sharefarms, Albany; Femina Metcalfe, to Program Leader, Level 5, Information Management Branch; Ron Shepherd, to Regional Manager, Water and Rivers Commission, Mid West Region; Cathy Birch, to Corporate Relations, as Marketing and Customer Service Co-ordinator, Level 3; Bryan Nicholson, to Ministry of Justice, as Contracts Officer, Level 4; Kevin Pollock, to District Fire Co-ordinator, Level 5 at Harvey; Julie Michelle Widmer, to Plantations Fire Co-ordinator, Level 4, Central Forest Region; John Fishwick, to Oper-

ations Officer, Level 3, at Manjimup Regional Headquarters; Mark Humble, to Dwellingup Recreation and Tourism Officer, Level 4; Melissa Ford, to Administrative Assistant, Level 2 Communications Section CALM-fire Branch; Mike Buckton, to Manager, Level 8, Forest Resources, Bunbury/Como, (based at Como); Chris Portlock, to Regional Environmental Planning Officer, Level 6 at Central Forest Region Bunbury, from Planning & Visitor Services Como; Melinda Martin, Quality Assurance Officer, Level 2, Human Resources Branch; Paul Cannon, to Human Resources Systems Administrator, Level 4, Human Resources Branch; Brad Colton, to Payroll Co-ordinator, Level 2, Human Resources Branch; Peter Lambert, to Supervising Wildlife Officer, Level 4, Wildlife Protection Branch; Kingsley Miller, to District Wildlife Officer, Level 3, Wildlife Protection Branch; Jeanette Gilmour, to Land Acquisitions Officer, Level 5, Planning & Visitor Services Branch; Steven Whitesmith, to Admin. Assistant, Level 2,

Merredin, from Narrogin, Wheatbelt Region; Mark Robert, to Technical Services Co-ordinator, Level 4, Corporate Information Branch, from Environmental Protection Authority; Glenn Willmott, to Ranger-In-Charge, Grade 2, Leeuwin Naturaliste/Tuart Forest National Park, from Busselton District; Rod Hillman to Park Manager, Level 5, Perth District-Yanchep National Park, from Walpole; Sally Claymore to Project Officer, Level 4, Wildlife Threatened Species Unit, Woodvale; Darren Graham to Regional Wildlife Officer, Level 3, Kalgoorlie, from Wildlife Protection Branch, Como; Jacqueline Jewell, to Administrative Assistant, Level 2, Marine Conservation Branch; Murray Mitchell, to Snr Area Co-ordinator, Level 4, at Katanning; June Ellis, to Information Centre Supervisor, Level 3 (at Fremantle), Corporate Relations Division; Amanda Smith, to Toolibin Project Officer, Level 3, at Narrogin District Share-farms from Collie; Les Young, to Finance Officer, Level 2, at Financial Services Branch.

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Warm response to CALM's farm forestry course

A NEW course recently brought together three key groups of people in farm forestry—those who influence farmers' decision making, those who provide farm forestry services and forestry farmers themselves.

The three-day Introduction to Farm Forestry course showed participants how this business venture worked, and who the key contacts were for specialist support.

Agriculture WA's Bunbury Regional Economist Peter Eckersley and CALM Busselton Farm Forestry Unit Manager Richard Moore designed the course, in collaboration with Bridgetown Farm Forester David Jenkins of Jenkins Agroforestry Developments.

Field visits

The course was based in Bridgetown and involved mainly field visits. On the first day participants inspected several examples of farm forestry and heard from the farmers involved why they had gone into this particular business venture and what they were getting out of it.

The second day focused on the timber industry and markets for wood. Several processing plants were visited, including a pine sawmill and a post-treatment plant.

Day three concentrated on the factors to be considered in developing long-term plans that incorporate commercial tree crops with other farming activities.

Participants met key players in farm forestry development, extension and operations, in



Inspecting sawn pine are, from left, Dave Gardner (CALM, Manjimup), Gary Hartnett (CALM, Northern Pine), Michelle Long (Consultant), David Guille (CALM, Northern Pine), Tom Mitchell and Peter Eckersley (AgWest), Cathy Lyons (Land Conservation District Committee member), Ryan Denham (AgWest), Richard Hartwell (Whittakers Pine Mill Supervisor), Richard Moore (CALM Farm Forestry Unit), Andrew McLaughlin (AgWest), David Jenkins (farm forester and course co-ordinator), Pat Hatfield (Rivercare, Bunbury) Mark Lush (Lower West Sharefarms). Photo by Ben Rose

both government agencies and in private enterprise.

CALM presenters were Senior Technical Officer Bob Hingston, Farm Plan Advisor John Winchcombe and Farm Forestry Facilitator Glenn Batty, all from the Department's Busselton Farm Forestry Unit.

Presenters from Agriculture WA included Bunbury Catchment Hydrology Manager Richard George, Catchment Hydrology Technical Officer Don Bennett and Manjimup Project Officer Andrew McLaughlin.

Feedback from participants was very positive. Keith and

Trudy Clothier, who run a plant nursery, were enthusiastic in their praise of the course.

"It was a steep learning curve for us, as we knew very little about what was involved after the actual tree-growing process, but it was well worth the time and effort," Trudy said.

"We came away with a much clearer understanding of all aspects of the operation, right through to marketing the product. Also we have a lot of farmers coming to us for advice, so talking with farmers like David Jenkins and others, who'd made farm forestry a profitable venture for themselves, was

probably the most useful part of the course for us."

Further courses are planned, and anyone interested in finding out when and where they will be held should telephone Richard Moore on (08) 9752 1677, fax him on (08) 9754 1675 or email him at: richardmo@calm.wa.gov.au



Visiting Canadian forestry expert Dr Ken Armson (centre) flanked by CALM Executive Director Dr Syd Shea (right) and Management Audit Manager Paul Jones. Photo by Penny Walsh

Measuring forest sustainability

CANADIAN forester Ken Armson recently visited Western Australia for the second time in 15 years, but his connection with WA forestry goes back even further. Ken was one of Dr Syd Shea's professors when he studied forestry at the University of Toronto more than 20 years ago.

"Syd has the distinction of holding the first full forestry PhD from the University of Toronto," Ken said.

"He was an innovative student, using a backhoe in his soil and root excavations, then showing a movie of his work during his final oral examination. Both were firsts at Toronto. I see he still likes to

by Penny Walsh

use the latest technology."

Ken was in WA to help CALM implement both the international standard ISO 14001 for its Environmental Management Systems (EMS), and the Montreal Criteria and Indicators (MCI) for sustainable forest management.

He has plenty of experience in the field, having been involved with the Canadian Standards Association in the development of a Sustainable Forest Management standard.

CALM is keen to adapt the current EMS of its forest resource business units to comply with ISO 14001. To meet

the international standard, an EMS must cover issues such as policy, planning, operation, evaluation and review in order to keep its environmental impacts at acceptable levels.

There is increasing market pressure for timber to be certified as coming from sustainably managed forests. Meeting the ISO standard will signal CALM's ongoing commitment to effective environmental management.

"Setting up effective monitoring systems for this certification on a global scale is an onerous task," said Ken

"The key is to develop effective communication with the many stakeholders, who may have varying agendas.

During his two-week stay Ken visited Manjimup, Bunbury and Albany as well as Perth.

"I'm very impressed with the professional way CALM is undertaking forest management. The Sharefarm programs are unique and represent a highly innovative approach to satisfying both economic and environmental objectives," he said.

Over the next few months, CALM's Management Audit Branch will work with the Forest Resource Business Units to adapt their EMS procedures to meet ISO 14001. The aim is to complete the transition by the end of 1999, and then to gradually extend the standard across all of CALM's operations.

New weeds program

CALM has strengthened its commitment to conserve Western Australia's biological diversity through the adoption of a new strategy to combat environmental weeds.

The strategy is part of CALM's Western Everlasting program to conserve threatened flora and native plant communities throughout the State.

Environmental weeds are among the biggest threats to the survival of many of the State's native plants that are critically endangered.

CALM and experts from various other agencies have identified 1,350 species of environmental weeds in WA.

Of these, 34 have been designated as 'high priority' for control or eradication. They include bridal creeper, pampas grass, Victorian teatree, African box thorn, veldt grass, date palms, salvinia, arum lily, watsonia, dock, water hyacinth and cape tulip.

Many of these are listed as 'noxious' weeds by agricultural authorities, but they also pose a serious threat to WA's native plants and wildlife habitat.

Such weeds can be highly invasive, widely distributed and have other undesirable environmental impacts such as raising the hazard in the event of wildfires.

The environmental weeds strategy had been prepared by independent environmental consultants, Ecoscape (Australia Pty Ltd) in association with Environs Consulting

Pty Ltd, Ben Carr and Associates and Merriweb.

It was overseen by a steering committee comprising representatives from CALM, the National Parks and Nature Conservation Authority (NPNC), Wildflower Society, Environmental Weeds Action Network, Agriculture WA and the Water and Rivers Commission.

Funding for the strategy is supported by Federal Environment Minister Senator Robert Hill and Environment Australia, through the National Weeds Program of the Natural Heritage Trust.

The strategy addressed issues such as integrated environmental weed management, control methods, monitoring and evaluation, community involvement and public awareness and resources.

A key aspect of the strategy is that it recognises the significant role individuals and community groups are playing in managing environmental weeds and increasing community awareness about the problem these exotic plants represent.

A major recommendation is to establish a State Environmental Weed Group that will draw together expertise from specialist fields as well as the community and local government.

The strategy also recommends that existing legislation be reviewed to define more clearly roles and responsibilities for environmental weeds control.

Program aims to achieve CALM goals to best effect

by Tammie Reid

CALM has embarked on a training program for front-line managers, aimed at developing and supporting staff who manage teams and projects.

These include office managers, team leaders, supervisors, leading hands, first line managers, co-ordinators, supervisors, foremen and forewomen.

Self-directed study

Known as The Effective Manager Program, it is competency-based, and structured to allow self-directed study at the student's own pace via study manuals, audio and video tapes and group tutorials.

The monthly tutorials provide an excellent opportunity for a collegial approach to learning, with students meeting to discuss what they have studied over the previous month.

The program structure is well balanced between practical and theoretical studies and is what senior training officer Alan Byrne calls 'family friendly'. That is, huge sacrifices of family time are not required.

Leading Information

Frontline management is as much about the responsibilities of leading, managing and influencing a group of employees, as accountability for resources such as finance, equipment and stock.

It takes into account the number of employees managed, the daily tasks carried out



Program participants lined up and ready for lunch are (standing): Steve Raper, Judy Pitcher, Peter Jones, Bruce Bone, Michelle Widmer, Bob Selkirk, Alan Byrne, Peter Burton, John Gault, Michael Lobb, Kevin O'Connor (TAFE), Keith Hockey and Noel Montague (TAFE); at front are: Barry Jordan, Caitlin Prowse, Alicia Taylor, Rob Thomas, Paul Blechyndon, Richie Boykett and Don Sawyer. Participants absent from photo are: Richard McAlinden, Greg Mair, John Edwards, George Watson, Femina Metcalf, Bryan Doust and Lisa Christy. Photo by Verna Costello

by these employees, and how their tasks are structured; and the environment in which the employees work.

Successful completion of The Effective Manager Program secures a nationally recognised qualification—Certificate IV in Management, and can become

part of a continuous learning process, leading to a Diploma in Management.

With further study, this can lead to a Master of Business Administration degree.

One of the key people behind this CALM initiative is senior training and develop-

ment officer Alan Byrne, who says:

"Front-line managers' vital contribution to the achievement of CALM's business goals is pivotal, and The Effective Manager Program develops their management competencies to achieve these

goals with an optimum effect"

The Program was developed by the Open University of the United Kingdom and has been tailored by TAFE to meet the needs of Australian business management in today's high-tech world.

The Central Metropolitan

College of TAFE in Fremantle facilitates the program in Western Australia.

A second Effective Manager Program is planned for July. People can email Alan Byrne, or phone him on (08) 9538 1200 for further details at registration.

Steve hails program

DWELLINGUP District manager Steve Raper has a forestry degree—which didn't provide him with much guidance, should he find himself in a management role.

Below, he tells interviewer Tammie Reid how he is finding The Effective Manager Program:

"Definitely good value and useful at all levels of managing in CALM. The content is highly relevant and you can manage it at your own level and pace," Steve says.

"This is a particularly reassuring when we have to fight fires and deal with other daily events that have to be attended to then and there on the spot.

"The toughest thing for me was to find the extra time, and to convince my wife Amelia my studies could fit in with all the other things we do as a family.

"I'm fortunate that she's been so very supportive, and I think that's a critical factor in enabling me to continue.

"What's been good, too, has been the opportunity in the study groups to hear other managers' points of view—how they would handle things, listening to their perspectives and experiences.

"It highlights the great diversity of people in CALM, and that there's really no one way to skin a cat.

"One of the up coming units for me is how to manage your manager; we're all pretty interested in THAT one.

"I'd recommend the program to any staff member responsible for managing people. There are skills and competencies to be learned and practised that make a difference to how effective you can be as a manager.



Paul Friend alongside his bulldozer at Billericay Nature Reserve, Naremben. Photo by Greg Durell



Paul The Rehabilitator better than Arnie S.

by Greg Durell

MOVIE and television buffs would almost certainly know that Arnold Schwarzenegger is The Terminator and some would know that Edward Woodward is The Equaliser, but apart from Narrogin District staff, few people would know that Paul Friend is The Rehabilitator.

For the past two years, Paul has been contracted by the

Narrogin District to help fix up disturbed and degraded sites on Crown Reserves in the District.

Paul enjoys the bulldozer life, pushing dirt, burying rubbish, levelling banks, and deep ripping everything allowed. He revels in the challenge of returning a site

to its original condition.

While some natural regeneration is already returning to some sites, years of neglect mean that some species will not return without replanting. Weeds introduced into sites from past clearing practices, and the lack of a local soil-stored seed source have virtually extinguished all chances of natural regeneration. Seedlings

grown from endemic seed will be planted at these sites.

Narrogin District's rehabilitation program is set to continue for the next few years, thanks to continued funding from the State Salinity Action Plan, which should see most CALM-managed sites in the District tidied up and displaying the vegetation that formerly flourished there.

CALM presents itself to the tourism industry

MORE than 50 representatives from the tourism industry were treated recently to a number of exciting presentations that showcased 11 CALM-managed tourist sites.

They were guests at the inaugural CALM Tourism Exchange (CALMTEX), held at the Matilda Bay Restaurant in March and included both international and local tour operators, staff from the WA Tourism Commission and Tourist Information Centres, the RAC, and the Minister for Tourism's office.

The sites represented were: Dryandra Woodland, Hills Forest Activity Centre, Monkey Mia Reserve, Penguin Island, the Bibbulmun Track, Valley of the

Giants, National Parks, Perup Ecology Centre, and included live koalas and a mia from the Aboriginal Tourism Unit's Balga Mia Village at Yanchep National Park.

The guests formed into small groups, each group watching an eight-minute presentation describing a particular site. The groups then rotated to the next site, continuing in this way until everyone had seen all 11 presentations.

CALM's Director of Parks, Recreation, Planning and Tourism Jim Sharp was impressed by the innovation and professionalism displayed by the staff involved in the presentations.

"It was gratifying to see a team of such talented and motivated people

working together so cooperatively," he said.

Feedback from the tourism industry was excellent. WA Tourism Commission's marketing support manager for Japan and the Pacific Jenny Lindsay said that CALMTEX was brilliantly presented.

"I not only learned a great deal, but found it encouraging to see how enthusiastic CALM officers were about their product.

"I'm sure I'll now be able to promote the product to greater effect, and it will help us organise a wide variety of impressive itineraries to capture the interest of visiting media and tour operators.

CALM's tourism development manager (and

CALMTEX co-ordinator) Rod Quartermain said he believed it to be watershed in the Department's relationship with the tourism industry.

"With the resounding success of CALMTEX and our display at the Perth Caravan and Camping Show, CALM is firmly establishing a high profile in the market place.

"Many thanks go to Kate Hassall and Denise Hamilton who put an enormous effort into organising these two events."

A brochure was also launched at the presentation, titled *CALM: A Natural Part of the Tourism Industry*, which articulates the department's policy on its role in relation to the industry.



Left: Alice and Rosie Rotheram of Harvey Primary School check out The Timber Book with their mum, Tammie Reid. Photo by Chelsea Rotheram

New timber book out

A RECENTLY published book—*The Timber Book*—succeeds in presenting a well-balanced story without the emotion sometimes attached to anything forest based, according to CALM Forest Resources Business Unit scientific adviser Graeme Siemon.

Graeme, who gave generously of his technical expertise in the wood science area, said that authors went to great lengths to seek technical advice.

"I think it's important to get this right, and I'm impressed with the published result," he said.

"For example, the book details the difference between hardwood and softwoods. The fibre length in hardwoods is longer, making it suitable for high grade paper. Softwoods have a different water-carrying cell structure that makes it a lot easier and quicker to dry. Hardwoods are strong and heavy, with excellent

by Tammie Reid

structural properties suited to exposed beams, feature furniture and flooring. "Readers need to know these facts to understand why plantations can't always replace native species."

While descriptions are detailed, the text is lively and supported by full-colour photographs, illustrations, cartoons and riddles, with graphs, maps, flow charts and suggested activities.

It should appeal to a wide age range of readers, and is an excellent reference source for any CALM officer. The authors have worked hard to present the essence of farm forestry, softwoods and hardwoods, forest management, silviculture and Australia's wood needs.

Corporate Relations senior project officer Tammie Reid and public affairs officer John Hunter were among many nation-

wide contributors to *The Timber Book*.

Tammie said that it was reassuring to see a book that helped children learn in a little more depth, some of the rationale and science behind forest management and farm forestry.

"This is an excellent read and my nieces and nephews can expect a copy in their next Christmas stocking," she said.

Published by the Kondinin Group, *The Timber Book* is part of a series directed at primary and secondary-aged students and their teachers.

Others in the series cover the wheat, cotton, and dairy industries, and have been created to promote an understanding of agriculture and primary industry among the wider community.

To order *The Timber Book*, readers should Freecall the Kondinin Group on 1800 677 761 or Freefax on 1800 657 509.



At left is Tym Duncanson (formerly CALM Sharefarms manager) with the Safety Achievement Award, and safety co-ordinator Matt Jones with a replica certificate, one of which was presented to each staff member. Photo by Mort Nilsson

Safe practices rewarded yet again

CALM Sharefarms, Lower West (CSLW) was the recipient recently of a Safety Achievement Award from the Industrial Foundation for Accident Prevention for five years lost time incident free.

The quaint phrase 'lost time incident free' means that no staff member took paid time off because of injury or illness sustained while carrying out his or her work.

"All of our operations are regularly reviewed to identify any hazardous activities that may occur," said safety co-ordinator Matt Jones.

"The hazards are then removed or lessened, to reduce the risk of injury or illness to

the lowest possible level.

When considering the potential for injury or illness in the following activities, the Safety Achievement Award takes on a more potent meaning:

- Ripping and mounding, using tractors up to 350 horsepower,
 - Spraying operations that can involve up to 10 units (?) working at any one time,
 - Planting by crews of up to 20 people,
 - Operation of machinery used to carry out firebreak maintenance, clearing operations, drainage work.
- These operations include the supervision and control of contractors.
- Other tasks include:
- Log recovery after

clearing small pockets of degraded paddock trees,

- Early growth monitoring of plantations using four-wheel-drive motor vehicles,
- Assessing soil and salt conditions of up to 15,000 hectares per year of farmland earmarked for potential plantations,
- Assisting CALM Districts with prescribed burns and wildfire suppression.

All are carried out across the lower south-west, where CALM-managed land consists of about 20,000 hectares of established plantations.

This includes 7000 hectares on behalf of Hansol Pty Ltd, 4000

hectares for the Bunbury Treefarm Project, 7500 hectares for the Water and Rivers Commission, 200 hectares of maritime pine. About 4500 hectares of plantation trees are also being established annually.

"This landmark achievement was the result of staff dedication to safe practices, and had the full support of administrative and managerial staff," said CSLW manager Tym Duncanson.

"A further bonus is that with less absenteeism, productivity and morale increases.

"Everyone involved can feel justifiably proud of the Safety Award, and are to be congratulated," Tym said.

About things that go bump in the night

OCCASIONALLY, a staff member with a flair for writing 'the odd ode or two' sends in his or her handiwork for publication in CALM NEWS.

It isn't always possible to run these odes, largely because many are very long, but occasionally space does become available at the last minute. The following, penned by Bob Taylor, who is ranger-in-charge of operations at Karijini National Park, has been waiting in the wings for several months:

The darkened shadows deepen over Karijini Park,
There's a ghost that roams around at night, she's out there for a lark.
Some people say they've seen her, and some are quite afraid of the Ghost of Karijini. What is her masquerade?

I've heard it said (some say it's true), she's always near the phone,
When people come to make a call, they find they're not alone.
She'll tap them on the shoulder, and even call their name,
The Ghost of Karijini—to her it's just a game.

Beneath the heavenly stars at night, and when the full moon's out,
You'll sometimes hear her calling, as she quietly moves about.
You look around, but no-one's there, now who just can it be?
The Ghost of Karijini's here—to visit you and me.

She roams around from house to house, in the still of many a night,
She's not afraid to visit you, and views you with delight.

This place will always be her home (in this world, not the next).
The Ghost of Karijini, she's content—no more perplexed.

The rustic-coloured ranges were where she lived and died
She worked all day, with naught to say, and often she would cry.
At times, the world was heartless, but what could she do?
The Ghost of Karijini, now haunting me and you.

The old homestead's a ranger's post, shared with this friendly ghost,
And as it's in a national park, CALM is the public's host.
People come from nearby towns, and all around the world,
for The Ghost of Karijini to set them in a whirl.

The darkened shadows deepen, over Karijini Park.
There's a ghost that roams around at night, she's out there for a lark.
Some people say they've seen her, and some are quite afraid
The Ghost of Karijini. What is her masquerade?

© Bob Taylor, Karijini National Park
14 November 1998



Ray Jarvis and wife Barbara at a recent Dwellingup Log Chop. Photo by Tammie Reid

Family, travel at top of Ray's agenda

DWELLINGUP construction and maintenance worker Ray (Mossy) Jarvis held the champion pine planting record at Lewana settlement in the Blackwood Valley for three years, undisputed.

Planting 2,201 pines in six hours, armed only with a planting spear and a cut-down kerosene tin of seedlings, he walked the steep hillsides near Nannup in all sorts of wintry weather.

That was quite a while ago, and now that he's retired after 33 years' service with the Forests Department and CALM

by Tammie Reid

he plans to take things a lot easier physically.

"Barbara, my wife, and I plan to go to New Zealand and soon. Meanwhile, our life in Mandurah is very comfortable—especially after a lotto windfall a few years ago.

"While I'll miss the bush and the fellas, and the mateship that working together at fires brings, I'll now be better able to enjoy the company of my family.

"Our two daughters live close by, but I'd never been able to take my eldest grandson crabbing

until only a few weeks ago. (How'd he get to be nearly eight years old so suddenly?).

"Forests have been in my family for three generations. My grandfather was among those employed in the State's first employee-owned saw-milling venture that began near Collie and relocated to Holyoake, near Dwellingup.

"I still have the gold watch presented to him for his work as a union representative when he was at the Worsley Sawmill. I also took on the union rep role—an experience that increased my respect for him,

as it's not an easy task.

"I've enjoyed the forestry work, particularly the recreation run at the Murray Valley. I've got to know a lot of people who appreciate the work we do in managing a place like the Lane Poole Reserve.

"I hope some young bloke will have the chance to take my place on a permanent basis. I've certainly appreciated the opportunities I've been given, and the support of the blokes over the years."

Here's wishing Ray and Barbara many years of enjoyable and satisfying retirement.

CALM staff in battle with cyclones, floods, losses

A STORY about staff battling cyclones in the north-west of the State, and cleaning up in the aftermath will appear in the next issue of *CALM NEWS*—by which time it is hoped that those involved can take a breather and tell their story.

Starting with Cyclone Vance, and con-

tinuing with the other cyclone-caused floods that followed—right up to the layout of this issue and beyond—senior media liaison officer Nigel Higgs will write for *CALM NEWS*. His story will, we hope, be supported by photographs taken by those on the spot, as they paused in mopping up to pictorially record the events.

About CALM NEWS pics

DIGITAL cameras are rapidly improving and photographs taken with them are expected to reach film quality in the not too distant future.

This may be a matter of only a few months, according to professional photographers and the latest laboratory tests. Stiff competition should also keep the prices down.

Meanwhile, you may have been told that photographs from digital cameras used in CALM are adequate for *CALM NEWS*. They are not! So for the time being, please do not send them in.

Colour or black and white prints, providing they are in focus and well-

composed, are welcomed, preferably accompanied by a suggested caption. This must include names of the people photographed. (It is considered sloppy journalism to leave them out.)

And please also include the name of the photographer. We have bylines for the story writers, so why not similar recognition for photographers?

Very rarely are photographs lost, but it has happened that negatives have been borrowed, while the person responsible for them was away from his or her desk. Should negatives become lost—that's it folks, they're gone forever!

So, please never ever

send in negatives. Hang on to them and send in prints only. If a print should disappear without trace, you can always order another one. While transparencies (which are negatives, too) are accepted for *LANDSCOPE*, it is preferred that you don't send them in for *CALM NEWS* if at all possible.

As *CALM NEWS* is a staff newspaper, it is important that photographs include at least one CALM staff member. (CALM-registered volunteers have the same status as staff—and the emphasis here is on the 'CALM-registered' as opposed to other volunteers, worthy though they may be).

Colleagues and friends mourn Steve's passing

MANY staff will remember Steve Murnane, who worked first with Corporate Executive, then in the Corporate Relations Division.

Here, he performed his desk-top publishing magic on a number of publica-

tions, including *CALM NEWS*.

Steve died suddenly on April 25 in Sydney, where he had lived for the past few years.

He will be remembered for a heart as big as his frame, a sympathetic ear

and a shoulder to cry on. For these, and many other sterling qualities, Steve will be greatly missed by his many friends and colleagues in CALM.

Much sympathy is extended to Steve's family in their time of sorrow.

Agroforestry Expo will show tree crop options

AGROFORESTRY Expo '99 is an exciting new series of national events to be held this year, starting in Western Australia at the Flax Mill, Boyup Brook on Saturday, August 14.

The theme is *Trees working for farmers, community and catchment*, and the aim is to show how agroforestry provides diversification and stability to farmers and the communities in which they live, while also addressing land degradation.

Showcasing options

The Western Australian Agroforestry Expo '99 will showcase the range of tree crop options available to landholders, and cover a wide range of topics from farm planning and site preparation through to harvesting and processing the timber.

Leading agroforestry senior lecturer and extension specialist Rowan Reid of the University of Melbourne's School of Forestry, will be the key speaker.

There will be tours throughout the day to local agroforestry sites, where speakers will cover the following topics:

- Dollars from small plots,
- The Oil Mallee Experience—a case study of developing a new commercial tree crop in WA,
- Business opportunities in farm forestry,
- Establishment techniques, and
- Tree and pasture combinations—130 per cent production.

Representatives from a diverse range of associated industries will answer questions about agroforestry, such as:

- How to start—site capability, soil testing, hydro-geological information, design;
- Who can help—planners, site machinery, nurseries, spray contractors, planters;
- Management and marketing—techniques, contractors, consultants, contacts;
- Harvesting and transport—contractors, seasoning, milling, haulage;
- Other benefits—water usage, windbreaks, diversity, habitat, and more.

District Field Days will be held in the four weeks following the main WA Expo day, finishing with the Arbor Fest in Esperance on September 11.

Valuable expertise

CALM's Busselton Farm Forestry Unit technical manager Richard Moore is convenor of the WA organising committee, which comprises a mix of farmers who are leaders in agroforestry, and government and other agency representatives. All have valuable expertise.

WA Agroforestry Expo '99 will also be a family day, with plenty of activities for youngsters, so both parents can take full advantage of the tours, workshops, demonstrations etc.

For dates, venues etc, please phone Richard Moore on (08) 9752 1677.



The picture doesn't show the full length of the wall-to-wall map but an idea of its size can be gained from comparison with the nine staff members around it. With Information Management Branch manager Colin Pearce, far left, they are Geoff Banks and Femina Metcalfe; standing at rear, Graham Hoare, Rob Doria and Craig Thurley; at right, Graham Minchinton, Stella Bickmore and Roy Fieldgate. Photo by Verna Costello

Computerised map fills one room

WE'VE all heard of a 'Big Mac', well how about this for a 'Big Map'?

Information Management Branch's GIS Section has generated its largest map so far, with this roller-mounted planning map, requested by the Central Forest Region for forest operational planning and fire protection purposes.

The computer-generated map, which will replace a 10-year-old manually produced map, measures 3.6 by 3.5 metres, and was plotted in three strips. Each strip represents about 80 Mbytes of compressed data

by Colin Pearce

and took six hours to plot on the section's new wide-format plotter.

The map was made possible by the GIS Section's Data Acquisition Program, which over the past eight years has painstakingly acquired and validated vast, comprehensive digital map data coverage over the three forest regions. This base data has since been assembled and transformed by the section's CALM Operations Graphic (COG) mapping system into

the familiar map presentation used on this and other products.

GIS Section's manager Roy Fieldgate said that the investment in this data asset had meant that virtually any type of specialised product, such as operational maps, tower boards, aerial burn plans or fan-folded aerial surveillance strips, could now be produced to order, quickly and with minimal labour.

"And the use of a single data set means that all such maps are completely consistent with one another," he said.



Pat demonstrates his drill skill. Photo by Tammie Reid

A retiring Pat won't be idle

AFTER 35 years' service, Harvey recreation area co-ordinator Pat Tate is retiring.

In recent times he has been the driving force to develop and maintain the Hoffman Mill Recreation Area in Harvey. His carpentry skills are always in demand, and he has provided support and encouragement for peers and younger people alike.

"Pat's work has always been of a high standard, and he deserves our best wishes in this next phase of his life," said Mornington District manager Drew Griffiths.

"But because he's done such a great job, we hope to lure him back occasionally for various community volunteer projects.

"Pat will be remembered mostly for his key role as carpenter in maintaining the department's settlement and water supply at a time when there were 50 or more employ-

ees, most of them living on the forestry settlement.

"This role always calls for diplomacy. Pat combined this with efficiency and a pleasantly positive demeanour. As a consequence, he was highly respected.

"Right from a childhood that included evacuation from London during the World War II Blitzes, things turned out well for me," Pat said.

"I'd just completed my basic training in the British Merchant Navy, when I immigrated with my parents to Australia."

Pat became jack of all trades, breaking in horses up north, serving briefly in the Australian merchant navy, and working as a sheep station hand.

Then he answered a newspaper advertisement for an assis-

tant to refurbish the Harvey Forests Department mill, a six-month job that eventually saw him become part of the main work force.

"My job has allowed me first to develop my timber skills, then to enjoy the responsibility and teamwork that comes with the area co-ordinator's role," Pat said.

"In time, my wife (also Pat) and I bought a small irrigation property at Wokalup, where we still run cattle and rear calves.

"Early on we ran a Palomino stud. (Both Pats are Life Members of the WA Palomino Association.)

"Now, I'd like to set up a workshop at home and get into some fine furniture making," Pat says.

"A trip over east and to Europe and the UK are definitely on the cards.

"But I do know I'll miss the companionship of the guys—and the regular pay cheque!"

"Volunteer," advises student

by Verna Costello

WHERE the natural environment is concerned, Melinda Moir doesn't allow grass to grow under her feet.

By 21 years of age, Melinda had graduated with a double major in Biology and Environmental Science (Murdoch University).

As soon as she graduated, she signed on for 17 months as a volunteer environmental education officer with the Australian Overseas Services Bureau in Thailand.

Her connection with CALM goes back to more than a year ago, when she met CALM-Science research scientist Sandra Gilfillan. They met again while Melinda was working in Thailand and where Sandra was holidaying.

Melinda became interested in Sandra's work, which entails investigating the effects of the Rabbit Calicivirus Disease (RCD) on biodiversity.

Equally, Sandra was impressed with Melinda's achievements, and last October,

she employed her on a casual basis, to gather data during a two-week trip to the Rabbit Calicivirus Disease (RCD) study sites on the remote northern edge of the Nullarbor.

The research program involves monitoring rabbits, native fauna and vegetation to gauge the effectiveness of the disease and the benefits to biodiversity of reduced rabbit numbers.

Melinda assisted with trapping small vertebrates, monitoring vegetation, and taking blood samples from rabbits to detect the presence of Rabbit Calicivirus antibodies (evidence that epidemics have recurred).

She also monitored rabbit numbers along 20-kilometre transects, and counted the number of warrens that still had rabbits living in them.

Of her 17 months in Thailand, two months of which

she spent in language and cultural training, Melinda says the experience was invaluable.

"I recommend it to any young adult seeking personal growth and expanded knowledge" she said.

Melinda travelled and lived in a huge bus, painted with rainforest animals, and accompanied by four elephants (to attract the villagers and their children), their four trainers and four Thai University graduates (two women and two men)—and the bus driver.

The whole entourage visited four, sometimes even five villages each week, and followed up by setting up Village Environmental Protection Groups.

This year, Melinda has gone on to Curtin University as an honours student, rehabilitating mine sites, and says she hopes this will see her again interacting with CALM.

We hope so too, Melinda.



Demonstrating how to find out if rabbits are still in the area (from tell-tale droppings), principal research scientist Tony Start and student/volunteer Melinda Moir swap tales of 'the real thing' as experienced after releasing the calicivirus in the Nullarbor. Photo by Verna Costello

Staff Movements

(from page 2)

Reclassified

John Dorlandt, to Administration and Finance Manager, Level 5, at WA Herbarium; Daryl Moncrieff, to Program Leader Recreation, Tourism and Planning, Level 6 at Narrogin; Denise Griffith, to Aboriginal Tourism, Education and Training, as Project Officer, Level 2; Richard Ford, as Project Leader, Regional Services, Level 5, at Information Management, Bunbury; Andrew Brown, as Co-ordinator, Threatened Flora Recovery, Level 4, at WA Threatened Species and Communities, Woodvale; Tracy Churchill, as Snr. Landscape Architect-Planner, Level 6, Planning & Visitor Services.

Seconded

Margaret Langley, to CALMScience, Woodvale, as Research Scientist (botany), Level 5; Tricia Handasyde, to CALMScience

Kununurra, as Technical Officer (zoology), Level 3; Taryn Linning, to Timber Technology, Dwellingup, as Technical Officer, Level 2; Frank Mansillas, to Nature Conservation, Como, as Divisional Finance Officer, Level 4, from Financial Services, Como; Therese Jones, to Visitor Interpretation Services, Como, as Interpretation Officer, Level 4, from Perth District;

Transferred

Jackson Parker, to Forest Management Branch, Manjimup, as Forest Ranger, Level 1/2; from Wanneroo; Toni Burbidge (Nee Hoath), to Forest Management Branch, Kelmscott, as Forest Ranger, Level 1/2; from Wanneroo; Hardy Derschow, to Southern Forest Region as William Bay National Park Ranger, Grade 2, from Kununurra; Murray Mitchell, to Nannup Softwood

Business Unit, as Snr. Area Co-ordinator, Level 3, from Katanning; Janine Liddelow, to Nannup as Field Officer, Level 1/2, from Manjimup Forest Management Branch; Alanna Chant, to Kirup as Forest Ranger, Level 1/2, from Forests Management Branch, Bunbury; Daniel Hunter, to Wildlife Protection Branch, as Como, District Wildlife Officer, Level 3, from Merredin; Terry Bloomer, to Albany as Mobile Ranger, Grade 2, from Exmouth; Neil Scott, to Two Peoples Bay Albany, as Ranger In Charge, Snr. Year 3, from Exmouth; Terry Hales to Kununurra, as Ranger In Charge, Grade 2, from Albany District Brett Fitzgerald to Shark Bay, as Project Off, Level 4, from Kirup.

Retired

George Sommerville, from Forest Resources Branch, Como, as Timber Contracts Officer; Carmel

Borg, from Perth Observatory, as Admin. Assistant; Roy Harris, from Kalbarri National Park, as Ranger; Walter Arbery, from Communications Branch, Como, as Technical Officer; Carol Anne O'Reilly, from Kalgoorlie, as Clerical Officer Level 1.

Resigned

Gary Hartnett, from North Maritime Pine Division, as Manager; Anna Gerner, from Manjimup District Office as Dieback Interpreter; Brett Humble, from Harvey as Senior Operations Officer; Jeremy Colman, from Marine Conservation Branch, as Projects Officer; Enid Moore, from Albany, as Clerical Officer, Level 1; Mark Lush, from Collie Sharefarms, as Area Coordinator, Level 3; Rodney Nowrojee, from Information Management Branch, Como, as Cartographic Officer, Level 2; Susan

Korecki, from Timber Technology, Harvey, as Technical Officer, Level 2; Jane Hubble, from Mundaring, as Programs Officer, Level 2; Patricia Nanni, from Merredin, as Operations Officer, Level 3; Stewart Hay, from Information Management Branch, as Research Officer GIS, Level 2/4; Edward Hatherley, from Kirup, as Operations Officer, Level 3; Leah Knapp, from Dwellingup, as Clerical Officer, Level 1; Wayne O'Sullivan, from Farm Forestry Unit, Como, as Oil Mallee Project Co-ordinator, Level 5; Alex Rogers, from East Kimberley, as Reserves Officer, Level 2; Steve Quain, from Forest Management Branch, Bunbury, as Project Co-ordinator, Level 4.

Graduated

Michael Christopher Carter, Senior Operations Officer, Pemberton District, as Bachelor of Science, Murdoch University.

Record crowds at Sun 'n' Stars Festival



Parks, Recreation, Planning and Tourism Division's Denise Hamilton, Rod Quartermaine and Kate Hassell (left to right) showing their high-tech display gear to Corporate Relations David Gough (second from left).

A RECORD of more than 4,000 people rolled into Yanchep National Park to enjoy a family day of fun activities and entertainment at CALM's 1999 Sun 'n' Stars Festival.

It surpassed all expectations, with a bigger crowd, more activities and greater community support.

The day started later this year—at 2.00 p.m.—to beat the heat and entice festival-goers to stay later for the glorious stargazing, under the expert guidance of Perth Observatory staff and volunteers. And enjoy it they did, with many visitors staying right to the end—about 11.00 p.m.

A number of CALM's divisional and branch staff had braved the heat earlier in the day, lugging display boards, brochures and information equipment to Yanchep—to provide visitors with information on various conservation projects.

Perth District project officer Therese Jones did an outstanding job, organising, cajoling and, it's suspected, even bribing CALM staff to become involved in the day.

The CALM marquee and facilities that she set up were second to

Story and photos by Mitzi Vance



none, with almost all the 4,000 people exploring the marquee at some point during the festival.

Parks, Recreation, Planning and Tourism Division staff went all out with their high tech gear, promoting CALM's *Wild About Western Australia* CD ROM, and national park passes.

Although the Bibbulmun Track, *Western Shield* and the Bush Ranger cadet program people restricted their displays to pictures and brochures, they were not to be outdone, and adroitly fielded inquiries that came thick and fast.

Charlie Chuditch left his home at The Hills Forest for the day and, along with his cohorts The Hills Forest's Sandra, Linda and Michael Phillips, did a great job entertaining the children

Plains Walk project took out the honours for the marketing of its range of gear. Caps, t-shirts and tea towels could be seen clutched in the hands of many visitors leaving the CALM tent.

A festival highlight has always been Aboriginal culture. This year was no different, with Koodah Cornwall leading the charge at Yanchep's new Balga Mia Village. His heritage talks were so popular that standing room was the norm.

A dousing

CALMFire yet again came to the party, with a spectacular water bomber display on Loch McNess. This aerial display was enjoyed by all—except perhaps Yanchep ranger John Wheeler and his off-sider Dave Bond narrowly missing a dousing from the bomber's water load, as they courageously set up flare targets on the lake. Never has anyone rowed quite so fast—well not at Yanchep anyway.

Community support

Complementing CALM's activities was the very generous support of the wider community. Festival co-ordinator Julie Male pulled out all stops in getting community



(Anti-clockwise from bottom left) Festival enthusiast and Wanneroo District project officer Therese Jones, park maintenance officer Len Zamudio, Yanchep Police Rangers leader Jackie Priory and Police ranger Jonathon Drury take a well-earned break and tuck into some lunch at the Swan Coastal Plains Display.

groups and organisations involved

From entertainment and food providers to arts and crafts stall-holders, the Police, Fire and Rescue Service and State Emergency Services—all played a large part in the day.

Particularly exciting was the SES's mock emergency procedure—and yes, there were a few people who thought it was real to begin with.

Also proving to be popular was the stratospherically high climbing wall.

Wanneroo District manager Alan Sands was seen contemplating whether to give it a go, but it was his eleven-year-old son Ben who undertook the adventure.

Executive Director Syd Shea said the success of this year's festival was a tribute to everyone involved, particularly Wanneroo District and Yanchep National Park staff and volunteers.



Yanchep Visitor Services Guide Eric Pike with Yanchep's latest addition to the koala sanctuary—who proved to be a star attraction of the festival.



(Left to right) The Hills Forest's Sandra Chahal, Linda Collins and Michael Phillips getting some expert advice on star gazing from the Perth Observatory's Tom Smith, Astronomical officer.



Perth Observatory Director Jamie Biggs and Festival co-ordinator Julie Male welcoming Wanneroo MLA Iain McLean (centre) who officially opened the festival.