

# CALM NEWS

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DEPARTMENT OF  
**Conservation**  
AND LAND MANAGEMENT



NOVEMBER—DECEMBER 2000



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## Conservation Commission launched

A NEW direction for the management of Western Australia's conservation estate has begun with the creation of the Conservation Commission of Western Australia.

Environment Minister Cheryl Edwardes said the new Commission would meet public demand for a separate, independent body to manage State forests.

The Commission is the vesting body for all conservation lands including national parks, nature reserves, conservation parks, multiple-use State forests and timber reserves.

Responsibility for native forest and plantation commercial activities has been transferred from the Department of Conservation and Land Management (CALM) to the new Forest Products Commission.

Mrs Edwardes said the public had made it very clear it did not want a single agency as both a commercial user and conservator of the forest resource.

The Commission will have its own staff, including an auditing section that would oversee CALM's implementation of management plans as well as the vesting activities by the Forest Products Commission.

"The changes the Government has pioneered make a genuine advancement in conservation and land management while at the same time building on the strengths of the previous arrangements," she said.

Mrs Edwardes said allied to the new direction was a strong commitment to build on the public participation processes and to facilitate more public involvement in conservation.

"We have introduced an increasing level of openness and accountability so that there is greater public participation in both the preparation and implementation of forest management plans," she said.

The new Commission's members are:

- Campbell Ansell (Chair), Company Director
- Tom Day (Deputy Chair), chair of the former National Parks and Nature Conservation Authority (NPNCA)
- Pat Barblett, founder and chair of Forum Advocating Cultural and Eco Tourism, and member of the former NPNCA

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## Walpole Tree Top Walk wins national award

THE reputation of Western Australia's Valley of the Giants Tree Top Walk was further recognised recently when it was judged the most significant regional attraction in the national tourism awards.

The Tree Top Walk is a 600-metre long walkway that takes people 40 metres above the ground and into the tingle tree canopy near Walpole on the State's south coast.

It gained the national title over the winners of various State and Territory tourism awards.

WA Environment Minister Cheryl Ed-

wardes said the Tree Top Walk, which was opened in August 1996, was now one of the State's most recognised tourist attractions.

The facility also encompasses the Ancient Empire Walk, a ground level boardwalk and rammed earth path that meander around and through the trunks of the giant tingles, and the Tingle Shelter visitor and interpretive centre.

"Since it opened, more than 650,000 people have experienced the thrill of walking among the tingle canopy," Mrs Edwardes said.

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Conservation Commission members, L-R, Environment Minister Cheryl Edwardes, Campbell Ansell (Chair), Dr Jenny Davis, Rodney Safstrom, Graeme Rundle, Pat Barblett, Barbara Morrell, Tom Day and Glen Kelly. (Absent: Dr Joanna Young). Photo by Ernie McLintock

## CALM in world-wide joint project

WESTERN Australia's role as one of the world's biodiversity 'hotspots' has been recognised through an invitation to be part of a co-operative Millennium Seed Bank Project (MSBP).

Environment Minister Cheryl Edwardes said the invitation had come from the Royal Botanic Gardens, Kew, in the United Kingdom, which had conceived and was developing and managing the world-wide initiative.

The main aim of the MSBP is to collect and conserve 10 per cent of the world's seed-bearing plants, mainly from the world's drylands, by 2010. This represents some 24,000 species.

It also aims to collect and conserve seeds of the entire United Kingdom native seed-bearing flora by the end of the year 2000.

To date, about 93 per cent of the entire United Kingdom's native seed-bearing flora (about 1500 species) has been collected and conserved in long-term storage.

The British Government's Millennium Commission, the Wellcome Trust and Orange (the telecommunications organisation) have provided considerable financial support for the project. More than \$800,000 will be allocated to CALM and the Botanic Gardens & Parks Authority (BGPA) to fund the Western Australian component over the next 10 years.

Mrs Edwardes said the project involved collecting seed samples and placing them in long-term secure storage. The seed would be regularly tested, and any unviable seeds would be replaced.

The stored seeds would be used to re-estab-



Seed Bank Centre manager Anne Cochrane shows *Regelia megacephala* seeds collected from Cairn Hill, north of Moora to principal research scientist David Coates and Acting CALMScience director Margaret Byrne. Photo by Verna Costello

lish plant species that could become extinct in the wild.

Over the next 10 years, CALM's Threatened Flora Seed Centre at the WA Herbarium will collect seeds of 1,000 of WA's least-known species. Seed will be held in both WA and the United Kingdom.

The project will also entail seed studies

within WA, involving CALM and the Botanic Gardens & Parks Authority, to improve the knowledge of germination, storage and how seeds maintain dormancy, as well as collaborative research between WA and the Seed Conservation Department of the Royal Botanic Gardens.

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# CALM Corporate Plan

THE Department of Conservation and Land Management has a new Corporate Plan that provides a blueprint to conserve the State's biodiversity.

The new plan was officially launched at a function in late November by the Department's Executive Director, Dr Wally Cox.

Dr Cox said the plan was a strategic approach that provided a tangible focus for the Department's activities.

"It is the first time that the Department as a whole has encapsulated its mission, responsibilities, values and principles in a single document so that the public at large knows who we are, what we do, and how we are going to achieve our primary aim," he said.

"And that is, in partnership with the community to conserve the State's biodiversity and to manage the lands and



waters entrusted to us for present and future generations."

Dr Cox said the plan outlined strategies to achieve the four key objectives of the Department.

These objectives were to conserve biodiversity, create sustainable community benefits, maintain community involvement and support and to improve the way the

Department operates.

Dr Cox said there had been extensive consultation throughout the Department in the lead up to the preparation of the final plan. This had included workshops as well as invitations to all staff to comment on the various drafts that were provided on CALMWeb.

"The plan reflects the contributions of many staff members, and in that respect it not only reflects our mission, but the staff's views as to how we will achieve our goals.

"CALM is fortunate that it has a highly dedicated staff and I am sure the release of the Corporate Plan will reinforce that position among the public at large."

Copies of the plan have been sent to all staff. It also is available on CALM's website, [www.naturebase.net](http://www.naturebase.net) and on the Department's intranet site, CALMweb.



Authors Grazyna Paczkowska and Alex Chapman. Photo by Amanda Spooner

## New flora catalogue out

A SEVEN-year project to catalogue the State's vascular plants culminated recently in the release of *The Western Australian Flora—A Descriptive Catalogue*. The last book of its kind was published in 1970.

Every plant species known to exist in Western Australia is described in the new catalogue, which lists height, flowering time and colour, habitat and distribution of 11,922 ferns and flowering plants recorded from the State's deserts, tropics, sandplains and native forests. It also lists alien as well as native species.

Authors Grazyna Paczkowska, a botanical consultant, and Alex Chapman, a botanist and research scientist at the WA Herbarium, used the State's botanical library at the Herbarium together with its 500,000 preserved flora specimens, to produce the book.

by Sue McKenna

Material used ranged from the most recent to that dating back to 1801 when pioneer botanist Robert Brown collected plant specimens near Albany.

Almost half of Australia's flora occurs in WA and in the south-western corner nearly 80 per cent grow nowhere else on the planet. But one-fifth of the flora is considered rare, threatened or has an uncertain conservation status.

The catalogue will prove to be a key tool for botanists, conservationists, researchers and the scientific community as well as keen amateurs interested in growing and studying our native flora.

*The Western Australian Flora—A Descriptive Catalogue* is published jointly by the Wildflower Society of WA (Inc.), CALM's WA Herbarium

and the Botanic Gardens & Parks Authority.

Since 1993, the WA flora catalogue project has received \$161,000 from the Lotteries Commission's Gordon Reid Foundation for Conservation, one of the largest amounts donated by the foundation to a single project. The Wildflower Society provided extra funding for the book's design and publication.

Staff at the CALM's WA Herbarium have integrated the book's descriptive data with the authoritative plant names and specimen databases to produce an online information system. The *FloraBase* web site also includes maps and images and can be found at <http://florabase.calm.wa.gov.au/>

*The Western Australian Flora—A Descriptive Catalogue* is available from WA Naturally, 47 Henry Street, Fremantle and retails at \$49.

## Summer family activities

AS thousands of tourists flock to our beaches this summer, CALM and Coastcare will be working together to provide action-packed summer activities programs along the south-western and southern coasts.

The aim of these programs is to raise awareness of marine and coastal environments through fun, educational activities.

The programs have been designed for families, with many activities designed specifically for children.

More than 130 activities will be run in these two coastal regions, including snorkeling, beach walks, bird watching, spotlighting, rock-pool rambles, children's art activities, Noongar culture for children, surfing lessons, fish-

ing lessons, puppetry, wet-land wanders and coastal art classes.

The activity leaders are experts in their fields, and are drawn from local businesses, community groups and government agencies.

Most activities are free, with some incurring a minimal cost.

These programs provide an excellent opportunity to deliver important messages about the fragility of marine and coastal environments, while encouraging people to sample new ways to enjoy themselves on the coast.

The south-western program, from Bunbury to Augusta, builds on the successful Coastcare Summer Activities program run last year, when more than 500 people took part, despite the

unseasonably bad weather!

The program along the south-west coast will be launched at Yallingup on Saturday January 13, and will run until Sunday January 28.

Along the south coast, between Albany and Walpole, CALM and its well-established Tree Top Walk summer activities program, has joined forces with Coastcare, to provide diverse activities covering both coastal and forest environments. This program will run from December 28 to January 28.

For more information, please phone south coastal facilitator Jamie at CALM Albany on (08) 9842 4500, or Peel south-western coastal facilitator Nicci at CALM Bunbury District on (08) 9725 5931.

## Peter's unforgettable Olympic volunteer experience

CALM project consultant Peter Lilleyman of Financial Services Branch considers himself extremely privileged to have worked as a Spectator Services Volunteer during the Sydney 2000 Olympic Games.

As part of a 47,000 strong volunteer workforce from various parts of Australia and overseas, Peter and his wife Merrilyn helped to direct and assist the huge crowds that trekked the considerable dimensions of Olympic Park.

Much of their volunteer shifts involved answering questions such as: "Where are we?", "would you mind taking our photo?", "how do I get to, or how far is the train station?", the toilets?, the ATM's?, the Expo?, the Super Store?, the nearest foodstall?, the nearest bar?"

More demanding questions included; "Can you get a wheelchair for my disabled relative?", "my boyfriend has just broken his ankle and needs medical assistance", "can I buy a stogie anywhere?", "is there a TAB here?", "which bus do I catch to get to Dee Why (or elsewhere)?", "is there a nappy-change table for my baby?", and "how come the

flame doesn't go out?"

One shift on 'gate security' at the volunteers compound gave Peter and Merrilyn a welcome break from being on their feet for six hours or more a day!

Peter says that among the many highlights were manning the barricades near the finish of the men's marathon; hearing the crowd roar for Australian athletes in the Stadium; and participating in the Thank-you Volunteers march through Sydney after the Games.

"A real buzz"

"Just experiencing the fantastic atmosphere and goodwill of both the Olympic crowds and the volunteer workforce, was a buzz," Peter said.

"In spite of weather extremes and long walking distances between venues and facilities, the Olympic Park crowds seemed to appreciate the typical Oz sardonic humour.

"Typical examples from volunteers armed with megaphones included "If you're looking for the swimming events, unfortunately they finished 5 days ago!", or "due to the 30+ temperatures, today's ice hockey final has been cancelled!", or "don't worry the train station is only another nine kilometres straight ahead".



Peter and Merrilyn Lilleyman with Olympic Stadium in the background.

"More often than not, the crowd good naturedly responded with "three cheers for the volunteers", Peter said.

Whether at Olympic Park, in the city, or en route to venues,

hearing the ubiquitous "Aussie!, Aussie!, Aussie!, Oi!, Oi!, Oi!" will remain a lasting memory for Peter and Merrilyn, strengthening their

national pride, as well as the sense of deep satisfaction in their contribution to the success of the Sydney Olympics 2000.

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# The Effective Manager Program and its supporters

**TWO** recent graduates wholeheartedly recommend CALM people to take advantage of the Effective Manager Program to be held in March 2001.

They are Learning Programs consultant Peter Hill, who is based at CALM's Dwellingup Training Centre and Recreation and Tourism Program leader Gae MacKay, based at Kensington.

Their comments on the program are below:

## Gae Mackay

As a relative newcomer to the department, Recreation and Tourism

Story & photos  
by Chantal Laval

Program leader Gae MacKay was impressed with CALM's strong commitment to organisational learning and development.

She was even more pleased when she found that, in addition to its traditional technical-style training, CALM also offered to all employees the chance to take part in management training through the Effective Manager Program and the Diploma of Management. "Apart from obtaining

a worthwhile 'piece of paper', I've gained a much better understanding of how CALM operates, and how I can apply my new-found knowledge to many aspects of my role in the Department.

"The two courses have given me a tremendous opportunity to interact with people from a wide range of fields in the department, enabling me to gain a more holistic view of the organisation, as well as just enjoying meeting new people who share a common goal."

"The workload was manageable, and already I feel that the time and

effort I committed to it has paid off through my improved management skills and expanded network of contacts.

Overall, I found the content of the two courses to be extremely relevant to CALM (being tailored to suit the department's needs from its managers) and, dare I say it, I even enjoyed the study!"

## Peter Hill

As learning programs consultant Peter Hill's career evolved from a technical role to one of training others, he also found that his managerial role was increasing.

"My graduate and post-

graduate studies hadn't focused on leadership, so when the opportunity arose to participate in this course, I jumped at the chance," Peter said.

"The course is structured around workplace-orientated assignments and monthly tutorials.

"At each tutorial, a short presentation is required of each participant, relating their studies to their workplace circumstances.

"I found this exercise to be of great value as we could learn from others on how they dealt with situations in their work environment.

"The course presenter Noel Montague then consolidates this into his theory presentations.

"The course also provided me with the opportunity to meet fellow employees in similar roles but with vastly different experiences.

"It was a friendly atmosphere and we were encouraged to use one another as 'sounding boards' to bounce off our ideas.

"For me, the course has given me the much-needed confidence in my role as a manager.

"I now have a structured approach to my work rather than the ad hoc approach I used in the past.

"For the future I have a great resource 'library' I can go back to if and when I need to refresh some of my



Peter Hill 'Effectively Managing' his Olympic Torch, through Dwellingup.

management techniques.

"I highly recommend the course—so take the chance, and just do it!"

The Effective Manager Program began in 1998 and is aimed at developing and supporting CALM people who need to develop their management competencies.

To date, 57 CALM people have completed the course, with 16 now studying towards a Diploma of Management.

Both courses are structured to allow self-directed study at the student's own pace via manuals, audio and videotapes and

group tutorials.

The course improves yearly, as the facilitators, Challenger College of TAFE in Fremantle incorporate CALM's feedback and make the appropriate changes.

Nominations from CALM people are called for the fourth Effective Manager Program to be held in March 2001. Anyone needing more information or wishing to enrol, please phone Alan Byrne at the Training Centre Dwellingup on (08) 9538 1200 or email him at alanby@calm.wa.gov.au.



Gae MacKay and Deanne Pember enjoy the last tutorial of the Diploma course.

## Bristlebirds set free in Walpole bush

**THEY'RE** difficult to catch, and plenty of patience is needed to get them into the padded cells!

They're western bristlebirds—one of WA's most threatened native birds.

Catching them for a translocation from Albany to Walpole recently was a mammoth collaborative effort between CALM staff and volunteers from Perth, Albany and Walpole.

"It's like a magic show. Once you've attracted the birds with carefully selected calls you trick them into the specially constructed mist net," Alan Danks, Chairman of the South Coast Threatened Birds Recovery Team and Regional Nature Conservation Program leader, said.

"To begin with, we missed more birds than we caught, but the technique's improving!"

There are two populations of western bristlebird, one near Albany in the Two People's Bay to Mount Manypeaks area and the other at Fitzgerald River National Park.

The species inhabits dense near-coastal heaths, eats insects and seeds and is one of a suite of heath and scrub birds on the south coast.

It is endangered because of clearing and too-frequent fire which has destroyed its favoured habitat of old vegetation. Because it's a poor flyer it

by Sue McKenna

cannot cover long distances to find new territory.

CALMScience Division senior research scientist Allan Burbidge, who is leading the recovery effort for the western bristlebird said that it was decided that translocation was the wisest way of ensuring a safe future for them.

"The program is funded by Environment Australia and CALM, and supported by the considerable efforts of volunteers," Allan said.

Last year, Allan's team moved eight birds from Two Peoples Bay Nature Reserve to the Nuyts Wilderness in the Walpole-Nornalup National Park. This year another seven were translocated.

The birds were transported in padded boxes to prevent them becoming stressed. CALM staff and volunteers drove to Walpole and walked along bush tracks for an hour before releasing them.

Some birds were fitted with radio transmitters to enable regular monitoring.

"At least half of them have persisted from last year because we've heard their distinctive calls. This is an excellent result, and we're now hoping they'll breed and establish a new colony," Allan said.



CALM volunteer Neil Hamilton prepares to release a bristlebird. Photo by Lawrence Cuthbert. Inset: close up of bristlebird. Photo by Neil Hamilton

## Stefan a Keynes Award winner

by Chantal Laval



**THE** recipient of the premier award in the Field Officer Training Course, the Keynes Award for the year 2000, was Stefan de Haan.

The award was made in recognition of his high level of achievement in both practical and theoretical work throughout the course.

Stefan began his career with CALM in 1997 as a forest ranger/assistant recreation officer in Manjimup. His main duties have included planning, and implementing on-site, a number of construction works for various recreation projects, assisting in the day-to-day management of existing recreation facilities, and prescribed burning and wildfire suppression in his role as Fire Emergency Services Authority officer.

Stefan found the Field Officer Training course to be

invaluable. Not only did he acquire a wide range of skills and knowledge he also built up a network of CALM contacts and friends.

At first he was hesitant about moving to the bush (Manjimup) but the job offered variety and the enthusiastic local community spirit soon won him over.

Stefan has recently taken up a position at Wanneroo, Perth District, as assistant operations officer, in which role he will help with the planning and implementation of nature conservation and fire protection projects.

In recognition of his commitment and focus on his career, Stefan, together with Executive Director's Merit Award winner Alicia Taylor, was nominated to attend the recent Leadership and Organisational Development Program.

This program aims to provide participants with an increased understanding of their strengths in relation to their leadership skills and to improve their work performance through a deeper understanding of the dynamics of group interaction and problem solving.

# Golden World Award for employee website

TAKE a good idea, apply it to a departmental priority, add a great deal of enthusiasm and creativity from many quarters in CALM, and what have you got? Well, you just may have a multi-award-winning website.

CALM's communication program, based on the CALMweb Intranet site, was a winner in this year's Golden World Awards for Excellence in Communications and Public Relations, conducted by the London-based International Public Relations Association (IPRA).

The team responsible for CALMweb, comprising David Gough, Steve Grasso, the 42-strong CALMweb Authors' Group, and CALM's Director of Strategic Development and Corporate Affairs Ron Kawalilak, won the award for excellence in the employee relations category of the IPRA program that this year attracted entries from more than 70 countries.

"CALM was the only government department to win an award this year," said Ron, "recognising the importance CALM places on internal communications and our use of web technology to enable staff to find and use information and knowledge more effectively."

"It's already a pretty good tool to help democratise and manage knowledge within CALM, but there's a lot more we can all do to make CALMweb more useful to staff."

"And that's one of our communication priorities for 2001 and beyond."

According to Michael Morley, who chaired the 30-member jury that judged this year's competition, criteria used to examine each entry "included the competence and quality demonstrated in terms of research, planning, execution and evaluation, the clarity and coherence of messages, creativity and ethics."

"The professionalism of entries from so many different cultures made comparing the qualities of the communication campaigns a difficult task."

In addition to David and Steve, the web authors' group includes Kevin Bancroft, Jacqui Baxter, Warwick Boardman, Emma Bramwell, Allan Burbidge, David Burbidge, Matt Dowling, Alex Chapman, Mike Choo, Troy Conlon, Suzanne Curry, John Dunn, Val Erceg, Christine Farrell, Paul Gioia, Greg Heberle, Paul Jones, David Lamont, Ray Lawrie, Kathryn Lee, John D. Gault, Taryn Linning, Beng Mahon, Frank Mansillas, Bruce Maslin, Bob Mitchell, Trevor Morgan, Dawn Prior, Jillian Pryde, Jan Rayner, Mike Meinema, Ben Richardson, Bruce Richardson, Karen Shaddock, Grace Silvestro, Peng Soong, John Vodopier, Simon Woodman, Lisa Wright, Judymae Napier, John Skillen and Scott Purdie.



David Gough and Steve Grasso take the Golden World Award for an airing. Photo by Verna Costello



Tourism, Sport and Recreation Minister Norman Moore congratulates CALM's WA Herbarium principal research scientist Bruce Maslin at the BankWest Awards presentation ceremony. In the background are, left, President of the Heartlands Tourism Association Jim Clarko, and Ray Bird of Ray Bird and Associates. Photo by Des Birt

## Symposium a winner in BankWest Award

by Verna Costello

AN international symposium, organised by CALM senior research scientist Bruce Maslin, with help from the Heartlands Tourism Association and the Dalwallinu Shire and Tourism Group, has won the inaugural BankWest Conference Development Regional Award.

The Award is one of four conference development awards, sponsored by BankWest and The West Australian, and launched by the Perth Convention Bureau in September.

Perth Convention Bureau managing director Owen Cook said the aim was to help local bona fide non-profit organisations to develop inaugural State, national and international conferences.

"At the same time, we want to encourage regional organisations to look at ways of developing conferences that reflect their region's economic, cultural and/or sporting profile," Mr Cook said.

Bruce Maslin said the symposium fitted in well with this aim.

"Its purpose is to explore the economic and environmental potential of an

enormous but, in Australia, an under-used resource—the fast-growing, common Australian acacia (wattle) species," he said.

"Australia's acacias are widely cultivated overseas, and in the Asian region especially, they're important sources of timber and pulp," Bruce said.

"They're also used for fuel wood, salinity control, as a human food and as a source of tannin used to make leather."

"In Australia, wattles dominate 60-70 per cent of the country, and are particularly common in arid and semi-arid areas."

"The largest concentration of acacias occurs in the WA Wheatbelt, with Dalwallinu located at the centre of this great diversity."

"Acacias have many desirable characteristics apart from fast growth rates; they will grow on a wide range of soil types, are able to enrich soil by fixing atmospheric nitrogen and are easy to establish and manage in cultivation."

# Corporate Information Section wins national award

WEARING an aura of success as befits winners, Corporate Information Section (CIS) staff gather to congratulate each other on receiving the inaugural J Eddis Linton Award.

They are, from left rear: Gerard Ots, Bob Mitchell, Mark Robert, Graeme Zekulich and Danny Flynn; next row from left: Julie Walters, Anne Woodhams, Corporate Information Section manager Jenny Moss, Pam Burgoyne and Corporate Services Director John Byrne; front from left: a coy Tracy Heaperman, Sue Adams and Information Management Branch manager Colin Pearce.

They received the national award for their outstanding group contribution to the records management profession.

J Eddis Linton is widely regarded as the founder of many of the modern records practices, in particular, the keyword file titling/classification scheme. This award aims at



acknowledging excellence in the records and information management profession, and is open to groups, committees, vendors, business units or consultants from both the

private and public sectors. The CIS team entry demonstrated their excellence through the following initiatives:

- Implementation of keyword file titling/classification through the file conversion project.

Already implemented in many metropolitan branches, this year marked its extension to the Midwest Region,

the first of CALM's nine regions.

- Upgrading the computerised records management system (InfoRMS and MinTrack). This has enabled introduc-

tion of workflow monitoring of Ministerials, online thesaurus management, a general-user module and better management reporting.

- Identification and man-

agement of vital records, and the development of a disaster prevention and recovery plan.

- Creation of a register of digital research datasets (metadata project) for CALMscience.

The records management system upgrade will shortly result in the introduction of document registration (correspondence control), while keyword classification and the online thesaurus will support the introduction of electronic document management.

"The award shows that CALM is well placed for implementation of management and retrieval of documents in electronic form so that they are accessible throughout CALM," Corporate Services Director John Byrne said.

"It also shows that we have established a good foundation for compliance with the new State Records Act."

Photo by Verna Costello

# NPNCA retires with proud record of achievements

**THE National Parks and Nature Conservation Authority is no more!**

It has been disbanded and replaced with the Conservation Commission (see page 1).

The National Parks and Nature Conservation Authority (NPNCA) was responsible for developing policies to preserve the environment, provide visitor access and promote appreciation and awareness of flora, fauna and the natural environment.

Areas vested in the NPNCA included national parks, conservation parks, nature reserves and some miscellaneous conservation reserves.

At the NPNCA's final meeting on Friday October 13, Environment Minister Cheryl Edwardes thanked members for their dedication and the sound advice they provided to successive Environment Ministers.

Mrs Edwardes said that from the time of its formation, following the Conservation and Land Management Act, passed in 1984, the NPNCA had always provided apolitical advice and enjoyed a sound relationship with all Environment Ministers.

"The NPNCA's support, integrity and diligence had resulted in the views of the community being brought into CALM's management equation," Mrs Edwardes said.

"The efforts members put into management plans and policy advice is commendable and highly valued."

During the past year the NPNCA carried out a number of field inspections, visiting the Jilbadji, Dundas, South Eneabba, Bodallin and Lake Campion Nature Reserves and the Walpole Nornalup National Park.



by Sue McKenna

The NPNCA was also in charge of approving CALM's plans to recover endangered fauna or vulnerable species of flora. Recovery plans are now in place for the western swamp tortoise, the chuditch and Lake Toolibin.

During its lifetime the NPNCA made policy and position statements on many issues. Between 1989 and 1994 policy statements were produced on the wilderness, Aboriginal involvement in national parks and nature conservation, mosquito control,

drainage and basic raw materials.

Between 1993 and 1996 the NPNCA issued position statements about mining in national parks and nature reserves, petroleum exploration and production in national parks and nature reserves, petroleum exploration and production in marine parks and marine nature reserves and guidelines for flora and fauna surveys.

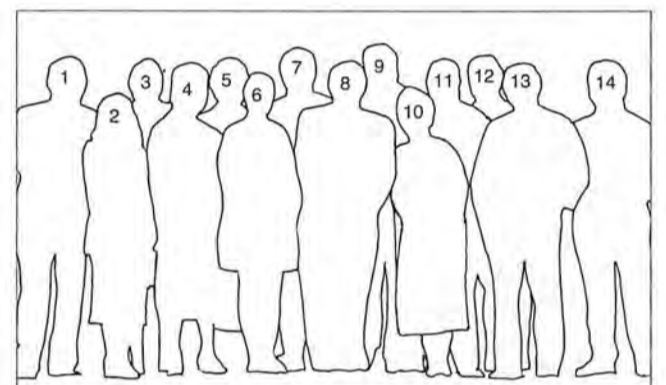
The NPNCA was also responsible for authorising CALM to investigate what an area needed in the way of conservation, visitor access, facilities, use by commercial operators.

"There's confidence that in all cases the NPNCA and the Minister for the Environment made the correct decisions about many issues," Mrs Edwardes said.

"All this reflects positively on the character, competencies and integrity of the members of the NPNCA," Mrs Edwardes said.

The new Conservation Commission's charter has been expanded to include forests, as well as conservation parks, national parks and nature reserves.

It will advise the State Government in a way that will reflect the changing needs of the community.



1 Kevin McMenemy 2 Grace Silvestro (CALM), 3 Aminya Ennis (CALM), 4 Marion Blackwell, 5 Cr Tess Stroud, 6 Dr Jenny Davis, 7 Jim Sharp (CALM), 8 Tom Day, 9 Terry Adams, 10 Hon Cheryl Edwardes, 11 Graeme Rundle, 12 Tammie Reid (CALM), 13 Alan Walker (CALM), 14 Gordon Wyre (CALM). Photo by Ernie McLintock

## CALM staff enforcing the law

**AMONG the more 'sensitivity-challenging' activities performed by CALM's field officers is that of law enforcement on CALM-managed land and waters.**

To help them, Law Enforcement Courses were set up, the first course being held in December 1986.

Since then, more than 300 CALM field officers have completed the course, the most recent of which was held in CALM's Kensington Training Centre in late October.

It was attended by: Forest Management Branch dieback interpreter (Manjimup) Maria Lee; Fitzgerald River National Park ranger Lanny Bleakley; Kalbarri National Park mainte-

nance worker Greg Tapley; forest officer (Kirup) Janine Liddelow; Yanchep National Park ranger Paul Tholen; national park rangers Chris Goodsell and Kathryn White (Walpole).

The first three days of the course are quite intensive, with day one being devoted entirely to reviewing and discussing the provisions of the CALM Act, CALM Regulations, Forest Management Regulations, National Park Regulations, Wildlife Conservation Act and Wildlife Conservation Regulations and Notices.

Days two and three focus on subjects titled Aspects of Law and Definition of Evidence, Legally Admissible

Evidence, Recording Evidence, Photographic Evidence, Investigation Methods, Taking Witness Statements, Interviewing Suspects, Stopping and Searching Vehicles and Introduction to Court Protocol and Guidelines for the Investigator in Court.

Participants are required to complete two exams, one of 32 multiple-choice questions on the legislation and one of 20 multiple-choice questions on the other course subjects. The results of these two exams form part of each person's overall assessment.

On the fourth day, participants visit the Central Law Courts to observe a court in action and see actual cases being dealt

with. For many people, this is their first exposure to the inside of a court of law.

On the final day, each participant takes part in a role-playing exercise, simulating the apprehension of an offender.

The scenarios are video-taped and later played back to the group to show them how they performed, and where they might improve. Each officer's role-playing performance is included in the overall assessment.

Finally, officers complete a post-course assignment in the form of a Breach (of regulations) Report based on their role-played scenario. To pass the course, officers must obtain a pass in each area of assessment.



Sorting through 'the evidence' collected from the nearby car during a role-playing exercise is Paul Tholen (seated). (Rumour has it that Paul really did say "You're nicked!" to 'offender' Rick Dawson, standing beside him). Photo by Kevin Morrison

## CALM has new stationery design

**CORPORATE Executive has approved a design for the new letterhead, 'with compliments' slips and business cards, featuring the Department's re-configured logo (see CALMweb under 'New on the Server').**

Stocks of the new stationery are expected about mid-January.

Cost Centres needing stationery before then can order small stocks of the current design (with the blue

band down the left-hand side). Requests for letterhead and 'with compliments' slips should be filled out on the 'CALM Stationery Online Order Form', found on CALMweb under Corporate Relations Division. A separate form for business cards is available at the same location.

New electronic order forms for stationery are being developed to streamline the ordering, delivery

and payment of stationery orders.

Further details will be provided as soon as the new forms are completed and published on CALMweb.

**Important:** Corporate Executive has also directed that, in the interests of responsible waste management, Cost Centre managers see that surplus stocks of the current stationery are used before beginning use of the new-design stationery.

# CALM Scientific data recognised

CALM research on rock-wallabies has received international recognition by an eminent ecologist, Professor Charles J. Krebs of the University of British Columbia, Vancouver Canada.

Professor Krebs is the author of a textbook entitled "Ecology: The Experimental Analysis of Distribution and Abundance."

This book is arguably one of the most widely used and highly regarded texts in academic and research institutions around the world.

In a recent revision (5<sup>th</sup> edition), Prof. Krebs has included data from our most recent rock-wallaby paper entitled *Fox Control and Rock-Wallaby Population Dynamics: an Update* by Jack Kinnear,

Michael Onus and Neil Summer.

Jack, principal research officer (now retired), and Michael senior technical officer with CALM-science at Woodvale, while Neil is senior research officer with the Fisheries Department.

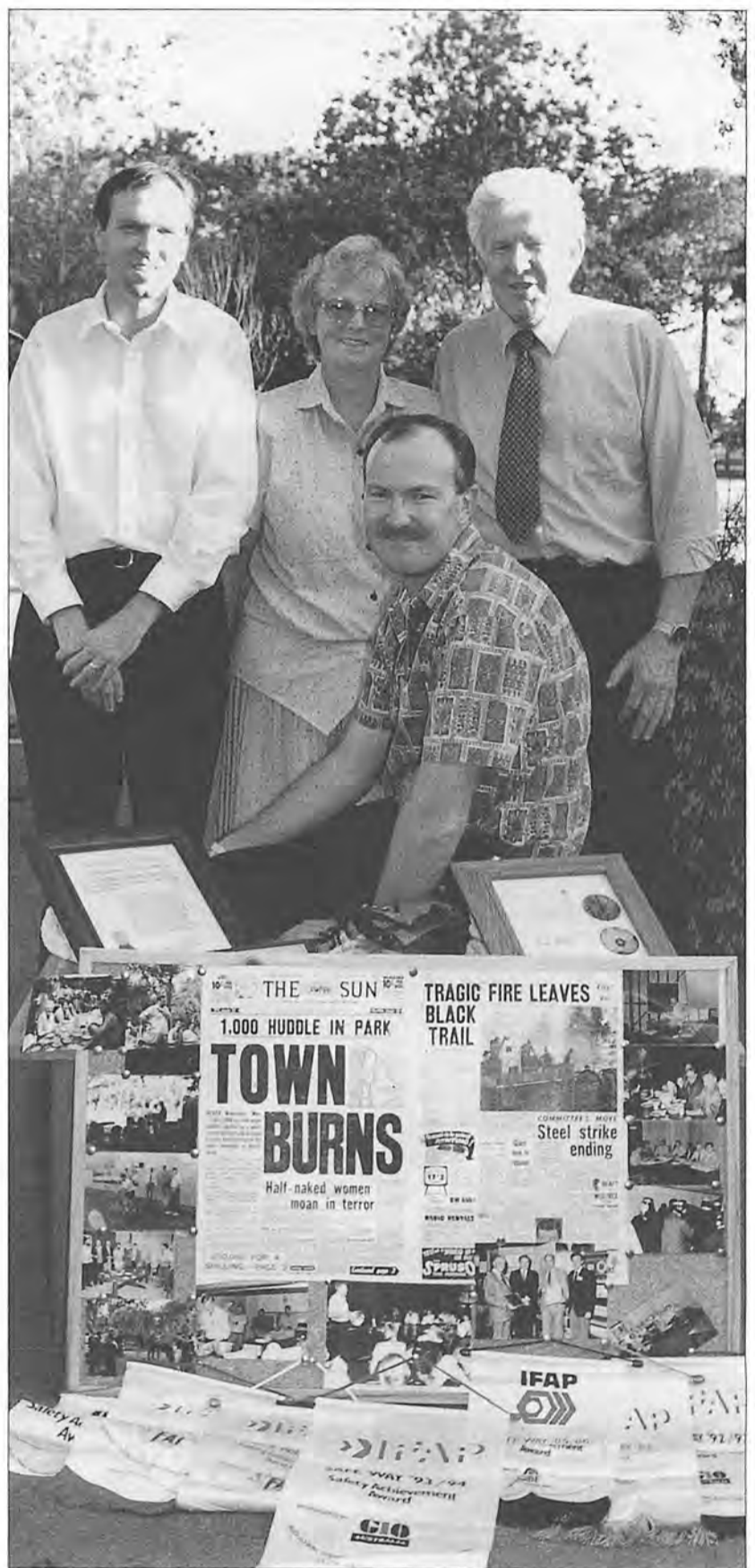
"Naturally, at the personal level, we're more than pleased that our work has been internationally recognised by

such an eminent author," said Jack. "But more importantly, in doing so, Prof. Krebs has endorsed CALM's research and management with regards to the threat to native wildlife that's posed by the fox.

"In certain circles, scepticism about the fox threat still exists; perhaps they might now reconsider their position."



Jack Kinnear (right) and Michael Onus compare their paper with entries in Professor Krebs's new book. Photo by Verna Costello



# Tom's away to the bush and a busy farmer's life

**PICTURED** at his send-off into happy retirement, Tom Wood (right rear), is seen with Barbara (his wife of 38 years), sons Scott (left) and Duncan, with a display of some of the historic events they lived through during Tom's years with CALM.

Tom was farewelled in fine style by friends and colleagues who heard CALM Executive Director Wally Cox, CALM People Services manager Cliff Gillam, and Environmental Protection Branch manager Frank Battini, even Tom's son Scott, telling us exactly what they thought of Tom—all of it high praise, much of it humorous, and all tinged with regret that CALM was losing a popular and respected colleague.

From trainee forest guard in 1957 to principal health and safety officer in 1986, in which position he continued until his recent retirement, Tom Wood has seen many changes—and much of Western Australia.

But it is the issue of safety that Tom Wood is identified with by most CALM people.

By 1978, Tom was training staff in safe handling practices throughout the Central and Swan Regions. In 1980, he became facilitator of a new management program for Central and Swan regions, a focus of which was on training in safe work practices.

In 1983, Tom moved to the Safety Branch at Kensington, but continued visiting regions with his safety program.

The status and quality of CALM's

safety program has continued to grow, due largely to Tom's influence, and CALM's improved management of workers' compensation and—as a result of reduced accident rates—lower insurance premiums.

Tom claims that from 1995–2000, CALM has been the most successful organisation in the annual IFAP/GIO Safeway Awards.

In 1995, Tom's dedication won him a well-deserved Life membership of the CALM Field Officers' Association.

Also in 1995, a marked change in people-management occurred when CALM introduced the Employee Assistance Program (EAP). Its charter expanded in 1997 to include the Peer Support Team, with Tom appointed as joint team leader with Linda Gilbert.

Tom and Barbara's immediate post-retirement plan is to build a rammed-earth home on their 160-hectare farm at Collie.

"We plan to increase and develop our livestock (cattle and fine micron sheep), grow blue gums—and, hopefully, see more of our immediate family and grandchildren," Tom says.

"I've had a wonderful career in CALM, and Barbara and I are overwhelmed by the heartwarming feedback via phone calls, faxes and e-mails from workmates and, in particular, the number of people who attended our send-off and the accolades given. We'd like to thank everyone for their support."

Story and photo by Verna Costello

# Learning to lead and organise

**THIRTY-EIGHT CALM people have completed the recent residential Leadership and Organisational Development Program.**

The program was developed in partnership with the Curtin University of Western Australia's Graduate School of Business and CALM

The program facilitator was Curtin University's Dr Ron Cacioppe, who teaches in the areas of organisational behaviour, leadership and management effectiveness and organisational change and development.

The commitment of Dr Wally Cox and CALM Directors as both topic facilitators and project mentors also contributed significantly to the program's success.

Participants were formed into teams, each team working on a project that a Director identified as criti-

cal to the organisation's development.

This director then coached and mentored the team as they began work on the project during the week-long course through to final presentation four months later.

The two main purposes of the projects were to:

- provide a basis to apply and learn the concepts and skills covered in the program including areas such as teamwork, problem solving processes, leadership, planning, managing change and interpersonal relations.
- help achieve useful organisation and cultural change, define the scope, gather data, make recommendations and, if possible, implement them.

Dr Cox expressed his appreciation of the extraordinary contribu-

tion the project teams made in preparing the final reports and presenting the information to a panel of CALM Directors and Curtin University staff.

Three graduates from the program, Margaret Byrne, Peter Dans and Stev Slavin have used their learning as credit-point value for tertiary studies in postgraduate studies within the Leadership and Management disciplines at Curtin University.

Four more programs are proposed for 2001, and CALM people are encouraged to discuss their participation with their managers at their next IDAPES meeting.

Nominations for the programs should be forwarded in the first instance to their respective Director for endorsement. Further program information can be obtained from Alan Byrne on (08) 9538 1200 or at alanby@calm.wa.gov.au



From left, Information Management Branch manager, Colin Pearce, Corporate Services Director John Byrne, Anthony Desmond, Mal Grant, Liz Barbour, Information Services Section manager Peng Soong, and Joanne Wallace. Photo by Alan Byrne



Attending to distress calls from people phoning for help with sick or injured wildlife is a task that CALM trainee wildlife volunteer Sarah Arthur is looking forward to. With her is co-ordinator of volunteers Margaret Buckland. Photo by Verna Costello

## Phone helpline for injured and sick wildlife

EVERY day telephone calls are received from people all over Western Australia regarding sick, orphaned or injured wildlife.

Most are made to CALM, but they are also made to the police, local government authorities, vets and the RSPCA.

For some time, CALM has been looking at ways in which it could deliver a better line of communication to the public, with a more efficient and easier way for them to find help for our sick and injured native wildlife.

Now, a new project—Wildcare—will have vol-

by Margaret Buckland

unteers supporting a centralised, dedicated telephone number for people wishing to report sick, injured and/or orphaned native wildlife. It will be a 24-hour, seven-day service, with the telephone switching through to private numbers after hours.

Wildcare will have its own office in Parks and Visitor Services Division at CALM's operational headquarters in Kensington, and will be a partnership between this

Division and Wildlife Branch.

Volunteer duties include taking inquiries and referring the callers to a CALM-registered wildlife carer, making follow-up calls and updating records. It will be an advice and referral facility only. Volunteers will not be expected to handle or care for the wildlife.

If you would like to be a part of the Wildcare project helping our native wildlife, or if you would like more information regarding this initiative, please phone the volunteer co-ordinator on (08) 9334 0251.

## Encapsulating our times

WHO wants to make sure they'll be remembered a century from now?

Here's how:

Write a 250-word message for inclusion in the *Messages for the Future* electronic time capsule.

The time capsule will be ensconced in the Swan Bell Tower, and opened in the year 2100.

The project is open to all Western Australians who wish to lodge a message, and may take a variety of forms: a story, poem, photograph, or drawing.

*Messages for the Future* is designed to allow people to leave messages for their descendants (and/or members of the community as a whole), and to provide a broad picture about con-

temporary life in WA for future historians.

Drawings and photographs can be scanned for inclusion in the time capsule. The messages will be encrypted and are entirely confidential.

Messages can be e-mailed direct from [www.millenniumwest.wa.gov.au](http://www.millenniumwest.wa.gov.au) or posted or delivered to the Office of Citizenship and Multicultural Interests, Level 2, 81 St. George's Terrace, Perth 6000.

If you would like further information, please contact Marie Louise Hunt on (08) 9242 5314 or [mlhunt@vianet.net.au](mailto:mlhunt@vianet.net.au).

Go on! Be in it. What have you got to lose—apart from your anonymity?

## A fond farewell to 'Solly'

A FAMILIAR sight—Ian 'Solly' Solomon with one of many joeys he and his wife Eve rescued and raised before returning them to the wild. "At one stage we had seven joeys—it was like raising seven babies all at once," Eve says.

Sadly, this is one of many aspects of Solly that his wife, friends and work colleagues will see no more.

On Monday October 23, Ian Solomon, ranger-in-charge at Derby, was tragically claimed by leukemia. He was 55—an age when a well-deserved retirement should have beckoned.

At the memorial service there was standing room only, as friends and CALM staff joined Eve to pay a final tribute.

CALM Executive Director Dr Wally Cox said that CALM colleagues and park visitors would long remember Ian's tireless contribution to the development, maintenance and protection of the State's national parks from Esperance to the Bungles.

Former CALM CEO Syd Shea and his wife Tracy described Ian as a great and dedicated national park ranger, and indefatigable worker, and would be sadly missed by those who experienced his unbounded enthusiasm.

Swan Region operations officer Jayson Puls, read a moving eulogy, honouring his former boss and mentor with tales—told with gentle humour—as well as admiration, respect and affection.\* Many will fondly

recall Solly's passionate love of the bush, the slide-shows depicting various aspects of it, his crusade against weeds, and his soulmate Eve's welcoming pots of tea, cakes and her sparkling humour that became a byword among the corrugated-road-jolted travellers.

It was in September 1999 that Solly was rushed to Sir Charles Gairdner Hospital. There, he endured, with great

courage and tenacity, extensive chemotherapy and a stem cell transplant.

Eve's sorrow and pain are shared by many in CALM's widespread family, and she carries the heartfelt sympathy of us all in her loss.

Unfortunately, space constraints prevented us featuring, as initially intended, a fuller contribution written by Allen Grosse and Tim Willing. It tells of Solly's achievements, of the kind of man

he was, how he expressed his love of the bush and its inhabitants, and some of the experiences—both pleasurable and 'doing it tough'—that Solly shared with Eve. For a copy of their tribute, please phone Tim on (08) 9192 1036, fax (08) 9193 5027, or email [timw@calm.wa.gov.au](mailto:timw@calm.wa.gov.au)

\*For a copy of Jayson's tribute, please phone him on (08) 9228 9858, or mobile 041 930 259, fax (08) 9405 0733.



## A merry, white Christmas to Peter



Peter with a small gathering of king penguins. A breeding colony of 3,000 lives nearby.

HANDS up all those who know that the year 2001 is the Year of the Volunteer!

The volunteering spirit in Australia is very definitely in the air or (if you like your 'spirits' diluted), perhaps it's in the drinking water.

And as far as CALMpeople are concerned, why wait for the year 2001 to be a volunteer?

In the last issue of CALM NEWS, we learnt that Lindsay Brown, Mike Paxman and David Grosse were volunteers who embarked on a 'show and tell' for visitors to the Olympic Games, describing

by Verna Costello

Australia's wildlife (while slipping in a goodly serve on that of Western Australia).

Peter Lilleyman, too, didn't believe in waiting to do his public-spirited bit, and he tells us of his and his wife's experiences as Olympic Games volunteers. (See page 3 in this issue)

Now we've discovered that Swan Unit supervising wildlife officer Peter Lambert of the Wildlife Protection Section is on a three-month voluntary stint on

Heard Island, studying marine debris and recording seal populations.

It is part of a global environment program for the Australian Antarctic Division of the Commonwealth Department of Environment, Sport and Territories.

Peter has promised faithfully to keep us posted on his experiences, provided his fingers don't drop off with frostbite or he isn't knocked unconscious by a Titanic-sized chunk of iceberg.

So far, he has emailed some pics and explanatory captions, and one of these appears above.