

STAFF DISPOSITION

(continued)

Name	Appointment	Location
Jeffery, G.C.	Relieving Inspector	Perth, D.O.
Kavanagh, H.D.	Inspector, Grade 2	Shark Bay
Kelly, J.T.	Cadet Inspector	Fremantle
Kennedy, D.	Engineer, r.v. "Peron"	Fremantle
McKay, R.J.	Technical Officer, Grade 2	Perth, H.O.
McLaughlan, N.E.	Fauna Warden	Perth, H.O.
Melson, A.K.	Senior Inspector	Fremantle
Mitchell, J.M.	Clerk	Perth, H.O.
Munro, J.E.	Senior Inspector	Perth, D.O.
O'Sullivan, J.	Deckhand, r.v. "Peron"	Fremantle
Pearce, A.T.	Inspector, Grade 2 (Skipper p.v. "Dampier")	Geraldton
Piesse, H.C.W.	Master, r.v. "Peron"	Fremantle
Saville, B.R.	Chief Clerk	Perth, H.O.
Seabrook, C.J.	Master, r.v. "Lancelin"	Fremantle
Shugg, H.B.S.	Fauna Protection Officer	Perth, H.O.
Slack-Smith, R.J.	Research Officer	Perth, H.O.
Simpson, J.S.	Technical Officer, Grade 2	Perth, H.O.
Sivwright, (Miss) H.M.	Library Assistant	Perth, H.O.
Smith, D.H.	Assistant Inspector	Fremantle
Smith, L.G.	Technical Officer, Grade 1	Perth, H.O.
Smith, P.A.	Cadet Inspector	Geraldton
Traynor, J.	Inspector, Grade 1	Perth, D.O.
Willey, P.C.	Cadet Inspector	Perth, D.O.
Wright, D.	Mate, r.v. "Peron"	Fremantle

ANNUAL DEPARTMENTAL CONFERENCE

The 18th Annual Conference of departmental officers was held at Head Office from November 1 to 3 inclusive. With the exception of two officers, one on long service leave and the other on sick leave, every member of the field staff from Broome to Albany was in attendance. Two important visitors were present during the opening sessions. They were the Minister for Fisheries (Mr Hutchinson) and the Public Service Commissioner (Mr Bond). The Director (Mr Fraser) presided.

In extending to the visitors and to outstation officers a warm welcome to the conference, Mr Fraser expressed the hope that all would find the programme an interesting one

and derive much benefit from the three days' discussions which lay ahead. He welcomed particularly Mr Hutchinson, who had been ministerial head of the Department for the past 2½ years, and Mr Bond, who as the titular head of the public service had made it his job to meet as many of the rank and file of the service as possible.

The Director then introduced Mr Hutchinson and invited him officially to open the conference.

Mr Hutchinson said he regarded it as a great pleasure to be present again at this annual conference. He was fully aware - certainly very much more aware than he was two conferences ago - of the highly important part that the staff played in the administration, conservation, management and development of fisheries. He was certain, he said, that there was now a much greater public awareness of the need to protect and manage the fisheries. There was also a much greater political awareness of the need for sound administration and well-laid plans for development. This new awareness was not confined to Western Australia, he said. He had recently been present at a meeting in Canberra attended by Fisheries Ministers from every State as well as from the Commonwealth, and he could now say that right throughout the Commonwealth there was a determination that more must be done for fisheries. From the meeting in question there had emerged the Australian Fisheries Council, which consisted of the Ministers of the Commonwealth and all States. It was a top-level body which he knew could, and would, get things done. One of the first decisions of the Council was to approve the setting up of a school for fisheries field officers. That had just been held, and it had been his pleasure, in company with Mr Fraser, to be present at the opening ceremony. Two of those now present, Messrs Carmichael and McKay, had been at the school, and he was glad to see that they would be giving a talk on their experiences at this conference. He hoped schools such as this would become a regular feature of fisheries administration, and that this Department would be able to send officers to each successive school.

Mr Hutchinson went on to say that the feeling seemed to be growing in ministerial circles throughout Australia that fisheries inspectors should more and more adopt the role of advisors - advising not only the Department but also the fishermen. He fully agreed with the Director, who had recently described the inspectors as the eyes and ears of the Department. The inspectors, more than any other group of officers, were able to ascertain at first hand the problems confronting the operatives in the industry. They were able, more easily than any other officers, to learn whether the laws of protection and conservation were good laws or not. They were able to appreciate weakness in the law as well as its strength, and it was the responsi-

bility of the inspectorate to convey those weaknesses, and strengths, to the administration.

"We have in the past two years been attempting to give you an Act which will be workable and at the same time close many of the avenues of evasion which have opened up in the past. Very recently we have had more amendments carried. There was no opposition to the legislation when it was before Parliament. So on the political front you may accept that you have complete support. The fishing potential of this State is very great. But we as a team will be called upon to put all we have into our task if development is to be on sound lines. It does not matter whether we are administrators, or scientists, or technical men, or inspectors; all of us need to play our part. There is an exciting future ahead of all of us," Mr Hutchinson concluded. "Let us accept the challenge that the future holds".

Mr Hutchinson then formally declared the conference open.

Mr Fraser introduced Mr Bond, and invited him to address the gathering.

Mr Bond said he was grateful for the invitation to give a short address. He said he was quite sure that all present would derive a great deal of benefit from the deliberations of the conference. Meetings such as this afforded to widely-separated officers the opportunity of getting to know one another better and to help each other to sort out some of the problems that were common to all. They also afforded to the staff the opportunity for fellowship which was so important in the building-up of the team spirit.

He said he desired to congratulate the Director on the regular publication of the Monthly Service Bulletin. He had asked to be placed on the mailing-list, and he now read it with considerable interest. It contained most of what an officer needed to know of departmental activities, regulations, movements overseas, and so on, and in his opinion was a particularly important administrative tool.

Mr Bond went on to give some idea of the ramifications of the public service and of the 28 major Departments which came under his jurisdiction. Each member of the staff of every Department had an important role to play in the administration of his own Department, no matter how lowly a position he occupied within that Department. He stressed the need for team work, and the necessity for each officer to give the Government his complete support. At the same time it was necessary, he continued, to give the public the very best service that was possible. Only in

this way could good public relations be established, and without them it was virtually impossible to get across to the public the message that each one of us was called upon to deliver.

"When a decision is arrived at by the Department, it is your responsibility to get right behind the Department and support that decision to the hilt. You may not necessarily agree with it, but that doesn't matter. Try to remember that the top administration has available to it many more sources of information than you have, and a balanced decision is more likely on that account to be reached. The Department must have your complete loyalty at all times, for without it it cannot function efficiently. Let my last word be to the younger officers," concluded Mr Bond. "Take every opportunity for study to improve your knowledge. By doing so you will improve your usefulness to the Department, to the Government and to the public."

The Chairman then addressed the meeting as follows:-

"Mr Minister, Mr Commissioner, ladies and gentlemen: The Fisheries Department has been exceptionally well served by the succession of Ministers to whom has been assigned the administration of the Fisheries and Fauna Protection Acts. But never has either the Department or the fishing industry been better served than during the incumbency of Mr Hutchinson, our present Minister. All of us appreciate how important is the financial angle, and Mr Hutchinson has left no stone unturned in his discussions with the Treasurer to find the money so necessary to enable us to do what we know is needed. Look at Fremantle and Geraldton, for example. New fishing harbours are in course of construction there - indeed that at Geraldton is now in use. The cost of these installations will not be far short of £500,000. Then there are the improvement of the handling facilities at Shark Bay. Funds are being provided for new departmental offices at Geraldton, Bunbury, Mandurah, Jurien Bay and Lancelin, and, what was probably his greatest achievement, he was able to extract £1,000 from the Treasury to start off the Short-Necked Tortoise Conservation Fund.

One of Mr Bond's functions is the training of staff, both junior and senior staff. For example, our chief clerk has right through this year been attending a weekly class on public administration. I was unfortunate that I missed recently a seminar for senior administrative officers which extended over a whole week. Much to my regret, it clashed with the field officers' school in Sydney, at which I had been invited to lecture. Proper training of staff is essential if we are to have an efficient instead of a mediocre service. That is why I

have organised these conferences during the past 18 years. Mr Bond has the commendation of this Department, indeed of the whole service, for his training programme.

I am most grateful to both Mr Hutchinson and Mr Bond for giving us their time this morning, and I would like you all to express your appreciation in the usual manner".
(Applause).

A brief report of the proceedings will be published in the December issue of the Bulletin.

FISHERIES ACT REGULATIONS AMENDED

New regulations are being introduced to apply to the crayfish and general fisheries this summer. Some amendments result from the new legislation passed in the last parliamentary session, while some are merely of a machinery nature designed to smooth administrative procedures.

They provide --

- (a) that the sale of crayfish meat, or dealing with it in any way, will be illegal;
- (b) that any crayfish tail of a weight equal to or exceeding 5 oz. shall be a legal-sized tail;
- (c) that it will be illegal to catch crabs in Leschenault Inlet (Bunbury) with a net which -
 - (i) is of greater length than 70 yards;
 - (ii) has meshes smaller than 4 inches;
 - (iii) is set within 70 yards of any other crab-net;
 - (iv) is set between sunset and sunrise.

This regulation further provides that a person shall not use more than three such nets at any one time.

The embargo on dealing in crayfish meat has been found necessary in order to prevent the disposal of undersize crayfish. While crayfish are still in their whole state it is a simple matter to determine whether or not they are of legal size. Similarly, while the tail is entire its conformity with legal ratings is easy to prove or disprove. Once cut up into meat, however, it is impossible to detect whether it is from a legal-sized fish or not. As unscrupulous persons were taking advantage of this loophole it had to be closed to protect the industry.