

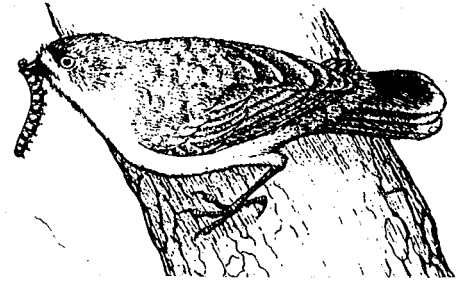


# RESEARCH NEWS

The newsletter of the Research Division of the  
Department of Conservation and Land Management

Editor: Jeanette Gilmour

Wildlife Research Centre  
PO Box 51  
Wanneroo WA 6065  
Telephone: 405 5105



No. 1/89

January 1989

## EDITORIAL

Happy Birthday! The newsletter is one year old this month. Yes - it is twelve months since we first put pen to paper to create a newsletter that would disseminate information across the whole of Research Division. We've not only come a long way in the "news" department since our first edition but also in the "looks" department. With the aid of the desk top publishing package we've been able to create a professional image. I'm looking forward to this year as editor and hopefully the continued support of all those in the Division.

News after the "holiday season" is a bit light, but by next issue I hope to have received a variety of articles. All contributors are welcome - oh, and please don't forget our "Opinion" column (see last issue) which we'd love to get off the ground.

Ed.

	ISSUE	DEADLINE	DISTRIBUTION
DEADLINE FOR NEXT ISSUE	FEBRUARY '89	24 FEBRUARY '89	EARLY MARCH

# INFORMATION FROM THE RESEARCH DIVISION POLICY GROUP MEETING

Two meetings have been held since the last edition of the newsletter. These meetings were held on the 20 December 1988 and 26 January 1989 at Como Research and Dwellingup Research respectively.

## Information from the meetings

### Technical staff matters

A meeting with technical staff representatives from each Research Centre was held in Bunbury during December. At this meeting it was generally agreed that the baseline classification of permanent technical staff should be Level 2 and that the title "Technical Officer" should be adopted.

Arrangements are also in hand for arranging criteria progression for those CALM Act staff who met the "Woodvale" criteria for progression.

Interstate travel on Departmental Committee business. Arrangements are now in hand for the setting up of a separate account for funding these trips. This should be operative for the 1989/90 financial year.

### PhD Studies

Geoff Stoneman and Grant Wardell Johnson will both be commencing PhD studies in 1989.

### Radio-call signs

A first draft on proposed new radio call signs has been prepared. This will be finalized with Communications Branch. Centres will be advised when new call signs are to be operative.

### Third edition of 5 Year Plan

We hope to aim for an earlier publication date this year. Program Leaders should give some thought now to their next submissions.

### 1989/90 Budget

Considerable time and effort had gone into these preparations. The final submission was completed at the end of January.

**The next RDPG meeting will be held on Tuesday 28 February 1989 at Woodvale. This will be followed by a meeting with the Program Leaders.**

## **TASK FORCE ON ECONOMICALLY IMPORTANT INSECT SPECIES OF JARRAH FOREST**

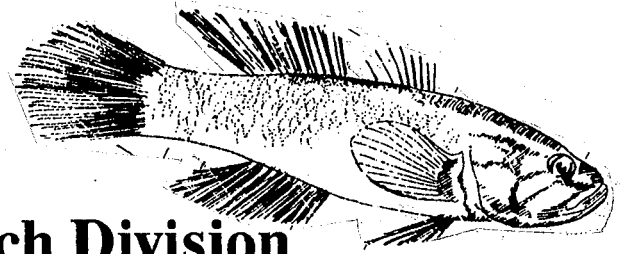
Insect problems were first identified in the State's jarrah forest in the early 1960s when much of the south-west was surveyed for the presence of Jarrah Leafminer (JLM). Outbreaks of Leafminer have recently penetrated the Northern Jarrah Forest and there is an urgent need to slow down this expansion northwards. Outbreaks of Gumleaf Skeletonizer (GLS) were first noticed by foresters in 1983 in the southern Jarrah forest. The deteriorating condition of these forests is causing considerable concern to forest managers.

CALM has recently formed a Task Force to address the problem. The Task Force aims to:

1. Co-ordinate and evaluate research into the causes of insect problems in the jarrah forest, the development of appropriate methods of control and the impact of pest insects on conservation values, wood production and water quality.
2. To make recommendations to CALM's Policy Directorate on relevant, high priority matters that are not being adequately researched.

The group, chaired by Dr Andrew Burbidge, Manager of CALM's Research Division held its inaugural meeting in October 1988. Other members of the Task Force include Dr Ian Abbott - Leader, Entomology Research Program, CALM; Dr James Ridsdill-Smith - Head Entomologist, CSIRO Division of Entomology, Floreat; Dr Frank McKinnell - Manager, CALM Services Division; Mr Frank Batini, Manager, CALM Environmental Protection Branch; Mr Hugh Campbell - Manager, CALM Inventory Branch; Mr Jack Bradshaw - Manager, CALM Silviculture Branch, Mr Cam Kneen - Manager, Forest Products Association, Mr Ian Loh, Supervising Engineer, WA Water Authority.

The first task of the group is to examine the degree of association between site vegetation types and outbreak areas of JLM and GLS. This project commenced in November with the aid of CSIRO's remote sensing experts.



## Who's Who in Research Division

*With increasing activity and interest in CALM's operations in the marine realm, moves have been afoot to cover the scientific aspects of the area through the Research Division. An advertisement for a Senior Research Scientist, early last year, to undertake research on the conservation of marine ecosystems in Western Australia attracted a wide range of applications from Australia and overseas. An appointment was made and the new officer commenced duties in December 1988.*

*Your ever inquisitive reporter recently heard of this new arrival and set out to find some more facts. Here's what was uncovered:*

### **JAMES ALLEN STODDART, B.Sc.(Hons), Ph.D.**

Known more commonly as Jim, he was born on 31 March 1952 at South Perth. Educated at Wesley College, he gained Commonwealth, Secondary and Tertiary Scholarships.

Jim was born under the Aries star sign, the watchword of which is ACTION - these people love to be at the head of things, to pioneer and to give vent to their own ideas. The development of a Marine Research Program for the Department certainly calls for a person with these attributes. Jim has had to start from scratch - no staff, no equipment and, initially, no desk (these are under rectification).

Jim's B.Sc.(Hons), M.Sc. and Ph.D. were all obtained through the University of Western Australia's Zoology Department. His Ph.D., titled "Genetical Structure of Populations of the Coral *Pocillopora damicornis*", also included four months of postgraduate work at the University of Hawaii's Hawaiian Institute of Marine Biology on Oahu.

After working in W.A. for the Fisheries Department, the Western Australian Museum and CSIRO Fisheries, Jim moved to Townsville in 1984 to take up a Research Fellowship with the Australian Institute of Marine Science. In 1985 he was appointed as AIMS' population geneticist, working on a wide variety of projects from coral recruitment to prawn mariculture. Immediately prior to joining CALM, Jim was a Principal Research Scientist in the Bureau of Rural Resources (DPIE) in Canberra, heading the Research and Co-ordination Section of the Fisheries Resources Branch.

Jim's research interests include the processes affecting spatial and temporal patterns in populations of marine organisms, reproduction in marine invertebrates and the application of population genetics to testing ecological hypotheses. His special interest is in coral reefs and he is currently an advisory editor for the international journal "Coral Reefs". Much of his past work has been directed to supporting management objectives for coral reefs in the conservation zones of the Great Barrier Reef Marine Park. More recently his involvement in research has been in regulating exploitation of fisheries managed by the Commonwealth.

Currently Jim is working on a plan for the future direction of marine research in CALM, including developing his own research program. He is consulting widely with other research organisations and within CALM. If you have any views, Jim would be happy to hear them - he is usually found in the Marmion Marine Park office at Hillarys on 448 4800.

Away from the office, Jim is busy renovating an old house in Gooseberry Hill where he dwells with his wife Vicki and two primary school age sons. His leisure interests include field hockey and fishing (will we see a research project involving rod and line sampling?)

## RESEARCH DIVISION SEMINAR SERIES 1989

The CALM Research Division Seminar series will commence on 3rd March 1989. The seminars provide a forum at which scientist and interested persons both within and outside CALM can meet informally to discuss research within CALM. The seminars schedule for 1989 are listed below

Please note that all seminars start at 3.00pm.

Venues are the Training Centre, CALM State Operations Headquarters, 50 Hayman Road, Como - for THURSDAY seminars;  
and  
Wildlife Research Centre, Ocean Reef Road, Woodvale - for FRIDAY seminars.

Date	Speaker	Venue	Title
3 March	Geoff Stoneman	Woodvale	Silviculture for Water Production in the Northern Jarrah Forest
16 March	Roger Underwood	Como	The Implementation of CALM's Fire Policy
7 April	Neil Burrows	Woodvale	Aero patch burning in desert reserves
20 April	To be advised	Como	To be advised
5 May	Steve Hopper	Woodvale	Species complexes, concepts and conservation in WA spider orchids ( <i>Caladenia</i> )
18 May	Elaine Davison/Bryan Shearer	Como	The importance of <i>Phytophthora</i> in indigenous forests in Australia
2 June	David Ward	Woodvale	The use of triangles for assessing the density of plants, animals and little wiggly things
15 June	Ray Wills	Como	An initial appraisal of the impact of dieback on plant communities of the Stirling Range
7 July	Allan Burbidge	Woodvale	Habitat preferences of Ground Parrots : implications for conservation
20 July	Andrew Burbidge	Como	Contributions of islands to mammal conservation in Australia
4 August	Grant Wardell-Johnson	Woodvale	The ecology and taxonomy of the <i>Geocrinia rosea</i> complex, biogeographical implications
17 August	Mike Stukely	Como	Genetic resistance of jarrah to the dieback fungus, <i>Phytophthora cinnamomi</i>
1 September	Lachlan McCaw	Woodvale	Fire studies in the Stirling Range National Park : a progress report
21 September	Herbarium (speaker to be advised)	Como	Topic to be advised
6 October	Neil Burrows	Woodvale	Fire in a timeless land
19 October	Richard Moore	Como	Topic to be advised
3 November	Stuart Halse	Woodvale	Why ducks don't mind being shot
16 November	Herbarium (speaker to be advised)	Como	Topic to be advised
1 December	Keith Morris	Woodvale	Barrow Island Green Turtle Rookery

Enquiries: Neil Burrows/Ian Abbott, phone 3670299

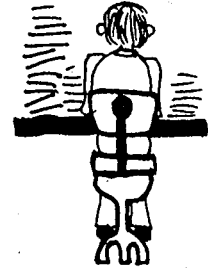


## EFFECTIVE SUPERVISION AND DELEGATION

Often a great deal of time spent in supervising is wasted. Time can be saved by effective delegation. Delegation is more than the actual allocating of work to others; delegation should also involve the responsibility for the work as well.

For Good Delegation The Supervisor Needs To:

1. Create clear expectations of what is required.
2. Give people the resources that they need.
3. Appraise the work rather than the person.
4. Encourage new initiatives.
5. Allocate work fairly.
6. Give authority with responsibility.
7. Show appreciation.
8. Create a climate of trust, accountability for results and reward.
9. Give people feed-back.
10. Involve people in the work assignment process.
11. Let people know precisely what they are supposed to do and how you are going to assess their work.



Remember These Basic Human Needs:

- To feel important.
- To feel appreciated.
- To attain desired goals.
- To receive meaningful feed-back.
- To be liked by others.



Staff should understand the value of your time, you should reduce the number of unnecessary interruptions.

Being responsive is not the same thing as allowing constant interruptions.

Similarly, do not interrupt subordinates, demonstrate value for their time.

The higher you are in the management structure, the less operational work you should be doing.

Get into the habit of sorting tasks into two divisions:

1. That you really have to do.
2. Those that you can delegate.

Analyse your staff's weaknesses and strengths, delegate accordingly.

Determine what your minimum level of involvement can be and let your staff do the rest.

Be careful not to accept upwards delegation from your staff to you.

Encourage staff responsibility and do not encourage dependence on your decision solely.

Establish clear job description, let them know precisely what is expected of them.

Give your staff meaningful work to do and describe the results that are needed.

Negotiate with staff deadlines and standards of work output.

Establish a system for providing feed-back.

Remember that unclear work assignments result in an exceptional amount of time-wasting.

Show your staff confidence, trust and support.

Always make sure that staff have sufficient work to carry them through, don't have them coming back to you, asking for the next task to be performed.

Don't create a fear of failure amongst staff, let them learn from their mistakes.



### Measure Your Ability As A Delegator

You can check your skill in delegation simply by studying the operations of your section/program and then answering the following questions. If you say 'No' to nine of them, you have trained a competitive working team that accepts its responsibilities - is thriving on them. But if you must honestly answer 'Yes' to three or more of the following questions, it's time to re-appraise your supervisory methods. Better training, better communications, better individual coaching of subordinates may help you solve your delegation problem.

Are unexpected emergencies constantly occurring in the operation you supervise?

*Yes No*

Do you find you are so pressed for time to get the daily job done that you have no time to plan?

*Yes No*

Is there a great deal of friction or dissatisfaction among the members of your work group?

*Yes No*

Are you always bogged down in detail?

*Yes No*

Do simple jobs take forever to get done?

*Yes No*

Do operations slow down or halt when you are away from the job?

*Yes No*

Do you complain or criticise others when the work of your group doesn't go as you had planned?

*Yes No*

Do subordinates or employees always wait for you to give the sign before they begin a job?

*Yes No*

Have subordinates stopped coming to you to get your reaction to their ideas?

*Yes No*

Are your employees poker faced, displaying little or no humour or spontaneity in their work?

*Yes No*

# PHILOSOPHY CORNER

## A Scientific Definition ...

"A philosopher is a person who knows less and less about more and more, until he knows nothing about everything. A scientist is a person who knows more and more about less and less, until he knows everything about nothing."

\*#\*#\*#\*#\*#\*#\*#\*#\*#\*#

"It is not what men eat, but what they digest, that makes them strong; not what we gain, but what we save, that makes us rich; not what we read, but what we absorb, that makes us learned; not what we preach, but what we practice, that makes us lovable."

#\*#\*#\*#\*#\*#\*#\*#\*#\*#

"Visually stimulating organisms, the large, the colourful, the active, the aggressive, command our attention while the secretive and insidious remain largely ignored without regard for their relative importance"

P.W. Price, Eminent entomologist

\*#\*#\*#\*#\*#\*#\*#\*#\*#\*#

## The World's Worst Predications

Even the great can't always be right. But just how wrong can you be?

"I think there is a world market for about five computers." - Thomas J. Watson, IBM (1958)

"The population of the earth decreases every day, and if this continues, in another ten centuries the earth will be nothing but a desert." - Montesquieu (1743)



## New *Diplodactylus* (Lacertilia: Gekkonidae) from the arid zone of Australia.

**A** new species of *Diplodactylus* - *Diplodactylus kenneallyi* (Storr 1988) has been named after Kevin Kenneally, botanist at the Herbarium. The species has been named after Kevin in recognition of his services to Western Australian natural history.

**D.** *kenneallyi* has only been found in one locality - the far west of the Gibson Desert, north of Carnegie. It is a short-tailed member of the *D. conspicillatus* group with moderately large subdigital granules and apical plates, rostral (but not first labial) precluded from nostril and very deep, narrow, concave-sided mental. The dorsal surfaces are brown (palest on nape, above temples, along the middle of the back and the base of the tail; darkest on the narrow transverse band immediately in front of the dilated part of the tail). The side of the body is chocolate brown with dense white dots.

**M**ore detailed information has been published in an article by G M Storr - Three new *Diplodactylus* (Lacertilia: Gekkonidae) from the arid zone of Australia. (Rec. West. Aust. Museum 1988, 14(2) : 217-23.



Figure 4 Holotype of *Diplodactylus kenneallyi*, photographed in life by B. Miller.

# COMPUTING NEWS

## SOFTWARE TO HELP YOU EDIT YOUR PAPERS, REPORTS AND CORRESPONDENCE

"Stylewriter" and "Rightwriter" are two software packages that review your papers, reports or correspondence and suggest improvements.

"Stylewriter" flags overly long sentences, jargon, use of passive voice, cliches, redundancies, tautologies, sexism and many other common grammatical errors. "Rightwriter" reviews your writing in a similar way but does not flag as many categories of grammatical errors as does "Stylewriter". "Rightwriter" gives a good summary with a strength index, a jargon index, a descriptive index and a readability index. It also flags long and complex sentences well. On the other hand, "Stylewriter" gives a good summary of sentence lengths which help to achieve a good flow in your writing.

"Stylewriter" sells for about \$250 and "Rightwriter" for about \$150.

I have tested both pieces of software and have found "Stylewriter" to be most suitable for my purposes.

An example of its use is shown below.

4/1/80 StyleWriter Full Report of EXAMPLE.WRD Page

- 1: The research programme established by the committee is now
  - 2: the responsibility of the Steering Committee For Research
  - 3: on Land Use and Water Supply. This committee is responsible to the State Government
  - 4: through the Co-ordinating Committee For Research on Land Use and Water
  - 5: Supply. Before establishing the research programme, no
  - 6: quantitative information was available on how logging operations affected
  - 7: stream salinity or stream sediment concentrations.
- 

< 1 AC:\WORD\NORMAL.STYEPSONFXThe research programm ... > Sentence Check  
This sentence contains 42 words

which exceeds the current Long Sentence Limit of 40 words

< 4 Co-ordinating > Hyphen Help

Not usually hyphenated e.g. coagulate  
(unless you can change "co" to "fellow" e.g. co-worker, co-author. Also co-o words  
e.g. co-operate)

< 5 Prior to Redundancies  
before

> 5 the establishment of > Hidden Verbs  
e.g. the development of = developing, to develop, etc.

< 6 operations > Jargon/Abstract  
Don't overuse (be specific or edit out)

< 6 affect > Confused Words  
affect = influence, pretend  
effect = cause, accomplish, result, impression

Geoff Stoneman

## RESEARCH PROJECT PLANS

The following research project plans have been approved this month:

No: 48/88  
Title: Eucalyptus microcarpa provenance trial  
Officer-in-Charge: Tim Birmingham

No: 64/88  
Title: Eucalypt species trial  
Officer-in-Charge: Tim Birmingham

## SCIENTIFIC AND TECHNICAL PUBLICATIONS

The following scientific and technical publications have been approved for submission for publication this month:

Author(s): G J Keighery  
Title: Banksia Woodland Weeds  
For Submission to: Banksia Woodlands Symposium

Author(s): S D Hopper and A H Burbidge  
Title: Conservation status of Banksia Woodlands on the Swan Coastal Plain  
For Submission to: Journal Royal Society of WA

Author(s): A Hopkins  
Title: Establishment of a Departmental Monitoring Program  
For Submission to: CALM Technical Report

Author(s): B R Maslin  
Title: Acacia veronica Maslin (Leguminosae: Mimosoideae), a new species of Acacia endemic in the Stirling Range, Western Australia  
For Submission to: Nuytsia

Author(s): A N Start and K D Morris  
Title: White breasted form of the Wedge-tailed Shearwater, Puffinus pacificus, off the Pilbara Coast  
For Submission to: West Australian Naturalist

The following have recently been published:

Author(s): J A K Lane and A J McComb  
Title: Western Australian Wetlands  
Published in: The Conservation of Australian Wetlands 6 : 127-46

Author(s): S A Halse and R W Rose  
Title: Variation in the basal body temperature of the common brushtail possum (Trichosurus vulpecula) in Tasmania  
Published in: Mammalia 52 : 225-31

- Author(s):* D J Coates, D E Yen and P M Gaffey  
*Title:* *Chromosome Variation in Taro, Colocasia esculenta: Implications for origin in the Pacific*  
*Published in:* *Cytologia 53 : 1988, 551-60*
- Author(s):* D J Coates  
*Title:* *Genetic Diversity and Population Genetic Structure in the Rare Chattering Grass Wattle, Acacia anomala Court*  
*Published in:* *Aust J Bot 1988, 36, 273-86*
- Author(s):* J Jakupovic, A Schuster, F Bohlmann, R M King and N S Lander  
*Title:* *Sesquiterpene Lactones from Gnephosis Species*  
*Published in:* *Phytochemistry 1988, 27, 10, 3181-5*
- Author(s):* G J Keighery  
*Title:* *A new species of Samolus (Primulaceae) from Western Australia*  
*Published in:* *Nord J Bot 8 : 329-30, Copenhagen issn 0107-055X*
- Author(s):* K F Kenneally (1988)  
*Title:* *Grevillea donaldiana (Proteaceae), a new plant species from the Kimberley Division of Western Australia*  
*Published in:* *WA Naturalist 17, 5 : 111-7*
- Author(s):* K F Kenneally (1988)  
*Title:* *Obituary: Ken Newbey (1936-88)*  
*Published in:* *WA Naturalist 17, 5 : 127-8*
- Author(s):* S J Forbes, K F Kenneally and J M Aldrick (1988)  
*Title:* *A botanical survey of Vansittart Bay and Napier Broome Bay, Northern Kimberley, Western Australia*  
*Published in:* *WA Naturalist 17, 6-7 : 129-200 (plus map)*
- Author(s):* J R Clarkson and K F Kenneally (1988)  
*Title:* *The floras of Cape York and the Kimberley : A preliminary comparative analysis*  
*Published in:* *Proceedings Ecol Soc Aust 15 : 259-66*



## HAVE YOU HEARD ...

- Marg Wilke, Como Research, is now working with the newly formed Public Affairs Branch.
- The long awaited appointment of Curator of the Herbarium has been announced. Jim Armstrong will commence duties at the Herbarium on 13 February.
- Guilia Maranta, Dwellingup Research, has been seconded to Computer Services at SOHQ.
- John Bopp, Busselton Research, will be leaving the Division in April. John has accepted an appointment with the Forestry Service in Berne, Switzerland.
- Deeanne Burton has joined Como Research in the word processing area.
- Jo-anne Healy has joined Manjimup Research as their receptionist/word processing operator.
- Bill Frost has been appointed to a permanent position assisting Janet Farr at Manjimup Research in the Entomology Program.
- Dinkie Gobble-Garrett will commence a four month review of Environmental weeds commencing on 6 February 1989.

*The Division welcomes all those who have just joined us and to those leaving wishes them good luck in their endeavours.*

## CONGRATULATIONS

- Congratulations are extended to Ron Sokolowski, Senior Technical Officer at Woodvale. Ron graduated in December 1988 with a Bachelor of Science Degree from Murdoch University
- Congratulations also go to Jan Imms, Clerical Officer, of Wildlife Research, Woodvale on her recent engagement. Best wishes to Jan and Bryce.

## STOP PRESS

- Congratulations to Jim Lane, Research Centre Manager, Woodvale and his wife Veronique on the safe arrival of their baby boy on 25th January.

