

CALM NEWS

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DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT

JULY—AUGUST 1999



- Staff tours to Southern Forest Region - page 3
- CALM Bush Rangers learn from field work - page 3
- Field officers graduate - page 4



- Working holiday expeditions - page 4
- CALM women push boundaries - page 5
- National medals for dedication - page 5



- Regional managers meeting - page 6
- Company donates Pilbara plants - page 7
- Joint groundwater research - page 8

CALMsafety—the national benchmark

by Tom Wood

CALM's safety program is in good 'health' and continues to grow in stature.

The program continually sets new targets and has achieved results that have allowed CALM to become the benchmark organisation for our type of industry in the whole of Australia.

At present, CALM has the lowest number of personnel requiring medical treatment for work-caused injuries in the 33-year history of the program.

This, of course, has not been an overnight or sudden result but has come about through the hard work put in by all personnel right throughout CALM.

The Risk Management Section has been instrumental in introducing a new phase in work injury management.

This has been backed up wholeheartedly by all of CALM's managers.

Doctors show keen interest

In addition, local doctors have shown a keen interest in visiting CALM work sites to gain an insight into our operations.

All of this has led to a new enlightened era in work injury management.

The results have made the hard work worthwhile.

In the past year we have reduced the number of personnel requiring medical treatment, reduced the average number of days lost per injury from 22 to 11 (a 50 per cent reduction), and made significant savings on our Workers' Compensation premiums.

In all, it has been a most successful year for CALM—and the good news does not stop there.

In the 1999 Industrial Foundation for Accident Prevention/GIO Safeway Awards, CALM will most likely have the highest number of successful entrance teams.

This being the case, it will represent the fifth year in succession that CALM has achieved this status.

From the 140 teams that entered in January, we have 117 that have reached their target of six months without losing a single day from a work injury—an 84 per cent success rate.

Finally, we would like to recognise the following groups which have recently achieved ongoing targets under CALM's safety and health program:

continued page 6

New award for CALM women

CALM's female staff members are being offered the opportunity to win a \$20,000 June Craig Trust Award to help them enhance and develop their careers within the Department.

It is also seen as an incentive for knowledgeable, competent women to remain with the Department, as well as rewarding them for their commitment to CALM's objectives.

The annual award may go to:

- one individual for the total amount, or

- a group of women involved in a specific project, or
- several individuals, each receiving varying amounts.

The Award is an extension of The Executive Directors' Undergraduate Study Assistance Scheme, and is an outcome of CALM's commitment to the State Government Plan for Women 1999-2001—coinciding with this year's Centenary of Women's Suffrage.

The criteria for applications are broad-based and include:

continued page 2



NPNCA members closely monitor activities that impact on conservation. Here, CALM environmental officer, Malcolm Grant, (centre) shows the steps taken in monitoring for dieback activity. From left are NPNCA members Graeme Rundle and Marion Blackwell (deputy chair), with Fitzgerald River National Park Advisory Committee chairman Rodney Daw and CALM South Coast Regional manager John Watson. See page 7 for story. Photo by Pat Barblett



Something stirs in the foliage, and Sonia Brain (Park Policy and Tourism) and Meagan Bardon (Information Management), along with other (unidentifiable) staff, try to catch a glimpse of whatever it might be. Their curiosity was soon rewarded. See top right of page 3 to see what they'd heard. Photo by Verna Costello

Staff tour of S-W forests

MAKING time for CALM staff to see forest management for themselves is something that Executive Director Syd Shea is passionate about.

Through his support, the CALMpeople Reference Group and the Peer Support Team, working with Southern Forest Region staff, organised two coach-loads of 'city slicker-type' staff to visit Manjimup and Pemberton Districts in June for a two-day forest tour.

While the tour program covered karri and jarrah harvesting and coupe management, the overall emphasis was on the integration of this work with that of fire management, native animal research, the recreational use of

by Tammie Reid & Verna Costello

forests, and tourism.

"The key to running a successful program is to involve the staff who work at the coalface," said Pemberton District Manager John Gillard.

"They get to talk with a measure of pride about their jobs and, because of their wealth of local knowledge, they can answer any questions fired at them.

"I was impressed by the high level of professionalism that our tour program people put into this exercise."

For comments from those who took advantage of the tours, see page 3.



The last several months have emphasised, I hope for everybody in CALM, that one of the new facts of life we face as individuals and as organisations is that we are and will continue to have to deal with a changing technological and political environment if we are to survive. Of course we are not loners. Both private and public organisations throughout the world over the last decade have had to cope with rapid change. Whereas in the past anybody employed in the public sector could expect that their career pathway was almost pre-determined, that is no longer the case.

Many people find it difficult to cope with the changes in their own organisations and in their own personal career outlook. I believe that the change process in both the public and private sector could be managed much better. I also believe, however, that it is pointless to expect that we will return to days when change, if it did occur, was minimal and gradual. Apart from the fact that our political system inevitably is becoming more volatile, which translates to changes in political policy that impact on us, we are also experiencing a technological revolution, which inevitably generates rates of change in organisations and in individual career pathways that often are dramatic. If we accept that change is inevitable and, in fact, in many situations desirable, what we have to do is adopt strategies which accommodate this relatively new management factor. In other words we can't do a King Canute.

There are many ways that we can deal with change both at an organisational and individual level. The most important I believe is for the organisation to structure itself so that it has the capacity to respond to change, and that inevitably means that the people who make up the organisation must be provided with new opportunities to re-educate and retrain so that we are not in a position of always reacting to change.

One of the most important overall strategies we have to ensure is in place in CALM is a recruitment program that ensures we will have a constant flow of new people with the highest quality of skills and motivation into the organisation. I am very pleased and proud that over the last four years we have been able to bring 78 first rate recruits into CALM through our new cadet system. This year's graduates are frighteningly good—I am very pleased that I am well advanced in my career in CALM because I have no doubt that I would have great difficulty competing with the type of people we are recruiting into CALM today.

But the new graduates and everybody else in CALM can no longer assume that their education and training is completed. It is absolutely essential that because of the rapid changes we are experiencing that training and education must continue throughout everybody's career. Over the past several years we have introduced a number of opportunities for people to undertake more formal training. I recognise, having it done it myself, that when you have family responsibilities as well as a pretty full-on job it is hard to make the time to re-educate and retrain. Consequently, there is now a range of scholarships that are available to assist people to undertake further training. They have been deliberately structured so that most if not all people in the department, no matter what sector you are working in, can apply for these scholarships. For example, I am particularly pleased at the success of the scholarship program we have provided for our AWU staff and our most recent scholarship—"The June Craig Scholarship for Women".

In addition to these formal scholarships, judging by the number of certificates I am signing daily for a variety of training programs, many people in CALM are taking up the opportunity to undertake internal training within the Department.

Despite funding constraints I am determined that we will continue and hopefully expand the opportunities for people that work in CALM to undertake further education and training.

But in addition to training and re-education of individuals, it is also important that the organisation itself in a way is "retrained" to cope with the rapid changes we face. This means that some of the traditional rigid hierarchical approaches to management of public service organisations have to be modified and made more flexible. It also means organisations, if they are going to succeed in this changing environment, have to take risks. That means we have to experiment with new ways in making decisions more rapidly and with new ways to incorporate the ideas of all members of the organisation. Again we have attempted to anticipate this by setting up some structures to help people to contribute their ideas on how the organisation responds to change. In particular I have found the CALM People Reference Group to be very helpful to me and hopefully to other people in the Department as a vehicle for getting broad views into how we should run the organisation.

While change is inevitable and in many cases can be very positive, it is also a fact of life that for many people change can be painful. I am interested to hear from anybody within the Department on how we can better manage the change that we are facing.

There is one consolation. Paradoxically, while I believe that we have to change many of the ways we do things in response to a constantly changing environment, the fundamental pillars of organisational and personal management in my view don't change. The pillars I am referring to are things like loyalty, enthusiasm, honesty and integrity, good communication, recognition and reward for success and, most importantly, concern and care for the people you work with. They will always be an essential pre-requisite to having a successful organisation and a successful career.

Dr Syd Shea, Executive Director

June Craig award for CALM women

(from page 1)



Photographed after The June Craig Trust Award was announced, from left, former Cabinet Minister June Craig, Environment Minister Cheryl Edwardes, CALM Principal Personnel Officer Michelle Bolitho and Executive Director Dr Syd Shea. Photo by Paul Webster

- participation in relevant seminars, conferences or workshops;
- participation in exchange programs at intra- or inter-departmental, State, national or international level;
- attending professional development programs, such as the Leadership development Program at Monash University in Mt Eliza, Victoria;
- continuous learning via tertiary institutions, undergraduate or post-graduate studies, TAFE courses, and includes one-off semester subjects;
- study or sabbatical leave;
- research projects;
- travel to conferences, workshops, seminars etc;
- publications;
- special events;
- regional or district 'think tanks'.

Other innovative suggestions that could enhance career development, and which cannot be met financially through traditional options, may be presented by an applicant (or applicants) for consideration.

Award funds will be administered by CALM-people Services Branch manager Cliff Gillam, and further information about applying for the Award will be sent out in the near future.

The June Craig Award

was announced on July 29, by Environment Minister Cheryl Edwardes, following CALM's Field Officer Graduation Ceremony in Bunbury.

Mrs Edwardes said that June Craig, after whom the Award was named, was Western Australia's first female Minister with a forestry-related portfolio—and the second ever female Cabinet Minister.

"She is a notable example of a WA woman for whom contributing to the community and conserving the environment has been a way life a means of self-expression and a career," Mrs Edwardes said.

"Her strong community

involvement continues to this day and has included becoming Australia's first woman National President of Save the Children Fund.

"She strongly supports an education system that encourages women to express themselves, use technology as a positive learning mechanism, and provide them with the confidence to achieve their highest aspirations.

"In June 1994, Mrs Craig was created a Member of the Order of Australia in honour of her contribution to community and charitable causes. (See page 5 for story 'quietly-achieving CALM women'.)

Staff Movements

Contract staff

Ben Giovanetti, to Perth District as Field Officer, Level 1/2; Yumiko Bonnardeaux, to CALM Science, Genetics and Tree Improvement (at Wanneroo), as Technical Officer, Level 2; Martin Beel, CALM Timber Technology, Harvey, as Senior Research Scientist, Level 5; Chelsea Bertolini, to Mornington-Collie as Clerical Officer, Level 1; Mitchell Hunter, to West Kimberley, as Mobile Ranger, Grade 1; Amiee Italiano, to Narrogin, as Clerical

Officer, Level 1; Dan Huxtable, to Wildlife Branch, as Regional Bushcare Facilitator, Level 3; Judy Kenward, to Corporate Relations Division, as Clerical Officer, Level 1; Sarah Adriano, to CALM-Science, Dwellingup, as Technical Assistant, Level 1; Dave Chadwick, to Stirling Range National Park, as Seasonal Ranger, Grade 1; Lana Bowers, to Nannup, as Clerical Officer, Level 1; Clinton Rackich to Wildlife Branch, as Regional Bushcare Facilitator,

Level 3; John Bussell, to CALM Science, Como Herbarium, as Plants and Genetics Research Scientist, Level 2/4; Christopher Branch, to Perth District (Wanneroo), as Field Officer, Level 1/2; Cherylene Ehlers, to Pemberton District, as Clerical Officer, Level 1.

Permanent staff

Ben Richardson, at CALM Science Como Herbarium, as Senior Technical Officer, Level 4; Taryn Jones, at Merredin District, as Clerical Officer, Level 1; Karine Knight, at CALM-

Science Como Herbarium, as Technical Officer, Level 3; Daniel Huxtable, at Farm Forestry Unit, Como, as Revegetation Development Officer, Level 2/4; Chris Koois, to Financial Services Section, as Clerical Officer, Level 1; Natalie Burton, at Dwellingup District, as Clerical Officer, Level 1; Lisa Craig, at Dwellingup District, as Clerical Officer, Level 1.

Promoted

Daryl Moncrief, to Planning Co-ordinator, continued page 6

LETTERS . . . LETTERS . . . LETTERS . . . LETTERS . . . LETTERS

Following are extracts from a letter from the Chief of CSIRO Forestry and Forest Products Glen Kile to CALM Executive Director Dr Syd Shea:

Thank you for your continuing support for Project Vesta during the 1998-1999 fire season. The experimental burning program was very successful in achieving 90 per cent of the plots burnt under dry summer conditions.

Unfortunately, the strong winds (>20 km/h) planned in the experimental design did not eventuate before the onset of cooler autumn conditions and light rain.

My staff was very impressed with the depth of interest in the project and the degree of co-operation provided at all levels of CALM.

In particular, the co-operation provided by the field staff in conducting field experiments was simply outstanding.

This resulted in a very efficient field program and I consider the fact that the burning was completed without a serious incident to be a credit to your organisation.

The Vesta research team has had a cursory look at the raw data and believes that the extremely rapid development of

the experimental fires has important implications for fire-fighter safety.

The initial analysis will focus on the rapid response of a line of fire to a change of wind, and I expect the research team to produce safety guidelines for fire fighters engaged in parallel attack before the next fire season.

Over the next two years CALM and CSIRO fire scientists will continue their collaboration in the data reduction, analysis and publication of results of these experiments.

I am confident these important experiments could not have been done elsewhere in the world,

and the new information on fire behaviour and fire-fighter safety will have application to forest fuels across Australia and elsewhere in the world.

I am looking forward to the final outcomes on this project and your continued co-operation and collaboration is gratefully appreciated.

Over the moon . . .

. . . with delight. That's how Sue Myall of Balga came across in her v-e-r-y long letter about CALM's Dive and Snorkel Sites in Western Australia. Here are extracts:

continued page 6

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Staff tour of South West Forests

MANY CALM people, particularly those whose work is far removed from forests and forest management, confess to feeling at a distinct disadvantage when friends and acquaintances tackle them about the Department's forest management practices.

Feedback from those who attended the Southern Forests tour for CALM staff in June, revealed that their strongest impression was that staff who actually work in, and manage the forests care deeply about them, and were keen to show the visitors how they combined their management of sustainable logging practices with that of nature conservation and tourism.

"We were all keen to know what was really happening in the forests—and over the two-days the forest management picture quickly fell into perspective," said person-

nel officer Tanya Kisiel.

"It was reassuring to discover the facts, as opposed to some of the inaccurate, one-sided stories put out by some of the media," said Planning and Visitor Services manager Jim Williamson.

"We heard, for example, that foresters have come across many people who've visited the majestic 100-year forest, north of Pemberton, but were unaware that it was harvested more than 100 years ago.

Forest regeneration

"This is clear evidence that after harvesting, trees do regenerate into magnificent old-growth forests.

"We soon began to understand the difficult issues our Southern Forest Region people face on a daily basis, and were full of admiration for their patience and determination to maintain a professional and civilised presence, despite the many

highly stressful circumstances, such as aggressive 'eyeballing'—and worse—from some protesters," said Jim.

"There's a good deal more to forest management than logging," said community education officer Liz Moore, who is responsible for bringing conservation and land management values to more than 15,000 school children a year.

"For example, CALM's forest staff take great care to see that sufficient tree-hollow habitats and unlogged buffer zones remain available for native animals.

"Foxes and land-clearing for agriculture, rather than logging, are the reasons some animals became locally extinct.

"But thanks to the Western Shield fox-baiting program, many species such as the tamar wallaby, chuditch, quenda and woylie have returned to their former haunts and

are thriving."

"I enjoyed all aspects of the tour, particularly seeing and hearing issues from an operational viewpoint," said Information Management Branch cartography officer Sharon Colliss.

"Manjimup and Pemberton staff are to be congratulated on their professionalism, and I thank them sincerely for their hospitality in giving their time so generously while we were with them, and for the organisation that went into making our tour the success it so obviously was."

To prevent the visitors from collapsing from information overload, tour organisers made sure the first day finished on a relaxed, upbeat note, by sharing with them an evening barbecue at the old Pemberton office premises.

"They made us feel very much a part of CALM's extended family," said Tanya Kisiel.



A healthy plump ring-tailed possum—held here by forest ecologist Adrian Wayne—was what CALM staff visitors to the southern forests heard in the foliage. (See page 1.)

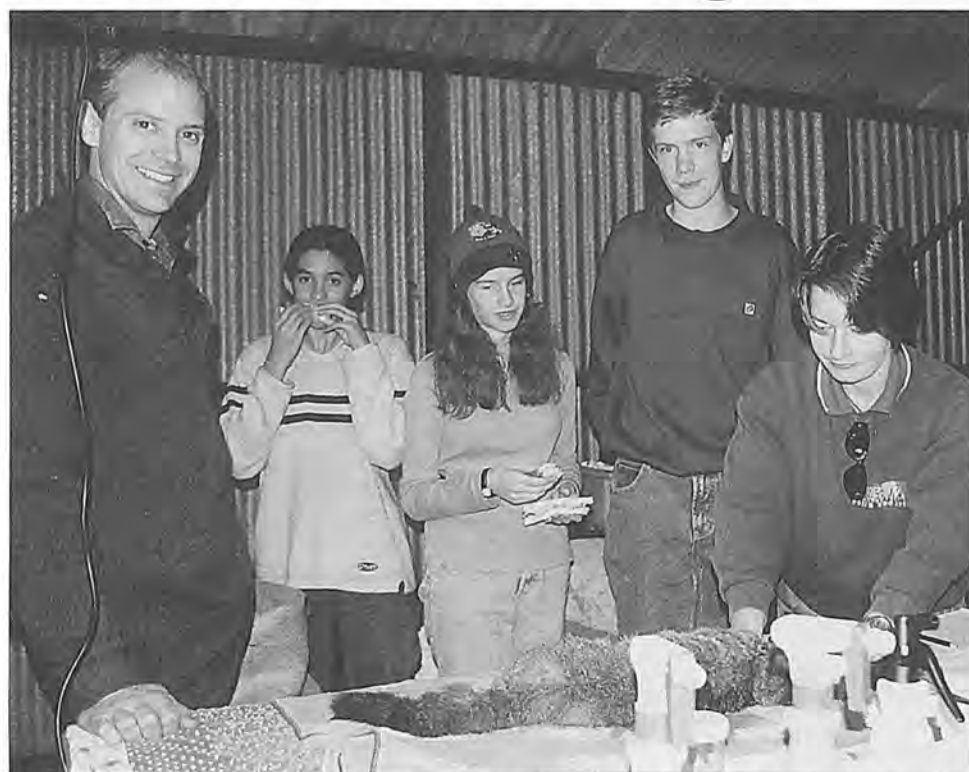


Forest ecologist Adrian Wayne describes how the forest is managed to sustain all its life forms, including invertebrates, reptiles, frogs, birds and mammals. Other speakers were forest ranger Greg Evans (left) and conservation forester Ian Wilson.



Listening intently are Peter Ryan, (Management Audit); Kylie Dyson, (Corporate HQ); Graeme Zekulich, (Corporate Information Services) Wendy Maund, (Corporate HQ); Lin Wong, (CALMScience, Como); Graham Minchinton, (Information Management Branch) and Sonia Brain, (Park Policy and Tourism). Photos by Verna Costello

CALM Bush Rangers on field work at Manjimup



Yes, it's Adrian Wayne again! Here, he is with CALM Bush Rangers Sophie Hussain, Katharine Bryant, Ben Noteboom and Perth Zoo vet Jo Cowie. The possum is sedated so tissue samples can be taken to provide data for the cat-baiting program. Photo by Bronwyn Goble

FOUR Year 9 CALM Bush Rangers from Rossmoyne Senior High School had the good fortune recently to be involved with the Department's Kingston Project near Manjimup.

Under the supervision of CALM Bush Rangers' State coordinator Bronwyn Goble, Katharine Bryant, Sophie Hussain, Jun Liew, Sook Ting Lee and the writer (their instructor) spent a week in the field.

They worked under the guidance of forest ecologist Adrian Wayne (Kingston Project coordinator), and technical research officers Ian Wheeler, Colin Ward, John Rooney and Graeme Liddelow.

A labour-intensive project, it also involved many other CALM staff from Woodvale and Manjimup CALMScience, the Southern Forests Region, and Manjimup and Collie Districts.

Perth Zoo staff, other CALM Bush Rangers from Duncraig,

by Mike Casley

Manjimup and John Forrest Senior High Schools, and CALM volunteers also contributed significantly.

The Rossmoyne Bush Rangers set and collected traps, measured and tagged animals and recorded data each day.

They also brought some of the animals to the 'sedation station' (a bush surgery), where tissue samples were collected as part of non-toxic cat-bait trials on non-target native animals. They later released them back at their point of capture. Katharine even helped to radio track some animals.

The experience was invaluable for the Bush Rangers, who learned about CALM's research into the effects of logging on native animals, the feral cat-baiting trials, and some aspects of the Department's Western Shield Program.

From this, they also developed a greater understanding of the role of CALM and the diversity of its staff's expertise.

The experience of seeing and handling native animals was something very special to the Bush Rangers, as they realised how few people are able to be involved in such an activity.

The Rossmoyne Bush Rangers thought it was a wonderful and enjoyable educational experience, and expressed an interest in continuing the relationship with CALM as volunteers when they are older.

They have also passed on the knowledge gained from their experience to the rest of their Bush Ranger Unit, and have made posters to display in the school library.

The Bush Rangers were most appreciative of the experience provided by CALM, and of the effort and support from the staff involved.

Sixteen field officers graduate at Bunbury ceremony

SIXTEEN CALM field officers have been presented with graduation certificates by Environment Minister Cheryl Edwardes at a ceremony in Bunbury.

The certificates mark the successful completion of a 14-week CALM training course that the officers undertook over the past two years.

Mrs Edwardes said the officers had been chosen following a rigorous selection process that involved reviewing more than 150 applicants, of whom 61 were interviewed.

The top 20 were invited to attend a five-day residential selection school at CALM's Training Centre in Dwellingup. The final selection narrowed the field to 16.

Investment in workforce

Mrs Edwardes said the program focused on competency-based training, and was accredited with the State Training Board of Western Australia.

She said the programs reflected the Government's recognition of the need to invest in its workforce.

The Keynes Memorial Award for 'the most outstanding field officer recruit', went to Carissa Bathgate from CALM's Parks, Recreation, Planning and Tourism Division.

Carissa has a Bachelor of Science (Environmental Science) from Murdoch University.

Her current duties include a wide range of activities in relation to additions and changes to the conservation estate, particularly proposals on land tenure.

The CALM Executive Director's Merit Award for 'the



Field officer graduates at rear: Isaac Lee, Ben Sawyer, David Anderson, Chris Mather, training officer Alan Byrne, Ivan Zirngast, Andrew Ando, Tim Brett, Janine Liddelow. At front: Jodie Miller, Alanna Chant, Deanne Pember, CALM Executive Director Dr Syd Shea, Environment Minister Cheryl Edwardes, Justine Murphy, Carissa Bathgate and Clare Anthony. Absent from photo is Julie Gale, who was enjoying a holiday overseas. Photo by Paul Webster

trainee who displays the best all-round performance in both theoretical and practical areas' was presented to Julie Gale.

Julie has a Bachelor of Science (Environmental Management) via Edith Cowan University.

She has been appointed as a wildlife officer, and is based at Como.

Julie's duties are in the special investigation unit working on organised offences against native flora and fauna.

Graduates were enthusiastic in their praise of the program.

Typical of their comments are those of graduate Clare Anthony, who said she had benefited considerably from the competency-based training program.

"The wide variety of courses vastly expanded my knowledge and skills in subject areas not covered in my previous studies," Clare said.

"The training program also gave me an excellent opportunity to meet other CALM people and benefit from their considerable knowledge and expertise.

"It was a pleasure to be part

of the field officer graduation ceremony and the day was highly enjoyable".

Another graduate, Chris Mather, applauded the high-quality of the training and development program.

"The program's a credit to the department and I feel privileged to have been a part of it," Chris said.

Senior training officer Alan

Byrne said the graduates had been a pleasure to work with over the previous two years.

"It is very rewarding to be a part of the development of these young people who'll be the face of CALM well into the next century," Alan said.

"I wish them all a challenging and rewarding career within CALM."



Many hands plant trees

YES, it's planting time again, with crews donning rubber boots, raincoats and warm socks.

In CALM's Pemberton District this year, more than 2.2 million trees are being planted, with help from Manjimup and Walpole staff

There are also several members of the Pemberton Sports Club, who are doing their 'environmental bit', as a means of fundraising for a new sports complex.

Most of the trees being planted are karri, with some blackbutt, jarrah and marri, to reflect

the species mix of the forest before harvesting.

It is an often arduous task, with those involved trudging through mud and rain to achieve the desired result. Thanks go to those who kept up the supply of plants, especially Norm Maxwell, who

made sure no-one ran out of them.

Casual forest workers David Butcher and David Favero (extreme left and right) help forest worker Derek Coverley (foreground) and overseer Tom Lindley load up for the day. Words and pic by John Marshall

Enjoy a working holiday

EVERY year, thousands of migratory shorebirds congregate near Broome on their way to the Siberian tundra.

Some of them have flown 15 000 kilometres in a few lengthy stages to feast on the rich smorgasbord of organisms that live on the mudflats and sandflats of the Kimberley.

Little is known about these birds, or the organisms that sustain them, so each year experts from around the world also flock to Broome.

In October 1999, an expedition co-ordinated by CALM's senior technical officer Grant Pearson will head for Roebuck Bay and Eighty Mile Beach to learn more about the phenomenon.

It will also identify potential impacts associated with human activity.

This expedition, which is open to CALM staff and other members of the community, will benefit from the expertise of five of the foremost shorebird experts in the world.

Grant said it would be an outstanding opportunity for people to experience a phenomenon, aspects of which still leave the science world baffled.

by Penny Walsh

"Participants will help with the important job of collecting baseline data on the wildlife before any changes take place," he said.

"These birds are very finely tuned; even unintended disturbance by people at their foraging and resting places can have an enormously negative effect on the worldwide population.

A delicate balance

"Coastal developments also have the potential to disturb the delicate balance in the region, so it's important that we identify the impacts of tourism and pollution."

The expedition is one of a series offered by CALM's wildlife, conservation and environmental magazine LANDSCOPE, in association with UWA Extension, a department of The University of Western Australia.

The expedition will start and finish at Broome, leaving on Friday, October 8 and returning on Thursday, October 14.

It costs \$1695 which includes a pre-trip briefing, one night's accommodation at the Broome Bird Observatory, camping equipment, meals,

research equipment and supplies.

Grant said that organisers were not looking for experts to come along—just people who were interested and wanted to get involved.

"The expedition offers a range of tasks suitable to all ages and physical conditions," Grant said.

"Participants will help with a variety of research tasks including collecting core samples from the shallows, shorebird counts, observation of feeding behaviour, and sorting and classification of specimens."

Conditions will be basic, with a camp being set up in a pristine, remote part of Eighty Mile Beach.

Participants will need to cart fresh water to the camp site for showers, or use the Talgarno hot bore a few kilometres away.

More specific details on this expedition: *Flying for a Feast—Shorebird Heaven on the Eighty Mile Beach* are available from Grant Pearson at CALM's Science Division (08) 9405 5100.

For more information about this or any of the other 1999 LANDSCOPE Expeditions, call (08) 9380 2433 or fax (08) 9380 1066.

CALM women push boundaries

ONE hundred years ago, women in Western Australia won the right to vote. WA was one of the first places in the world to recognise the value of extending voting rights to women, thus enhancing their ability to participate fully in society.

Democracy was further enhanced in 1962, when Aboriginal women (and men) also won voting rights.

To mark the centenary of Western Australian Women's Suffrage (the right to vote and participate in decision-making), a number of 'snapshot

by Tammie Reid

stories' on CALM women will appear in CALM NEWS.

The stories will highlight and celebrate their contribution to conservation and land management across a broad range of disciplines and work areas.

The stories will also acknowledge the mentoring, encouraging and supportive roles played by their supervisors and managers.

The first two CALM women in the series feature Planning and Visitor

Services design studio officer Karen Shaddock and Bunbury Region's CALMfire plantations fire co-ordinator.

Karen Shaddock:

After nine years in a secretarial support role, Karen Shaddock found herself becoming increasingly in demand for her desk-top publishing skills.

Encouraged by her manager at the time, project co-ordinator Wayne Schmidt, Karen swung capably into a new role in the Sign Design Studio.

Her duties over the past six years have involved the co-ordination of most of the directional and information signs produced for CALM-managed lands.

Day-to-day duties include contracting graphic artists, and following jobs through the various stages of production to completion.

"The Sign Studio can be a hectic place, sometimes having as many as 10-20 jobs at various stages of production at once," Karen said.

Karen has an unruffled and cheerful "how can I help you," attitude that reassures, as she provides a practical, creative and professional link between the needs of staff in parks and forests and the finished sign that will communicate effectively to visitors.

"As my four children grew up, I chose to put the extra energy—so necessary when they were small—into my paid work. "And I've enjoyed tak-

ing on new responsibilities and acquiring more skills in the process," Karen said.

Karen is quick to acknowledge the support and encouragement from her family and her work colleagues, particularly Gil Field.

"I don't know that I could balance things if I didn't have the support of everyone around me. I can't emphasise too much how important it is, and how lucky I've been to work with supportive people, and to have a wonderful husband and children who've provided a supportive home situation.

"It's not always easy to juggle both but I've found you can, and enjoy it all as well."

Some of Karen's current work, apart from the Studio, involves membership of the CALM Leadership Steering Group and the Sign Manual Review Team.

She also trains staff and others on CALM sign standards and guidelines, is a presenter with Gil Field at the Advanced Recreation Course, assists Gil in running the Designing Interpretive Activities Workshops and, with her computing skills coming to the fore yet again, she is web author for the Park Policy and Tourism Division.

"That's the seriously fun stuff," confides Karen.

Michelle Widmer:

Michelle's current position as CALMfire plantations fire co-ordinator was created five years ago in



Karen Shaddock. Photo by Verna Costello

response to the need for a more strategic way to manage fire prevention, particularly in CALM's plantation investments.

Originally working with only CALM estate pines, Michelle's role has now extended to include the fire management of hardwood plantations and the Maritime Pine Project, reflecting the popularity of CALM's sharefarm ventures.

Working out of the Bunbury Regional office, her main area of responsibility covers most of the South West Region.

"It's a multi-functional position, involving risk-assessment on a site-by-site basis, and involves supervising the physical

tasks of implementing fire prevention and suppression programs," Michelle said.

"I believe CALM has one of the best reputations in Australia, if not the world, in fire prevention, and I think that's one of the main reasons I'm so happy to be a part of the work we do in this area.

"We deal on a day-to-day basis with questions like 'What are the fire risks here?', 'How can we prevent fires?', 'What will it cost and who's going to follow through from here?'"

It is obvious that even after 14 years with CALM, Michelle enjoys her work, particularly at

the strategic planning level.

Her work involves a great deal of travel, and she is one of the intrepid band of fire duty officers, who are required to be on call during the summer.

She also squeezes in time to be part of the CALMpeople Reference Group and has been an active Forest Field Officer Association representative for many years.

Michelle is a graduate of the Field Officer Cadetship Scheme and has worked in all district operational areas, including softwood and hardwood plantations and harvesting; recreation, environmental protection, and fire prevention.



Michelle Widmer. Photo by Tammie Reid

National medals reward 14 for dedicated service

SIX long-serving CALM staff have been honoured with National Medals for their dedicated service in protecting Western Australians from devastating bushfires.

Terry Hales from Parks, Recreation, Tourism and Planning, Charlie Broadbent and Ron Newman from South West Capes District, Ron Giles from Narrogin, Audie Kearn from Dwellingup and Neil Scott from Exmouth have given almost 200 years of fire service among them.

The six were part of 14 CALM firecrews, officers and specialist staff who were awarded National Medals by Environment Minister Cheryl Edwardes at CALM's Field Officers' Graduation Ceremony in Bunbury.

Twenty medals and clasps were presented to other staff from CALM's Southern Forest Region in May.

"Overall, this means that CALM National Medal awardees this year have dedicated more than 600 years to protecting human life, property and valuable bushland from fires," Mrs Edwardes said.

The National Medal is awarded for 15 years service; clasps are presented for each subsequent 10 years service. Awards are given to members of groups such as defence forces, police, ambulance services and fire agencies involved in protecting human life and community values.

Mrs Edwardes said a requirement for eligibility for the National Medal was that

the work required great skill, risks to personal safety, dedication and long-term commitment.

"There is an expectation in the community that lives and property will be protected from natural and human-caused disasters by well-trained and disciplined emergency forces," she said.

"However, CALM fire crews do far more than suppress wildfires. They also are involved in nature conservation, wildlife management, tourism and recreation, timber harvesting and plantation development.

"The community therefore benefits from this wide range of expertise as CALM has integrated fire management with its other important activities."



One of the six National Medal recipients Softwood Plantations area co-ordinator Ron Newman with Environment Minister Cheryl Edwardes, and Ron's four-year-old grandson Noah Moore. Photo by Paul Webster

Start training for relay now

MOST CALM people will have received an emailed circular regarding this year's Big Brook Relay, but for those who have filed and forgotten it, Pemberton District ranger-in-charge Rod Annear would like to hear from you.

He would also like to hear from any slackers among us who are putting off contacting him because they haven't

started warm-up training yet.

To motivate yourselves, make the first commitment by phoning him on 9776 1207 or emailing him at rod@calm.wa.gov.au

The Big Brook Relay will be held on Saturday, November 20. So start organising your teams without delay.

More information and team registration forms are on their way—even as we write.



Company's donation of Pilbara plants

CALM Herbarium staff look with interest at some of the dried, mounted and labeled plants donated to the Herbarium by Robe River Iron Associates.

They are (from left) plant collections manager Chang Sha Fang, databasing officer Kay Veryard, CALM volunteer Bob Backhouse (seated), and botanist Malcolm Trudgen.

The collection contains a num-

ber of species that are new to science, and many plants are recorded from new locations.

The Robe River Iron Associates' donation has set a new standard in documentation of survey work undertaken by mining companies. The company financed the processing of botanist Malcolm Trudgen's excellent collection of plant specimens.

The collection comprises nearly 5,000 sheets of plant specimens

with detailed notes of their habitat. All the specimens are databased and, when incorporated into the State collection, will add considerably to the available information about Pilbara plants.

For the full story and more pics, see the Bush Telegraph section of your copy of the Spring 1999 issue of *LANDSCOPE*, which is expected to be distributed in September.

Photo by Verna Costello

Feral pigs a menace

IN a recent media release, CALM warned people visiting bushlands in the Wickiepin and Highbury areas to be aware of the possible danger of feral pigs.

CALM's Narrogin District manager Stephen White said the Department was concerned that feral pigs had been deliberately introduced into local nature reserves and State forest.

Feral pigs were first reported last year by neighbouring landowners on Birdwhistle Nature Reserve south of Wickiepin.

Last summer and this winter, a CALM volunteer studying rare flora reported the tracks and diggings of feral pigs in the

Highbury and Quinns blocks in the Highbury State forest south of Narrogin.

"CALM, with assistance from Agriculture WA, has trapped 12 pigs in the Birdwhistle Nature Reserve but we don't know if we have eradicated them," Stephen said.

"We are extremely concerned that the feral pigs are being introduced by people who intend hunting them.

"Feral pigs can not only cause enormous environmental damage through destroying native flora and fauna habitat and spreading disease such as dieback, they can also be extremely aggressive towards people.

"Further it is illegal to keep or transport feral

pigs. This is to prevent the spread of agricultural-related pests and diseases, including hydatids."

Stephen said that CALM was also concerned that people hunting the pigs might use firearms and dogs.

"Firearms and dogs are not allowed in nature reserves and firearms are not allowed in State forest without a permit," He said.

Staff are urged to contact CALM's Narrogin office if they come across information that would in any way help curtail the introduction of feral pigs. The phone number is (08) 9881 1113, the fax number is (08) 9881 1645, or they can email Stephen direct.

Reward for volunteers

DURING the 1998-1999 financial year, 836 CALM-registered volunteers who were involved in a variety of conservation projects throughout WA contributed more than 108,000 hours work on these projects.

Put another way, this equals 2,700 x 40-hour weeks, or very close to 52 years!

In recognition of this sterling effort, CALM is introducing a CALM Volunteer Pass, similar to that issued to staff, entit-

ing them to free entry to WA national parks.

The Pass will be date-stamped and will be valid for the ensuing 12 months.

It will be issued to CALM-registered volunteers who have performed more than 50 hours work on specific projects, starting from the 1998-1999 financial year. It will improve on, and supersede any earlier reward system and will be much simpler for staff to administer.

An upgaded volunteer database is located in

RATIS on the CALMweb, and has been instrumental in making a wide variety of improvements to previous systems.

An example of this is where hours for each volunteer could not be combined from individual projects, as many of our volunteers are involved in three and sometimes four projects, often over more than one Region.

For further information, please email Margaret Buckland, or phone her on (08) 9334 0251, or fax her on (08) 9334 0253.

NPNCA visits Goldfields' mines

INSPECTING mining activities was a top priority during a recent visit to the Goldfields by National Parks and Nature Conservation Authority (NPNCA) members Marion Blackwell and Hugh Browne.

They also visited the Goldfields' eucalypt and mallee country in Brockway Timber Reserve and Dundas Nature Reserve.

Accompanying them were CALM's Environmental Protection Branch manager Frank Batini, environmental officer, Jude Allan, and Esperance District manager Klaus Tiedemann, together with four environmental officers from Department of Minerals and Energy (DOME) and Kalgoorlie mining company representatives.

"The country out there is quite

by Tammie Reid

beautiful, and provided an inspiring backdrop as we worked together," said Hugh Browne.

"There's been extensive exploration of more than 300 'line kilometres' in the Dundas Nature Reserve. Line kilometres are access lines based on a grid system where test drilling or mining samples can be taken.

"We inspected works ranging from light early reconnaissance to the intensive drilling needed to establish whether or not a specific site shows enough promise to make mining it worth while.

"A lot of the Authority's work involves advising the Minister on mining matters and their impacts on parks and reserves.

"We, in turn, are given briefings and advice on these matters by Environmental Protection Branch and CALM's District staff, and we regard CALM's work in this area as quite outstanding, with its attention to detail on all mining matters," Hugh said.

CALM Environmental Branch manager Frank Batini explained the Department's role:

"We review all mining applications, and identify the most important biological and natural landscape features," Frank said.

"We then recommend appropriate restrictions and conditions to minimise detrimental environmental impacts on other areas of the conservation estate.

"Co-operation with all parties concerned is vital to achieve the best possible outcome for any

mining work on conservation estates.

"On this trip, it was pleasing to see the level of environmental commitment and ecological understanding shown by the mining representatives.

During the visit, audit sheets (assessing exploration impacts), were completed by CALM and DOME staff, and other matters such as the level of company liaison, the visual impacts of exploration, soil disturbance and post-rehabilitation work were discussed with company representatives.

Follow-up letters detailing requirements are sent to the mining companies involved, and CALM's District staff monitors the implementation of the rehabilitation works.

Neil is used as punching bag

BY now, most CALM people will have heard that I was assaulted by a member of a left wing radical youth group called 'Resistance'.

The incident occurred late on a Friday afternoon when the angry mob, which had gathered outside the Crawley office in Australia II Drive, to protest about the RFA and old growth logging, burst into my office chanting slogans and waving placards.

My office is somewhat unusual in that it has a door that opens to the outside of the building. I asked them to leave my office, a request they ignored.

I tried to prevent them from moving through my office and into the main building by physically blocking their path and by attempting to hold them back.

It was at this point that a rather large and angry individual started swinging punches. I was struck a couple of times, but was not seriously injured.

Thankfully, Kingsley Miller, a wildlife officer, was in the building at the time and he came to my aid. I made a complaint to the police about the incident and they have charged the individual concerned with a couple of offences.

It is bad enough that the forest debate has sparked violence in the community, but perhaps understandable, given the level of passion the issue raises on both sides of the debate.

However, it is very disturbing that public servants have become a target for this violence, and of course, particularly disturbing to me, being on the receiving end.

I checked my job description and there is no mention of having to be a punching bag for disgruntled members of the public.

Since the incident, I have received fantastic support from CALM staff right across the agency by way of emails, phone calls and personal contact, and I want to thank you all for this support.

It really makes a difference and makes me feel proud to work for CALM.

Neil Burrows
Director, CALMscience



Most CALM people who work in the Perth metropolitan area, as well as many from CALM regions and districts, who have visited the staff cafeteria at Como will know Fran Henneker. Fran is our cafeteria manager extraordinaire, who not only feeds CALM people very well, at highly competitive prices, she also finds time to feed the local magpie population, which, if anyone has been counting, may well be found to have increased—all because of the high protein diet Fran provides. You may also notice the use of the word 'cafeteria' rather than 'canteen'. It's just a one-woman crusade by the writer to up-market the terminology. (The word 'Canteen' puts her in mind of customers standing up in damp, cold draughty premises, drinking from tin cups.) Words and pic by Verna Costello

Joint research on groundwater

by Michael Power

A JOINT research project between CALM and AGWEST is investigating the effect of maritime pine plantations on groundwater in the South Stirling Focus Catchment near Albany.

Fourteen bores have been installed in and around a block of maritime pine on Peter and Nicole Stoney's farm. The bores will be monitored to determine the effectiveness of plantations of maritime pine in controlling rising groundwater and salinity.

The project is a collaborative effort between staff from South Coast Sharefarms, the Farm Forestry Unit, and the Catchment Hydrology Group from the Albany office of AGWEST.

The four-day drilling pro-

gram was jointly funded by the Farm Forestry Unit and AGWEST, and South Coast Sharefarms will monitor the bores four times a year.

The plantation was established on deep sand near a yate swamp in 1998. In the last few years the swamp became saline when the rising regional groundwater intercepted the previously fresh-water swamp.

This scenario is all too familiar to south coast farmers who have welcomed the Maritime Pine Sharefarming Scheme. This year, the scheme will establish about 1000 hectares from Katanning through to Boxwood Hill in the Great Southern Region.



Left to right, Bob Edwards (South Coast Sharefarms), Lisa Crossing (AGWEST) and Peter Stoney discuss the drilling program on the Stoney's farm at South Stirling near Albany. Photo by Michael Power

Two staff win scholarships

WHILE attending the Field Officer Graduation Ceremony in Bunbury, Environment Minister Cheryl Edwards took the opportunity to present other awards to CALM people. Among them were:

The Dr George Malajczuk Scholarship, which is available to all CALM people who have an undergraduate qualification, was awarded this year to Nick D'Adamo from the Marine Conservation Branch. Nick is studying the hydro-

dynamics of Cockburn Sound as part of his PhD.

The post-graduate scholarship was named in honour of the late Dr George Malajczuk who had a distinguished career with both the Forests Department and CALM.

The Seamus Mulholland Scholarship, available to all staff wishing to pursue further education in the management and leadership area, was awarded to Marine and Coastal District manager Peter Dans.

Peter will use the scholarship to complete a Graduate Diploma in Business (Management Studies) at Edith Cowan University.

The scholarship has been named in honour of the late Seamus Mulholland who had a distinguished career as a leader and manager within CALM.

A fuller account of these recipients, with photos, will appear in the September-October 1999 issue of CALM NEWS.



Recipient of this year's Seamus Mulholland Scholarship Peter Dans is seen here with Seamus's sister Kathleen, who addressed those attending the presentation ceremony in honour of her late brother. With her was her daughter Orla, here being cared for by CALM Executive Director Dr Syd Shea—a dab hand with the wee folk. Photo by Paul Webster



Kevin's seventh heaven

IN the front page story 'Double to CALM in tourism awards' in the May-June 1999 issue of CALM NEWS, Kevin Coates was reported as a finalist in the FACET Golden Guide Award, for his work in the Department's pop-

ular LANDSCOPE Expeditions.

The photograph wasn't available when that issue went to press, but it is such a happy, uplifting pic, we believe it deserves to run late rather than never.

Kevin Coates, right, is

seen celebrating with fellow finalist Steve McGrath and category winner Helen Lee at the Tourism Awards presentations. Kevin is keen to continue bringing his expertise to future LANDSCOPE Expeditions.

Photo by Margaret Allen



Goldfields regional ecologist John Angus operating the rock drill. Photo by Darren Graham

Orica helps Goldfields with biological survey

A MAJOR biological survey program has begun at Jaurdi Station.

Orica Explosives Australia has kick-started the program by donating all the explosives required to install pit traps into hard sites, as part of an ongoing trapping program in the Jaurdi area.

Many thanks go to Patrick Kennedy, Bruce Fagan, Tony Van Den Berg and the rest of the team at Orica Goldfields.

Jaurdi Station, located 150 km West of Kalgoorlie, is a pastoral lease managed by CALM. The Goldfields Regional Management Plan recommends that the lease will

become part State forest and part nature reserve.

Goldfields regional ecologist John Angus said that a systematic biological survey of flora and fauna will be carried out in the Jaurdi area over the next three years.

Twenty-four habitat types have been targeted for the fauna survey, with pit, Elliot, and cage traps to be used at each site. Spotlighting, foraging and ultra-sonic recording for bats will be among the many methods used during the program.

Two mammals, the kultarr and the chuditch, may be turned up by the survey work. Both once had a range within

the area, but have not been sighted at Jaurdi in recent times.

Anecdotal evidence indicating the presence of chuditch near the adjacent Boorabbin Rock and the undisturbed habitats of Jaurdi, both with a similar structure to remnant Wheatbelt vegetation, indicate a fair chance of success.

The homestead at Jaurdi can be booked for weekend and overnight visits for those wishing to experience Jaurdi and the surrounding eucalypt woodlands.

For bookings and further information call the Goldfields Regional office on (08) 9021 2677.