

# CALM NEWS

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DEPARTMENT OF CONSERVATION AND LAND MANAGEMENT

SEPTEMBER—OCTOBER 1999



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## New era for native plant medicines



CALM Executive Director Syd Shea (standing left) with Bio-Gene Bioprospecting executives Greg Eaton, Max Kay, Kevin Bumble, Elizabeth Eaton and John Hodder with Environment Minister Cheryl Edwardes (seated centre) at the signing of the agreement between CALM and Bio-Gene. Photo by Craig Stewart

THE biggest scientific search for new medicines derived from Western Australian flora is now underway.

Perth company, Bio-Gene Bioprospecting Ltd, plans to test plant extracts for a range of therapeutic activities in their Perth laboratory, and to supply other drug discovery companies with samples for further testing.

The chemical compounds produced by plants are still a major source of pharmaceuticals, veterinary and agricultural chemicals. Taxol, from yew trees, is currently used as a treatment for breast cancer, and concurvone, from a Western Australian smokebush, is still under development as a possible treatment for the AIDS virus.

The Department of Conservation and Land Management will collect plant samples from Crown land for Bio-Gene, under a licence agreement signed in Perth recently.

The initial samples for the project will come from a plant extract library prepared by CALM and the Chemistry Centre (WA) to attract commercial interest in Western Australian flora.

Bio-Gene is the successful respondent to CALM's call for expressions of interest in access to the plant extract library and to future collections.

Environment Minister Cheryl Edwardes said 11 responses were received from around the world, but only two submissions proposed the establishment of laboratories in Western Australia. After further discussions with the two respondents, the Bio-Gene proposal was assessed as offering greater benefits to the State.

Bio-Gene now plans to invest about \$40 million over the next five years to equip its screening facilities and employ scientific and administrative staff.

Mrs Edwardes said the creation of new job opportunities for local scientists and technicians was particularly welcome.

"Western Australian scientists have an excellent reputation, but too many of them have had to look elsewhere for employment," she said.

"This project will help reverse that trend in conjunction with other initiatives such as the recently-opened Western Australian Institute for Medical Research."

Under the CALM/Bio-Gene licence agreement, the company will pay a fee for each sample provided, as well as a percentage of all revenue earned from other companies seeking access to the samples, and a royalty on the sale of any products derived from the samples.

Funds received will be used to boost flora conservation and research, in the same way that the \$1.65 million received to date from the smokebush project has contributed to a range of nature conservation projects.

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## Big boost for pines scheme

CALM's major onslaught against land and water degradation on cleared agricultural farmland has been made more attractive to landholders with the announcement of advance payments of up to \$200 a hectare to farmers who take part in the revolutionary tree-planting project.

The Maritime Pine Project, which is part of the State Government's Salinity Action Plan, next year will see 10,000ha of cleared land planted to pines in the intermediate

rainfall zone (between 400 and 600 mm) as part of a longer term vision for 500,000 ha of pines from the northern sandplains to Esperance.

This year, CALM's Manjimup nursery is producing an additional 15 million seedlings for the expanded program.

Already, 90 people, mostly from the Manjimup area, have been employed at the nursery which is now working at full speed to produce an all up total of 40 million tree seedlings

for planting out next winter following a \$7 million expansion program. The Manjimup nursery is now one of the biggest tree nurseries in the world.

Environment Minister Cheryl Edwardes, who announced the new initiative in October, said that through the Maritime Pine Project, the Government was mounting a massive attack on salinity and land degradation as well as enhancing biodiversity using tree crops on a large scale to offset carbon dioxide emissions.

Landowners who joined the project in 1999-2000, would be entitled to upfront payments as long as the area planted exceeded 50ha.

There would be a sliding scale of payments of:

- \$100 per hectare for areas between 51 and 100ha;
- \$150 for 101-200ha;
- \$200 for more than 201 ha; and
- \$75 fencing allowance.

"There will also be a biodiversity component, options for cropshare, establishment and prun-

ing assistance," Mrs Edwardes said.

CALM Executive Director Syd Shea currently announced details of the program at a maritime pine harvesting field day at the Isibister family's Ranfurly property between Moora and Mogumber.

Dr Shea told 150 people who attended the field day that the arrangement included a range of financial incentives including payments for 'carbon credits'.

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## Two new awards for NatureBase

CALM's popular internet site NatureBase added to its trophy case recently winning two vastly different awards in September.

NatureBase was given a 'Highly Commended' award in the Multimedia Category for the entry entitled "NatureBase: Building an Online Community" in the WA Chapter of the Public Relations Institute of Australia's 1999 Awards for Excellence.

CALM's web site was also selected as "one of the best educational resources on the Web" by

StudyWeb, one of the Internet's premier sites for educational resources for students and teachers.

"Both awards are expected to increase the exposure of NatureBase and attract new visitors", said David Gough, co-ordinator for CALM's web and multimedia projects.

"The recent addition to NatureBase of popular new features such as CALM ParkFinder and CALM TourFinder is a demonstration of the department's desire to serve the information needs of CALM's various

audiences by delivering information and services online, on demand and cost effectively, he added."

ParkFinder is a searchable database of national park and CALM-managed recreation areas where customers can find a park or recreation area to meet their chosen criteria.

TourFinder is a searchable database of CALM-licensed tour operators that operate in national parks and other CALM-managed recreation areas, where customers can find and book a tour that meets their needs, and can have

an online virtual reality experience at some of WA's most popular natural attractions.

The awards are the 20th and 21st given to NatureBase since the site was launched in June 1996.

Right: David Gough wrote or edited much of the content of NatureBase and continues to develop new features for the site, while Steve Grasso is responsible for turning good ideas on interactive features into reality. Photo by John Hunter



I couldn't think of a better way of saying goodbye to CALM and all the wonderful people who make CALM the organisation it is than via CALMNews.

I think one of the best decisions we made when CALM was set up was the decision to ensure, via a broadsheet, that we were able to communicate to everybody across the vast area we manage what was going on in CALM, our achievements and personal news about individuals. Over the 14 years that CALM has been operating CALMNews has been a splendid vehicle for documenting our history and our achievements.

One of my fundamental beliefs about management of any organisation, but particularly an organisation like CALM which is so diverse and so widespread, is that for an organisation to develop a corporate loyalty and team spirit there has to be a mechanism which keeps everybody informed. Another fundamental management edict I believe in is the importance of recognising achievements, not just of the organisation but the individuals, no matter where they are in the department. I would never be able to give sufficient credit and praise to the hundreds of people in CALM who have worked extremely hard, been innovative, taken risks and produced superb results, often under incredibly trying circumstances.

I hope, to some extent anyway, that CALMNews has been one way in which people have been acknowledged. It has also been very important I believe in developing the incredible loyalty and commitment to the organisation and what we have done. Hopefully it has acted as at least a partial antidote to the never-ending negative media items we cop.

This CALMNews typifies what CALM is about. The range of articles include major achievements like the massive increase in tree planting we are undertaking next year and the achievement, after many months of hard work, of the development in partnership with a private company of a way in which we may be able to derive incredible pharmaceutical products from our natural flora. But most importantly, this CALMNews in particular features a cross-section of people in the department which typifies what I know is our most important asset – the people who make up CALM.

I don't want to add any more to what was announced by the Premier about my move from CALM. Obviously I feel very saddened because I have had 14 years of the most exciting job that anybody could ask for. That is not to say that during that period of time I, the department and many people in it have not had some really tough times. But even in the tough times, and frankly they have been incredibly stressful, I have always been reassured by the fact that CALM people have been loyal, extremely hardworking and dedicated.

There is no doubt that the two organisations that replace CALM are going to have some difficult times ahead. But again, I have absolute confidence that whatever the challenges you will face the quality of CALM people will be what will carry the two organisations through.

It would be dishonest of me not to reveal to you that I feel very sad about moving on because I will miss the incredible friendships and all the exciting opportunities that CALM provides for people who work in it. But I do believe it was time for me to move on and while I am sure I will never recapture in full the wonderful experiences I have had over 14 years, you can be assured I have no intention of retiring to my back garden.

All I can say to everybody in CALM—it has been a privilege to work with you and I have enjoyed your friendships. I must apologise to some people who experienced my "management by shouting approach" which bubbled up occasionally.

Finally, thank you for the tremendous support and loyalty you have given me both in my role as head of the department, but also personally. While I will be making a clean break with the department, I am sure that I will have the opportunity to meet many of you as friends and in the future maybe work with you on some exciting projects.

Dr Syd Shea, Executive Director

# CALMfire gears for season

**CALMfire—CALM's fire protection branch—has geared up for the coming bushfire season with a massive preparedness program.**

The program has involved extensive staff training, new equipment, prescribed burning, new information systems and close liaison with a range of agencies to further develop smoke management guidelines and co-operative fire control arrangements.

CALMfire Manager Rick Sneeuwagt said the various initiatives had strengthened the Department's preparedness and prevention plans as part of its overall fire management strategy.

"Training has been a crucial part of the preparation and staff from throughout the State have attended courses covering a wide range of fire management issues," Rick said.

"These have included the Incident Control System; specific courses for logistics, planning and operations; fire management systems; fire control line construction with machines; and basic fire training for new staff, including the 37 taken on following the closure of the Whittakers mill at Greenbushes and an additional 57 employed under the 'seasonals' program."

Several staff from other fire agencies have attended

the some of the residential fire courses which assists in better interagency co-ordination and co-operation with CALM's fire activities.

"New training courses also are being developed, particularly for prescribed burning and the role of sector commanders during burning operations and fire suppression," Rick said.

"CALMfire also has been active in liaising with other states to develop and review national fire training competencies for all major roles in fire management. CALMfire's Principal Fire Training Officer David Rawett has played a key role in this national program.

CALM also took delivery of 10 new heavy duty fire pumpers bringing to 52 the number of new fire trucks introduced into the 100-strong fleet in the past five years. Six trailer-mounted 'fast attack' fire units were built for CALM's Kimberley region.

CALM's purpose-built heavy duty tanker designed by Gary Kravanis is gaining strong favour with volunteer bushfire brigades in country areas.

The spotter aircraft fleet now includes four new Champion Scouts as well as five Piper Super Cubs. A new Champion Scout will soon arrive from the United States and the remaining

aging will be replaced with the new planes in the next three years.

Rick said the prescribed burning program in forest areas last year fell a long way short of the target. This was a result of a combination of unsuitable weather conditions and the constraints to avoid smoke from prescribed fires affecting the Perth metropolitan area.

"Our prescribed burning program this season is beginning to get back on track, especially in the Swan and Central Forest regions," he said.

"There has been significant progress made in the Mundaring District which is especially good news."



Owen Donovan from CALM Sharefarms - Midwest (right) Stuart, Peter and John Isbister among the pines on the Isbister family's property. Photo by Nigel Higgs

## Big boost for pines scheme

(from page 1)

He said the latest development strengthened WA's reputation and stance as the national leader in combating salinity, restoring biodiversity and using tree crops on a large scale to offset carbon dioxide emissions by creating carbon sinks.

Dr Shea said extensive tree planting programs, under which farmers planted a series of 'woodlots' on cleared land unsuitable for other agricultural pursuits, also could lay the foundations for regional job creation.

"For example, 50,000 hectares of maritime pines in the Moora region could provide enough resources for two downstream processing plants each employing 150 people," he said.

"As well, there would be several hundred additional jobs created indirectly."

Dr Shea described as a 'tragedy' the impact land degradation had had on rural Western Australia.

"For example, eighty years ago, the area around Tambellup in the Great Southern abounded with native mammals and local residents would hold a regatta on the river that flowed through the area," he said.

"Today, many native mammal species have disappeared as a result of habitat destruction and the invasion of feral predators and what was

once a river is virtually a dry, salt-ridden river bed. "And yet it has only taken 80 years."

Dr Shea said already about 1.8 million hectares of cleared farmland had been lost to salt. It was expected that if nothing was done to arrest the degradation, that total area would increase to more than 6 million hectares.

"And those figures are very conservative," he said.

But more than just the economic and social cost, there is an enormous cost in terms of loss of our biodiversity."

The field day, organised by CALM's Sharefarms Business Unit and CALM Sharefarms - Midwest, highlighted a thinning operation in a 12-year-old maritime pine stand.

A harvester, forwarder, mobile chipper and a mobile 'Woodmizer' bandsaw mill were demonstrated.

The field day generated a high degree of interest. CALM Sharefarms - Midwest plans to plant 4000 hectares of maritime pines in woodlots in partnership with farmers on the northern sandplains next winter.

Other major plantings will be at Esperance (2000 ha), Mt Barker-Katanning (2000 ha), Darkan-Kojonup (1000 ha) and Brookton-Pingelly (1000 ha).

## New era for plant medicines

(from page 1)

The CALM/Bio-Gene agreement will not prevent others from applying for permits to collect plants, including those wanting to pick wildflowers commercially, academics wanting to further their research and Aboriginal people wanting to use plants for traditional purposes.

Bio-Gene will test plant samples for possible use as veterinarian phar-

maceuticals and agrochemicals, as well as for human pharmaceuticals.

Biological specimens will only be collected with the supervision of senior CALM botanists who are trained in ecology and taxonomy and who have been instructed in the dangers of dieback fungus.

CALM botanists using CALMScience database resources will ensure that

no rare and endangered species is collected and that any gathering of the small amount of material required will not adversely affect habitats and plant populations.

The potential benefits are enormous – as well as learning more about the State's unique flora, we hope to earn significant funds for conservation and see the development of new medicines.

### CALMNEWS—SEPTEMBER-OCTOBER 1999

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### LETTERS . . . LETTERS . . . LETTERS . . . LETTERS . . . LETTERS . . . LETTERS . . . LETTERS . . . LETTERS . . . LETTERS

**Re: Our Documentary Series "From Sydney via Perth to Darwin"**

Dear Syd,  
During the whole month of May and beginning of June two teams from Swiss National Television have travelled through Australia filming life both in the big cities and in the Outback. At last we are able to send you now a proof of our

work. We are glad to show you that a lot of good work has resulted from our physical presence in the various parts of your country.

The series of 11 programmes was aired from July 5 to July 16 on the Swiss National TV network. The result, we are very happy to say, was stunning. In a heavily competing TV world of

more than 37 channels we have been the absolute leader with our programme. As a result of an additional competition that was organised in connection with the series we received more than 25,000 letters, postcards and e-mails. Of course, quantity is one side, quality the other. We can, however, also say that in the eyes of experts the

series had given both an informative and entertaining insight into the various parts of your country. To show to a European audience Australia seen through the eyes of the Australians—that was always our aim. We are glad we managed to grasp some of the essential elements and characteristics of the country and its

people and could include them in our series.

Our work was hard and we weren't always quite sure of its success. The result as it turned out, however, is also based on a marvellous co-operation we could enjoy from your end. Without your help, your input and your understanding we couldn't have succeeded so well. Therefore, as the two

responsible producers we would like to thank you very much for all you have contributed. Without it, we couldn't have produced the series under such limited circumstances. As a small sign of our appreciation we would like to send you the programme we made at your place. We would be very glad if you could pass on our appreciation

also to the various people in your community; neighbourhood or organisation that helped to make this series come true.

With best regards,  
Pino Aschwanden and Peter Lippuner, Producers Swiss TV.  
(Peter Lippuner also added the following handwritten postscript: Thanks ever so much for your support. Pete)

# Bush Rangers take recycled award

by Rebecca Herft

**EARLY** last June, the Year 9 CALM Bush Rangers at John Forrest Senior High School decided to enter the Environmental Protection Authority's Recycling and Waste Reduction Awards.

We set about taking and sorting photographs of some of the things that we undertake each week. Some students wrote descriptions for each photograph and others started writing about the range of projects for the submission.

We wrote about our earthworm farm, chickens, mulch, compost production, recycling paper initiatives, recycling bins for cardboard, glass and plastic, homemade paper, and vegetable growing.

The class made a large poster with the photographs and captions. This was laminated to ensure durability.

The written submission included details of our community links with Cleanaway, Perth Zoo, Kanyana Wildlife Centre, Best Paper and the City of Bayswater.

Links to the CALM Bush Ranger Program and the school curriculum were also made.

It was at the beginning of this term that we found out that we were finalists. A film crew from Curtin University came one morning and filmed us going about our recycling activities.

It was a coincidence that staff from Perth Zoo were harvesting sugar cane and banana grass for the elephants, bears and primates, so we made sure the film crew got some of that action.

Accompanied by our school's CALM Bush Ranger Unit leader Mr



CALM Bush Rangers at several schools are involved in a number of recycling activities. Pictured here are Rossmoyne Senior High School Bush Rangers, who were involved in recycling activities at Kings Park in preparation for Skyworks 1999.

Ross Mars, Jeffery Au and I attended the Award Dinner and Presentation Ceremony at the Burswood Convention Centre.

We saw the video of our school, and then were pleasantly surprised to hear that we had won the Schools Category of the Awards.

The trophy is displayed in the Awards Cabinet in the foyer in front of the school office, and the cheque for \$500 will be used for

our environmental work.

Rebecca Herft is a CALM Bush Ranger with the John Forrest Senior High School.



CALM Executive Director Syd Shea presented Japanese tourists with certificates of appreciation in recognition of their contribution to helping conserve the State's native flora.

## Japanese tourism to help WA's threatened species

**THE** conservation of Western Australia's threatened species will be helped by tours of the State's magnificent wildflowers by Japanese tourists.

The Department has embarked on a special partnership with Japanese Inbound Tour operator Wattleland Pty Ltd to establish wildflower tours for Japanese tourists.

The partnership involves the establishment of a five-day tour viewing the magnificent wildflowers of the State's mid-west and great southern region by CALM, in conjunction with the Western Australian

Tourism Commission.

In turn, Wattleland Tours will donate AUS\$10 per person on the tours to CALM's Threatened Species Unit to be used in programs to conserve WA's threatened plants and animals.

Dr Syd Shea said the partnership was a fine example of how ecotourism was not only developing an understanding and appreciation of the State's unique wildlife, but also assisting in their conservation.

"By establishing this five day tour of some of the most scenic wildflower viewing sites in WA, we

will not only be promoting the State's natural tourism attractions, but boosting efforts to bring our native animals back from the brink of extinction," he said.

"Each tourist on the tour will be given a Bush Book on Wildflowers, which will be paid for by the tour operators. They will also be presented with a Certificate of Appreciation in recognition of this contribution."

Dr Shea said Wattleland had already conducted one tour with great success and were expecting 500-600 tour passengers per year. "The wildflower tours

are being promoted by tour operators through regional newspapers in Japan who have their own in-house travel agents," he said. "It is a great opportunity for WA to strengthen its world renown reputation for wildflowers"

Dr Shea said the funds received from this partnership would assist the nature conservation initiatives *Western Shield* and *Western Everlasting*.

He said this venture's success was due in part to the work of Rod Quartermain from Parks, Planning and Tourism Division who has driven the project.

## Catspaws—a rare find on the farm

**MORE** than two thousand rare golden catspaw plants have been found on a farm at New Norcia.

The find, which has been confirmed by CALM botanists, is particularly significant as the species was previously thought to be confined mainly to the Mogumber area.

The species, *Anigozanthos humilis* subsp. *chrysanthus*, is listed as vulnerable under Western Australia's threatened flora rankings.

The plants were found in remnant bushland on the Benedictine Community's property during a survey by the WA Native Orchid Study and Conservation Group.

The group had approached the Benedictine Community asking to survey several thousand hectares the community had set aside for conservation.

The group also was accompanied by CALM botanists who suggested they be on the lookout for Green Hill thomasia, a species until recently known from just two sub-populations containing 60 plants.

During the survey, golden catspaw were found in an area of sandy soil in the middle of the conservation area. The plants were just beginning to flower.

CALM botanists returned to the site in mid-



The golden catspaw, *Anigozanthos humilis* subsp. *chrysanthus*. Photo by Babs & Bert Wells/CALM

October and conservatively estimated there were more than 2000 plants in flower over an area of 30 hectares. Botanists from CALM's Threatened Species and Communities Unit also conducted population counts of the thomasia and found numbers were increasing.

The golden catspaw was known from 11 other populations consisting of about 3000 plants.

Golden catspaw flowers best after a dry season fire. The flowering stems are 20 to 40 cm high with slender curved leaves. The flower head has relatively

short, broad golden yellow 'tubes', between 20 and 35 mm long. It grows in yellow-brown or white sand, sandy loam or clay loam in heathland and sometimes is found

among low banksia and eucalypt woodland.

The latest finding is tremendous news and it is now likely that the species can be recommended for delisting from the schedule of declared rare flora.

Environment Minister Cheryl Edwardes said the discovery was a tribute to the monks and to Keith Hunt and his farm staff at the Benedictine Community as well as to members of volunteer conservation groups who spend thousands of hours in the field surveying threatened species.

"It also reflects how nature conservation initiatives on private farmlands can make an enormous contribution towards conserving the State's incredibly rich biological diversity," she said.

# Admin seminar

by Tammie Reid  
photos by Karen Parke

AT the end of last year's Admin seminar, Pemberton's Clerical Officer Anne Lillie, representing a small team of organisers from the Southern Forest Region, put in a strong bid to host the next seminar – down south in the tall forests of Pemberton.

Corporate Services Director John Byrne had his doubts. It had never been held out of Perth, it was a long way to go and the forecast attendance would be poor.

Anne and her team still took on the job and ran what has unanimously been seen as a tremendous success and the template for the next seminar in 2000. And John was the first to express congratulations.

The idea was to integrate field visits with CALM operational staff, experience first-hand some of the ecology and forest management work of the Department as professional development while still scheduling administration strategy, updates and issues during a more traditional seminar program.

The attention to detail that is a strength in admin people was obvious. The excellent rapport with the Regional and District staff meant the field components were tailored for the group.

Spotlighting by bus was a bit of a challenge. The animals co-operated and many a woylie and ring-tailed possum were caught in the bright beams reaching out like a high security prison from the bus windows.

More than 140 people attended the three-day event. Four Directors and the Executive Director presented to the group while all three Southern Forest District Managers plus a Business Unit manager shared the seminar chairing role. Several Branch managers also attended and took part over the three days. Outside guest speakers were included in the program and two workshops were held during the plenary sessions.

Many comments were made that the distance was a plus for the conference. When the seminar is held in Perth, metro-based staff tend to pick the eyes out of the program and attend only the sessions that are relevant to them. In this way, the seminar becomes more like an information session rather than a time to connect with other professionals in the admin

area. Over Pemberton of discussing that co to the tel whom the many year

The fori spirit tone ing days show was CALM Ac ed by Ta Annear panel—M Burton a complete and team offs. These Regionals Stingies L There v with 'c Syd S salary cap new clubs tion.

A highli remarkabl stration Regional Read and other dan They treat Irish tap d evening t



Group activities were a key part of the conference. Here, Judi Pitcher (Calm Timber Technology) left, Steve Whitesmith and Barb Kennington (Wheatbelt), Helen Ferguson (Corporate Services, Como) and Deb Italiano (Harvey) make a 'bridge over troubled waters' modelled on the Valley of the Giant's Tree Top Walk. Noel Davey (Mid West) is somewhat obscured.



Left: Admin officers Natalie Burton (Dwellingup) left and Leonie Henderson (Yanchep National Park) show the latest 'fashions in the field'—steel toe-cap boots! Above: Peter Ryan (Management Audit, Como) cut up the onions for the 130 people who attended the evening barbecue at the Perup Ecology Centre.



Above: Participants took a number of session breaks to 'enjoy' the evening.



Manjimup admin officer Graham Norrish finds a comfortable seat on the log landing as Pemberton forest officer Jaron Creasy explains the operational planning involved at this site near Big Brook.



Eighteen awards were presented during the Marine and Coastal Districts, Fremantle, WA services. Congratulating her.

# inar goes 'bush'

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area. Over the three days in Pemberton, there was a fostering of discussion, ideas and networking that comes as people put faces to the telephone contacts with whom they've been dealing for many years, yet never seen.

The formal dinner set the team spirit tone for much of the following days together. The dinner show was called 'The not so CALM Admin Footy Show' hosted by Tammie Reid and Rod Annear complete with player panel—Mark Nielsen, Natalie Burton and Jan Rayner—and complete with 'Sam's mail bag' and team match ups for the play-offs. These were the Corner Cutter Regionals versus the Admin Stingies Line up.

There were in depth interviews with the captain/coach of CALM, Syd S., with frank discussion of salary capping and forecasts about new clubs entering the competition.

A highlight of the night was the remarkable fast footwork demonstration by Southern Forest Regional Admin staff, Tanyia Read and Rob Hopkins, with two other dancers from Manjimup. They treated the dinner guests to Irish tap dancing that inspired the evening to break out into dance

and celebration.

Where to next? People are a little nervous in feeling they have to match the success of Pemberton. But Anne and her committee—Graham Norrish, Janine East, Karen Parke, Judy Flannigan, Cheryl Cassidy and John Gillard—have a number of pointers that they see are the secret ingredients for success, wherever the seminar is to be held.

First, have a small group willing to work together to get the details seen to. It's the finishing touches that help people appreciate the whole.

Second, it's vital to have the support and endorsement from the District and Regional manager so this work is seen as part of your works program and the support is there when the pressure comes on closer to the actual event. "John Gillard's (Pemberton District manager) support and involvement was greatly appreciated by the organising committee," said Anne Lilley.

Third, seek and follow past participants' feedback to get the program content on track. You don't have to do this bit on your own, there are always ideas and suggestions to guide you at this stage.

And fourth, JUST DO IT – in true admin style.



The Not So CALM Admin Footy Show was the evening's entertainment at the conference dinner. Here is the closing song – Where has all the money gone? From left are Mark Nielsen, Jan Rayner, Don Herbertson, Natalie Burton, Rod Annear, Tammie Reid and Rob Hopkins.



session breaks to 'energise'. Here's an innovative twist on the 1:1 neck massage.



CALMpeople Services manager Cliff Gillam champions the qualities of CALM's admin team.



presented during the conference dinner. Jacqui Jewell, Fremantle, was nominated for internal customer services. Congratulating her is Rob Hopkins.



Finance section members Scott Purdie, left, Stephan Dumitro, Jaye Huang, Larry Nichol and Ken Lewis take a break.

# Walpole innovation a great success

CALM's Walpole District staff recently took part in an innovative education exercise at a Primary Schools' Technology Day.

In a creative approach to inter-school competition (until recently limited to sporting fixtures), about 200 students worked in co-operative mixed-school teams to solve real-life problems.

The problems were posed by CALM officers and members of the Walpole Silver Chain Nursing Association.

Each school was instructed in one aspect of the problem, and then students were divided into mixed-school teams, each of which had to pool their knowledge to come up with a team solution.

The CALM problem involved a national park ranger undertaking a flora search for the rare mountain heath. Walpole-Nornalup National Park ranger-in-charge Carl Beck instructed students on how to take a specimen of the plant

and then transport it so that it arrived back in Walpole in a healthy state.

Acting National Park ranger Lanny Bleakley emphasised the importance of taking a well-equipped First Aid kit on the expedition. Valley of the GIANTS acting assistant manager Ariana Svenson, showed students how to assemble their backpack. She was helped by CALM volunteer Karen Wilkie - highly energised after a fortnight's trek-

king holiday along the Bibbulmun Track.

The day was hosted by Walpole Primary School, with students in Years 4-7 from Northcliffe District High School, Denmark District High School and Quinilup Primary School invited to attend.

Walpole Primary School principal Janine Milton, said that the day had been a great success.

"It was encouraging to see such

tremendous enthusiasm and support from the community," she said.

"The students learnt to work with students they didn't know, communicating and co-operating in a way not often seen at inter-school events.

"We'd like to foster this type of partnership between community and school where we can work together to focus on student learning in a positive and meaningful way."



The official opening of Agroforestry Expo '99 at Boyup Brook on 14 August. From left; Terry Ginnane (Shire President for Boyup Brook), Alex Campbell (Chairman of State Salinity Council), Richard Moore (Expo Convenor) and Rowan Reid (University of Melbourne).

## Agroforestry Expo '99 draws excellent attendance

**'SOMETHING for everyone and a pleasing attendance for a first event'.**

These were the results of an enormous amount of planning and hard work that culminated in WA's inaugural Agroforestry Expo—Trees working for farmers, community and catchment—held at the Flax Mill in Boyup Brook in August.

Richard Moore, manager of CALM's Farm Forestry Unit at Busselton and convenor for the event, was pleased with the turnout of around 800 people, mainly landowners. A varied program catered for their interests

in all aspects of agroforestry—from planning and establishment to harvesting and milling.

Most people who came were keen to find out about agroforestry: field tours to three farms were well supported and CALM staff were kept busy responding to a high level of genuine inquiries.

Key speakers included State Salinity Council Chairman, Alex Campbell, and Rowan Reid, from Melbourne University's School of Forestry. Mr Campbell, who officially opened the day, also presented Tree Farmer of the Year awards and spoke of the multi-benefits of agro-

forestry and how it met some of the wider landscape issues, including controlling salinity and diversifying income.

Rowan Reid said Agroforestry Expo '99 and the Australian Master Tree Grower Program both aimed to provide farmers with the experience, tools, support networks and confidence to make decisions that would ensure farm forestry fulfilled its promise.

CALM staff had a big involvement in the day. Bob Hingston, Glenn Batty, Michael Power and Dan Huxtable gave talks at field tours and ran displays, Ray Fremlin gave a

seminar on establishment techniques and Andrew Radomiljac spoke on carbon credits.

Strong support by CALM Sharefarms for the Expo gave them naming rights to the main exhibition room. The 'Maritime Pine' room featured three booths by CALM Sharefarms, one by CALM Kalgoorlie and three in a joint display with Agriculture Western Australia for the Farm Forestry Advisory Service.

Agroforestry Expo '99 was followed by a linked series of nine agroforestry field days in the South West.

## CALM Kimberley on show

**THE Kununurra Agricultural Show has been staged every July for nearly 30 years and for almost 20 years CALM—and our predecessors—have used the show to display some of our activities throughout the region.**

Despite the fact that this is the busiest time of the year for us, Kununurra staff again found time to set up and staff a fine display.

In particular, District interpretation officer Jenny Wilksch and Regional administrative officer

by Chris Done

Allanna Edwards bore the brunt of the load and continued the tradition of presenting a top quality exhibit.

Some of the features included a guessing competition (how many sandalwood seeds are there in that jar?), a show bag, displays featuring our tropical forestry program, ecological research, park management, wildlife and publications.

If this sounds like it may have been a little cluttered, think again! The whole lot was housed in the East Kimberley District's new and highly functional 10-by-6-metre marquee.

All involved were pleased with the level of interest shown and in particular to be recognised for their efforts by winning the Best Government Display category for the first time after several near misses in the past.

## Land for Wildlife

**MORE than 420 landholders in rural Western Australia have registered to become members of CALM's Land for Wildlife—a voluntary scheme that encourages landholders to provide habitat for native wildlife.**

Since the scheme was launched in 1998, 36,000 ha of land had been identified as remnant vegetation for wildlife from the 190,200 ha of private property assessed so far.

Land for Wildlife is an innovative nature conservation project that encourages and assists private owners to provide native wildlife habitat, even though the property may be managed primarily for other purposes.

Environment Minister Cheryl Edwardes said the program was unique in that it was geared to the needs of individual landholders through the provision of site-specific



advice, with a CALM Land for Wildlife adviser working with the owner on a one-to-one basis.

Funding assistance for Land for Wildlife scheme has been provided by Federal Environment Minister Robert Hill through the Bushcare Program of the Natural Heritage Trust.

The project has been extremely well received by people living in regional WA with landholders on the outskirts of Perth, the Wheatbelt region and the South-West registering.

Landholders from as far north as Northampton, east to Westonia and down to the far south coast near

Esperance have shown interest. Many of them have remnant pieces of vegetation that are ideal for native wild recovery.

Under the scheme, landholders are shown how to integrate nature conservation with other land uses such as agriculture. CALM Land for Wildlife ecologists show the how to maintain and enhance the nature conservation value of their property.

Once registered, ongoing support is provided through advice and literature such as quarterly newsletters and information brochures such as 'How to conduct a Community Fauna Survey'.

CALM Land for Wildlife, headed by Penny Hussey, last year assessed 152 properties, gave 41 talks to community groups, organised four field days and attended agricultural shows.

## Curiosity is killing the cats

By Penny Walsh

**CALM has developed an ingenious new way to trap feral cats.**

Dubbed FAPs (Feline Attractant Phonics), the technique uses 'miaow sounds' and rabbit cries to attract inquisitive cats into traps.

According to CALM-Science research scientist Dave Algar, FAPs has been trialled successfully throughout WA for the past 12 months.

"It works equally well with male and female cats and there doesn't appear to be an age bias," he said.

"We've organised an international patent for the system, and we're getting a lot of interest from all over the world."

As well as using audio lures, the trapping technique uses a potent blend of faeces and urine known as 'Pongo'.

"Cats are initially lured to the trap by the audio signal. As they get closer, the smell of the 'pongo' further entices them, they eventually step on a pressure plate and trigger a padded leg-hold trap," Dave said.

The success of the FAPs technique is great news for CALM's nature



The feral cat—control is coming a step closer

conservation programs throughout the State.

"Wildlife recovery programs such as Western Shield rely on our ability to control fox and cat numbers before we reintroduce native species," Dave said.

"Feral cats have traditionally been the most difficult predator to control. FAPs is an important step in the fight to bring our native animals back from the brink of extinction."

FAPs are produced

locally by Vitec Assembly. The 26 staff, including 14 employees with disabilities, produce the small, battery-operated units and General Manager Jennifer Gibson, said the company was delighted to have won the job.

More information is available from Dave Algar at CALM's Woodvale Research Centre, phone 9405 5145; fax: 9306 1641; mobile: 041 717 6009



Pat Collins—CALM's centre of forest facts. Photo by Verna Costello

## Pat—a veritable fact on forests

**THE second woman in the 'Snapshot of Women in CALM' series is senior forester Pat Collins.**

Pat started her career with the Forests Department as a laboratory assistant at Como Research Branch. After a short time she transferred as a technical assistant to the Manjimup Working Plans Office, where she remained until returning to Perth in 1973.

She claims that her time at the coalface in Manjimup and continual contact with what is happening in the field has been valuable grounding for her current work.

For many years now Pat has had responsibility for consolidation of forest resource data, generally captured regionally by Forest Management Branch (FMB).

She is familiar with the operational systems that source the data and ensures that the consolidated coverage is current and of consistent quality.

Most of the data relates to the time and detail of forest operations and it, together with details of the vegetation itself, and its health and structure, form the basis for forest management and future planning.

Pat works very closely with Information Management Branch (IMB), which manages

by Tammie Reid

most of the department's spatial data.

With access to many other data layers such as administrative, hydrological, social, and cultural data to compliment FMB resource data Pat is now the central point for the provision of forest facts.

She provides information to regional and branch planners, directors, and Ministers on a daily basis. She does not get fazed by the vague, ambiguous, or urgent requests which cross her desk.

Always taking the pragmatic approach she believes that it is essential to determine exactly what information is required and to work through it methodically to produce a documented and readable answer.

This approach has been essential over the last three years while Pat has been a key player in the Regional Forest Agreement (RFA) process. Although the agreement has been signed she is still fielding countless follow up questions.

The subject is so complex that the answers can vary with just a slight twist to the question.

Pat comments that: "We are under such close scrutiny that

it is like walking a tight rope at the moment. Fortunately I am confident that my safety net will hold if put to the test".

As for the RFA itself, she says: "It has been an intense three years. Challenging but frustrating, particularly during the time when wave upon wave of wise men and women from the east came through and the rules of the game couldn't be decided.

"What the process did for our branch was to allocate resources to enhance our management and planning tools and to make sure that they, and our data, would stand up to scrutiny.

"The tools developed are now part of our day to day work—which I am looking forward to getting back to."

(NB According to ancient papyrus scrolls, we believe that Pat is the longest-serving female forester (33 years) in conservation and land management in WA.)

**Location:** Forest Management Branch, Como

**Position:** Senior Forester

**Duties:** Database management. Central source of corporate information on status of forests

**With CALM:** 33 years

**Previous positions:** Laboratory assistant for a short time.

## Yanchep's Cabaret Cave re-opens

**YANCHEP National Park's Cabaret Cave has been re-opened.**

The cave, a unique venue located in the heart of the park, was well known by many Perth families and had been the venue for an enormous variety of functions, including debutante balls, weddings and formal dances since it originally opened in the 1930s. It was closed in the mid-1980s.

CALM contracted engineers

to inspect the cave's structure and necessary works have been undertaken. The restorations and renovations have retained much of the cave's significant cultural and heritage values.

The cave's custom-designed concrete floor, decorative columns and built-in seats have turned this natural chamber into a truly unique and creative venue that is ideally suited for any type of special event.

The cave's reopening was part of a major improvement

program undertaken during the past four year to upgrade Yanchep National Park's services and facilities for visitors.

Work has included the upgrade and opening of Yonderup Cave, new walk trails, the establishment and opening of a Balga Mia Village, the beginning of the 100km Coastal Plains Trail walk, upgraded picnic and barbecue areas and disabled access among many others.

# Leaders for the future

by Greg Mair

**SEVENTEEN young people from the Denmark and Walpole area recently completed a course in 'Foundations for Leadership'.**

The participants were drawn from a wide range of industries and businesses in the area, with many having diverse backgrounds and current leadership roles.

Many of the participants were sponsored to undertake the course by their employer or community groups, who recognised their potential and wished to provide them with the opportunity to further develop.

The Foundations for Leadership course is one available under the Western Australian Rural Leadership Program which aims to energise new and existing leaders with the skill, knowledge and

vision to expand their capacity to stimulate industry, economic and community development.

It also provides an opportunity to establish a network for leaders who can share creative ideas, promote opportunities and generate linkages within the rural sectors.

At the graduation ceremony held recently, course participants spoke highly of the course and were enthusiastic about the networking opportunities it had provided.

Consistent with CALM's strong involvement in rural communities there was a number of CALM people participating in some way in the Foundations for Leadership course.

Acting Assistant Manager at

the Tree Top Walk, Ariana Svenson, was the local course co-ordinator, Howard Manning, Recreation and Tourism leader for CALM's Walpole District was a member of the course steering committee, Walpole District Manager Greg Mair a mentor for course participants and Carl Beck, Walpole District National Park Ranger in Charge a course participant.

In addition Wayne Burton, a former CALM officer and now farm forestry consultant chaired the steering committee.

This is just one example of the many ways CALM and CALM people are active and an integral part of local communities. People interested in the course content and outcomes are welcome to contact with Carl Beck at CALM Walpole on 9840 1027.

## Elders-CALM learning together

by Rob Thomas

**A TOUR to nature-based tourism sites and conservation areas by elders from the Ngaanyatjarra community has highlighted the potential for CALM and the Ngaanyatjarra Council to work together to manage land and to develop and manage tourism in the Central Ranges and Gibson Desert regions.**

The CALM-hosted tour was part of the continuing development of collaborative management agreements between CALM and the Council for the Gibson Desert Nature Reserve and for the establishment of an Indigenous Protected Area (IPA) in the Central Ranges region.

The idea of the trip was to expose the elders to a range of tourism experiences and to show them that it is possible to reintroduce a whole suite of animals to their former range if introduced predators are controlled.

The group visited Mulka's Cave, Wave Rock, Dryandra State Forest, Yanchep and Francois Peron National Parks, Monkey Mia and a number of tourism development sites within the Shark Bay World Heritage Area. They were able to experience first hand the successful integration of conservation, land management, tourism and employment at a number of these sites and were able to discuss the potential relevance to the Ngaanyatjarra lands.

The tour also visited captive breeding enclo-

sures which form an integral component of the CALM's Western Shield Project. The elders knew all of the animals, and many were remembered as having occurred throughout the Ngaanyatjarra lands. They have disappeared in recent times due to predation by foxes and cats.

The results of introduced predator control at Dryandra and on the Peron Peninsula were of particular interest to the men and they were able to relate to the potential benefits of extending predator control work throughout the Ngaanyatjarra lands.

Some of the men have been involved in a fox control project at the Townsend Ridges, 30 km east of Warburton. This is a joint initiative between CALM and the Ngaanyatjarra Council to arrest the decline of a population of black-footed rock wallaby.

Many CALM staff contributed to the outstanding success of the trip, including Noel Nannup, Kerri-Anne Winmar, Caitlin Prowse, Brian MacMahon, Kevin Hill, Sandy Olsen, Keith Cunningham, Nicole Noakes and Paul Udinga. It was their professionalism, enthusiasm and dedication that will be remembered by the touring group, and will be influential in their discussions regarding collaborative management in the Central Ranges.



CALM Ranger Noel Nannup (right) shows Ngaanyatjarra people some of the Aboriginal tourism interpretive material at Yanchep. Photo by Rob Thomas

# John's a team man

**DWELLINGUP** Overseer, John Chapman is a team player both in and away from CALM work.

Weekends see him spruced up in his goal umpire whites, flags and all. He's umpired more than 180 Peel Football games, been awarded the Peel Goal Umpire of the year for the last three seasons and been asked to umpire the past three grand final matches for the regional competition.

John has recently stepped up a rung to do a number of WAFL matches and has consequently had his adjudications broadcast on TV.

"It's important that a goal umpire is not a personality, we're there to do our job, to call it as we see it . . . but you can make them wait a bit before you signal," John says.

John attends the weekly umpire training sessions in Perth, where he gets to rub shoulders with the AFL

by Tammie Reid

umpires, something he describes as "very inspiring". "My boys were involved with footy and I just started to help out rather than stand on the sidelines cheering and shouting. It's grown into a lot more and with a lot of hard work, maybe it will be the AFL one day?" he says.

John has a similar attitude to his work and role as an overseer. "It's easy to call things when they go through the middle, the hard stuff is when things are close to line. The trick is to be a step ahead, to read the play and see what's coming," he says.

"I believe you learn from your mistakes, and you achieve more as a team when you work together rather than individuals. I try to take people as they are and work things in.

"An overseer's position is a

lot like the meat in the sandwich and at times I wish it could be like goal umpiring—where you have the power to make reports and deal only with the play.

"I started work in the forestry in 1972, and have been involved with the mill, workshop, towers and crews. I never really saw myself as an overseer and when the position came up in 1997, a number of work mates encouraged me to apply and I thought that would be the right thing.

"I've recently completed my appraisal with Steve Raper (Dwellingup District Manager) and while I've got a few things to brush up on, my work is seen as valuable and deserving of the move to level 3.2."

John is obviously and rightly very proud of his work achievements and if his approach to work is similar to his goal umpiring career, the sky's his limit and he's only 47.



John Chapman (right) with fellow Peel Football League grand final Umpire. Photo by Geoffrey Hayes



Left to right: Val Crowley and Lyn White from the West Arthur Regional Herbarium working with Thelma Palmer, Volunteer from the Community Regional Herbarium Volunteer Program. Photo by Fang Chang Sha

## Wildflower workshop a winner

**THE opportunity to learn the skills of using a 'dichotomous key' to identify our flora was grasped with enthusiasm by Regional Herbarium Volunteers.**

In mid-October the Community Regional Herbarium Volunteer Program hosted a two-day workshop at the WA Herbarium. Twenty-five participants from as far afield as Darkan, Naremben and Geraldton and as close as

by Jan Gathe

Cockburn and Bennett Brook worked hard to identify 50 different native plants.

To do this they had to master the use of the dissecting microscope, learn all about flower structure and overcome the intricacies of the dreaded dichotomous key. They were ably assisted in these tasks by 11 WA Herbarium Volunteers who work in the Community

Regional Herbarium Volunteer Program.

The 22 volunteers in this program have identified more than 8000 plant specimens in the past three years so they were well-qualified to pass on their knowledge and experience.

Because of the interest in this workshop, a third day was scheduled and this enabled other country participants as well as other WA Herbarium volunteers to hone their skills.



Plant Identification workshop in full swing. Photo by Fang Chang Sha

## Gill takes top interpretation award

**CALM's Visitor Interpretation Services Section has been honoured with an award from the Interpretation Australia Association (IAA)—for the second year in a row.**

This year Gil Field, CALM's Senior Interpretation Officer, was presented with the inaugural Georgie Waterman Award at the recent IAA Conference held in Hobart, Tasmania. Last year it was the Interpretive Media award for 'Stumpy Interprets the Stromatolites'.

The Georgie Waterman Award is named after the first field-based interpretation officer employed by Victoria's National Parks Service in the 1970s.

Georgie Waterman's enthusiasm and commitment to presenting natural and cultural heritage was an inspiration to visitors and to other interpreters she trained and developed over two decades.

The Award is peer nominated and judged and not necessarily presented every year.

by Karen Shaddock

Gil has worked with nature conservation agencies in three states of Australia for more than 20 years. For the past 13 he has been CALM's Senior Interpretation Officer in the Parks, Recreation, Planning and Tourism Division.

Gil is actively involved in producing interpretive training materials and programs for conservation, education and tourism industries, including the nationally accredited Designing Interpretive Activities Workshop. He also lectures at the University of Notre Dame Australia in Ecotourism and Heritage Interpretation.

The Designing Interpretive Activities Workshop, designed and presented by Gil, has given helped more than a hundred CALM staff in presenting interpretive activities.

The workshop is a significant part of the Ecotourism and

Heritage Interpretation unit at the University of Notre Dame. It is nationally accredited by the Tourism and Travel Review Panel as meeting a number of national tourism industry competency standards in planning and designing of interpretive activities.

As the organisation which employs the inaugural winner, CALM has offered the primary sponsorship of a training program in WA. With the year 2000 being the centenary of National Parks in WA, the desire is to focus on John Forrest National Park in T<sup>h</sup> Hills Forest, east of Perth.

It is proposed to offer a program of workshop modules from various 'training providers' across the suite of interpretive communication media and personally guided activities.

The workshop will be offered to IAA member, professional associates and colleagues in conservation, education and tourism industries.



Gil Field with the Georgie Waterman Award. Photo by David Gough