



Conservation Commission
of Western Australia



Annual Report

2014-2015



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Transmittal to the Minister

HON ALBERT JACOB MLA
MINISTER FOR ENVIRONMENT

I am pleased to submit the Annual Report 2014 - 2015 of the Conservation Commission of Western Australia for the period 1 July 2014 to 30 June 2015 in accordance with section 31 of the *Conservation and Land Management Act 1984*.



Brian Easton
Chairman

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*Cover photograph – Osprey – Conservation
Commission of Western Australia*

Overview

Chairman's report

As Chairman of the Conservation Commission, I am pleased to report on the delivery of functions under the *Conservation and Land Management Act 1984* (CALM Act).

An important function of the Conservation Commission under the CALM Act is to prepare and deal with proposed management plans for lands vested in or under the care, control and management of the Conservation Commission. I particularly thank Commissioners Brian Middleton and Dr David Newsome for their dedicated work reviewing and supporting the progress of management plans through the Management Planning Review Committee of the Conservation Commission.

As recorded in the body of the report, the Minister for Environment released three management plans during the reporting period, prepared by the Conservation Commission under the CALM Act:

- Tuart Forest National Park Management Plan 2014;
- Leeuwin Naturaliste capes area parks and reserves management plan 2015; and
- Barrow group nature reserves management plan 2015.

I was fortunate to attend the official launch of the Leeuwin Naturaliste plan in January at Sugarloaf Rock, a nature reserve site within the planning area, renowned as a haven for nesting seabirds. As the financial year drew to a close, plans for members of the Conservation Commission to visit Barrow Island were well progressed. I commend the Department of Parks and Wildlife's support for Commissioners to visit conservation lands at the same time as providing detailed information on key management issues.

During 2014 - 2015, the Conservation Commission developed two new position statements in accordance with its policy function under s19(1)(c) of the CALM Act.

- Conservation Commission Position Statement No. 10: monitoring strategy for assessing the implementation of management plans prepared under the CALM Act; and
- Conservation Commission Position Statement No. 11: the protection of surface and groundwater biodiversity values of lands vested in the Conservation Commission of Western Australia (as required by the Forest Management Plan 2014 – 2023).

In addition, the Conservation Commission reviewed and updated its Position Statement No. 3: Mining in lands vested in the Conservation Commission of Western Australia.

In November last year, the Conservation Commission, through its service unit, participated in the 2014 International Union for the Conservation of Nature (IUCN) World Parks Congress. Representation at the Congress heightened the Conservation Commission's understanding of global trends in protected area management, including the importance of ecological representation and connectedness, traditional ecological knowledge and connecting communities to nature. The Conservation Commission was delighted to learn of the interest in its unique statutory role in protected area management, nationally and internationally.

The Conservation Commission continues to build constructive and effective relationships within the State Government's Environment portfolio, including with the Department of Parks and Wildlife.

Brian Easton
Chairman

Operational structure

The Conservation Commission is a body corporate under the CALM Act comprising nine members appointed by the Governor on the nomination of the Minister for Environment. As part of its functions, the Conservation Commission has vested in it State forest, timber reserves, national parks, conservation parks, nature reserves, and relevant land referred to in section 5(1)(g) of the CALM Act.

The Conservation Commission's functions are provided in section 19 of the CALM Act including the development of policies, the preparation of management plans for lands vested in or under the care, control and management of the Conservation Commission, whether solely or jointly with an associated body, and periodic assessments of the implementation of management plans by those responsible for implementing them, including the Department of Parks and Wildlife and, if the land is State forest or a timber reserve, the Forest Products Commission.

Commission membership

In accordance with the CALM Act, members of the Conservation Commission are to be persons who, in the opinion of the Minister, have knowledge of and experience in:

- the conservation or management of biodiversity, or
- environmental management, including the management of the natural environment for use for recreational purposes, or
- the sustainable use of natural resources,

or:

- have a particular function or vocational interest relevant to the functions of the Conservation Commission,

and:

- are able to make a contribution to the functions of the Conservation Commission.

One member is to be a person who, in the opinion of the Minister, has knowledge of and experience in Aboriginal cultural and Aboriginal heritage matters relevant to the functions of the Conservation Commission, and is able to make a contribution to the functions of the Conservation Commission.

The Conservation Commission is comprised of nine members, whose original appointments from 1 January 2012 until 31 December 2014 have been extended by the Minister for Environment pending proposed CALM Act amendments to create the Conservation and Parks Commission.

Mr Brian Easton, Chairman



Mr Easton has a distinguished career in the Public Service spanning three decades. Mr Easton authored the report into the future of the Rottne Island Authority (RIA) and was CEO of the RIA from 1995-99. He served as CEO at Perth Zoo from 1999-2003 and was also Vice President of the Executive Committee of the Australasian Zoos Association in this period. In 2003, Mr Easton became a Director of Melbourne Zoo assisting with strategic planning and designing new displays and visitor facilities. Mr Easton has been appointed for a further three year term as Chair of the Zoological Parks Authority. Mr Easton operates a small property in the South West based on sustainable living practices and chairs a local River Restoration Group engaged in community conservation education programs.

Mr William Mitchell AM, Deputy Chairman



Mr Mitchell is a past long term President of both the Shire of Murchison and the WA Local Government Association. He has held positions on the WA Soil and Land Conservation Council, WA Rivers and Estuaries Council and is currently Chairman of Rangelands NRM WA. Mr Mitchell is a retired pastoralist from the Murchison region of WA. He brings to the Commission extensive knowledge of matters related to the management of WA rangelands and of local government generally.

Mr Brian Middleton



Mr Middleton has an accounting practice in Margaret River. He has been President of Rotary; President of Margaret River High School P&C Association; Treasurer of Friends of the Cape to Cape Track; Chair of the Business Enterprise Centre; Chair of the Margaret River Education Campus Board; Chair of the Shire's Sustainability Advisory Committee; and served six years as a Shire councillor. Mr Middleton's special interests are business and community development, education, and preserving significant natural heritage areas. He is a passionate bushwalker who believes preservation of wild spaces is vital in enabling and encouraging people to enjoy the wonders of nature.

Dr Steve Harvey



Dr Harvey currently holds the role of Science Director and Deputy Director for CSIRO's Mineral Resources National Research Flagship, based at the Australian Resources Research Centre (ARRC) in Perth. The Flagship applies world-leading science and engineering know-how in support of Australia's minerals industry. In addition to its laboratories at the ARRC facility, the Flagship has sites in Brisbane, Sydney and Melbourne. Dr Harvey represents CSIRO's interests on a number of boards of management and advisory groups including the John de Laeter Centre for Mass Spectrometry and the Australian Centre for Geomechanics. He has overall responsibility for managing the Flagship's relationships with Western Australian government agencies and State-based universities. After completing his Doctorate in chemistry at UWA, Dr Harvey took up a position as a Postdoctoral Fellow at the University of Alabama (USA). He joined CSIRO in 1995, following 5 years in the Western Australian public sector in policy roles with the then Department of Transport.

Dr Regina Flugge



Dr Regina Flugge has over 25 years of experience across environment, climate change and sustainable development roles. Dr Flugge has worked in the education, government, not-for-profit and corporate sectors with responsibilities across environmental management; corporate environmental governance; education; research; policy development; the provision of high-level advice; strategy development; business planning; and advocacy. Dr Flugge's career includes substantial experience in the resources industry through roles with the Chamber of Minerals & Energy and Rio Tinto, including in the Pilbara region. Dr Flugge is currently the General Manager Environmental Sustainability at RAC. Dr Flugge also has over 16 years of experience as a Board director across statutory and not-for-profit Boards and Committees. Dr Flugge is a non-executive director of Rangelands NRM WA and a member of the Air Quality Coordinating Committee. Dr Flugge was a non-executive director of the Sustainable Energy Association of Australia and her past associations include the Governing Council of the West Pilbara College of Technical and Further Education; Rangelands Regional Assessment Panel for the Natural Heritage Trust; and the Coastal Planning & Coordination Council. Dr Flugge has a Bachelor of Applied Science; Master of Science; Master of Business Administration; Master of Management; and a Doctor of Business Administration. Dr. Flugge is a Member and Graduate of the Australian Institute of Company Directors; Associate Fellow of the Australian Institute of Management; a member of the National Environmental Law Association; and a member of the Environment Institute of Australia & New Zealand. Dr Flugge maintains a keen interest in the biodiversity and ecosystems of the Pilbara region.

Professor Ross Dowling OAM



Professor Ross Dowling is Foundation Professor of Tourism and Associate Head, School of Business, at Edith Cowan University. Professor Dowling is an environmental scientist conducting international research, training and development of tourism in natural areas. His principal teaching, research and consultancy interests lie in ecotourism, geotourism and cruise ship tourism. He co-founded Ecotourism Australia and is the Immediate Past Chair of the Forum Advocating Cultural and Eco Tourism (FACET) in Western Australia. In Geotourism Professor Dowling is an Advisor, UNESCO Global Network of National Geoparks and Founder of the Global Geotourism Conferences. Prior to moving to Australia, Professor Dowling worked in New Zealand where he was Foundation Advisory Officer with the Ministry for the Environment and was awarded a Nature Conservation Council Foundation Citation for his efforts in conservation education. Professor Dowling brings to the Commission knowledge and experience in relation to conservation and tourism development.

Dr David Newsome



Dr David Newsome is an Associate Professor in the School of Environmental Science at Murdoch University. David's research focuses on the sustainable recreational use of landscapes, maintaining the integrity of peri-urban reserves and the assessment and management of tourism activity in both marine and terrestrial protected areas. David has a comprehensive knowledge of Parks and Wildlife's management planning process and is familiar with recovery planning, wildlife tourism development and managing human visitation to natural areas and wildlife icons. David's research has contributed to policy development, the provision of recreational facilities and in the development of guidelines for the assessment and monitoring of park values. He is familiar with the development of performance indicators that can be applied in environmental auditing and management plan assessment in both the terrestrial and marine park context. David has also worked as a consultant to industry in the areas of environmental assessment, biological survey and environmental monitoring. He has co-authored and edited 5 books in the areas of natural area tourism, wildlife tourism and geotourism and is a member, IUCN World Commission on Protected Areas. His current interests include fostering protected area partnerships between China and Australia and promoting collaborations between WA parks and ASEAN protected area network.

Ms Vanessa Davies



Ms Davies is an Aboriginal woman who has traditional connections to both Wongai and Noongar peoples in Western Australia. Ms Davies is currently employed in the private sector as the National General Manager Diversity and Indigenous Engagement at the Compass Group (Australia). Prior to joining Compass, Ms Davies worked as Assistant Director at Serco Asia Pacific and was the Chief Executive Officer of the largest Aboriginal Medical Service in Australia, Derbarl Yerrigan Health Service Inc. Based on her current and previous employment history Ms Davies has had comprehensive experience at executive management level working in government relations, justice, employment and education, health, community and Indigenous relations. Her employment history has involved working with various companies, organisations, governments and community groups in Western Australia and throughout Australia. Ms Davies began her career as a qualified secondary teacher, and in 2000, completed a Masters Degree in Management and Leadership. Vanessa is also a member of the Swan River Trust, Marr Mooditj Training and State Training Boards.

Mr Wade DeCampo



Mr DeCampo has been Manjimup shire president since 2005. He is a Fitter Machinist by trade and moved onto the family farm, then into managing the family transport business while still taking an active role in the farming division. Mr DeCampo is managing director of DeCampo Transport Pty Ltd and Arden Downs Pty Ltd and is a member of the Pemberton Chamber of Commerce, chairman of the Warren Blackwood Alliance and the Rotary Club of Manjimup. Mr DeCampo is currently a member of following Council Committees: Chief Executive Officer Review Committee, Audit Committee, Manjimup Local Emergency Management Committee, Marketing Advisory Committee, Pemberton Townscape Committee and Plant Replacement Committee.

The Conservation Commission meets on the second Monday of the month. During the reporting period, 11 meetings were held including 1 in which the business was resolved via circular resolution.

The only subcommittee of the Conservation Commission operating during the reporting period was the Management Planning Review Committee (MPRC).

Executive support

In 2006 an operational relationship agreement was signed between the Conservation Commission and Parks and Wildlife which established the Conservation Commission service unit.

The Conservation Commission service unit had the following staff at 30 June 2015:

Director: Carol Shannon BEc MBA GAICD

Senior Environmental Auditor: Tom Hughson BForSc

Environmental Auditor: Geoff Cullen BA BA(Journalism)
GradDipEnvMan, GradCert (Ornithology)

Policy Advisor: Wildaliz De Jesús BSc MSEL JD

Operational and systems support is provided to the service unit by Parks and Wildlife under the operational relationship agreement, last reviewed and confirmed in November 2013.

Other key legislation impacting on the Conservation Commission's activities

- *Aboriginal Heritage Act 1972*
- *Contaminated Sites Act 2003*
- *Environmental Protection Act 1986*
- *Forest Products Act 2000*
- *Heritage of Western Australia Act 1990*
- *Land Act 1933*
- *Land Administration Act 1997*
- *Public Sector Management Act 1984*
- *Mining Act 1978*
- *Wildlife Conservation Act 1950*

Performance Management Framework

The following table shows the relationship between the Conservation Commission's desired outcomes and the appropriate government goal:

Table 1. Support of government goals

Government goal	Desired outcome	Services and key performance indicators
Social and environmental responsibility	To conserve the State's biodiversity and ensure the conservation estate is managed in an ecologically sustainable manner.	<p>1. Policy Development</p> <p>Key effectiveness indicator:</p> <ol style="list-style-type: none"> 1. Clear policies for the preservation of the natural environment and the provision of facilities for the enjoyment of that environment by the community
		<p>2. Vesting Authority</p> <p>Key effectiveness indicator:</p> <ol style="list-style-type: none"> 1. Vested conservation estate area 2. Establishment and management of joint management arrangements 3. Use of and changes to vested estate purpose, area
		<p>3. Management Planning</p> <p>Key effectiveness indicator:</p> <ol style="list-style-type: none"> 1. Relevant performance criteria and monitoring tools 2. Relevant, concise and widely read management plans 3. Relevant, concise and widely read performance assessments
		<p>4. Ministerial Advice</p> <p>Key effectiveness indicator:</p> <ol style="list-style-type: none"> 1. Timely, relevant advice

Agency Performance

The decisions of the Conservation Commission, the Commissioners and its service unit are guided by the following principles:

- compliance with relevant state government policies and national and international agreements, protocols and conventions relating to ecologically sustainable development and biological diversity conservation
- the application of the precautionary principle
- intergenerational equity
- involvement of Aboriginal people, consideration of their perspectives and cultural needs in particular protecting and conserving the value of the land to their culture and heritage
- community involvement, participation, appreciation and enjoyment in relation to the natural environment
- maintaining a diverse range of values, including cultural and heritage values.

Estate

The Conservation Commission's main objectives in relation to vested lands and strategies for delivering these are identified in below:

Table 2. Objectives and strategies for vested lands

Objectives	Strategies
Identify what is required for a comprehensive, adequate and representative reserve system for Western Australia	Promote the maintenance and extension of a comprehensive, adequate and representative reserves system through the strategic acquisition of key lands and innovative funding.
Consider proposed changes of purpose, or boundary of, land vested in the Conservation Commission, and	Provide advice upon request to the Minister for Environment on applications for changes in purpose or boundaries, including advice on any contentious issues or activities and proposed excision of areas that are not of value in maintaining biological diversity.
Evaluate potentially incompatible activities on vested lands with a view to maximising biological diversity.	Consult and provide advice on matters relating to leases, licences, permits, mining tenements and any other activities on land vested in the Conservation Commission.

Advice on matters relating to leases, licences, permits, mining tenements and other activities such as utility infrastructure proposed on land vested in the Conservation Commission was provided to Parks and Wildlife during this reporting period. Table 3 summarises the Conservation Commission's consideration of CALM Act leases, licences and permits.

Table 3. CALM Act leases, licences and permits endorsed during 2014-2015*

CALM Act leases, licences and permits	Conservation Commission endorsement
Commercial operations licences	19
Apiary authorities	346
Other leases and licences	17

*Source – Department of Parks and Wildlife 2015

Vested lands

As at 30 June 2015 the total area of lands vested in the Conservation Commission was 19,208,331 hectares. Table 4 provides a summary of land classifications.

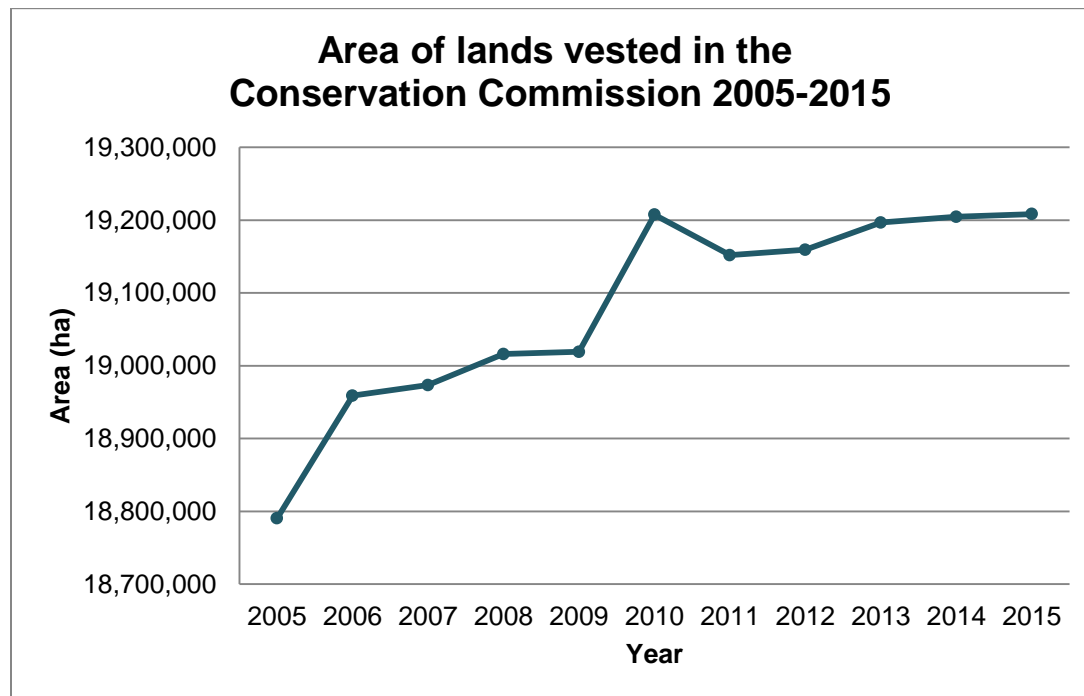
Table 4. Land vested in the Conservation Commission*

Land classification	Area as at 30 June 2015 (ha)	Area as at 30 June 2014 (ha)	Change (ha)
National parks	6,243,904	6,246,643	- 2739
Conservation parks	848,344	848,344	+ 0
Nature reserves	10,247,195	10,245,854	+ 1,341
State forests	1,304,251	1,304,409	- 158
Timber reserves	123,154	123,154	+0
CALM Act section 5(1)(g) and 5(1)(h) reserves	441,483	436,120	+ 5,363
Total	19,208,331	19,204,524	+ 3,807

*Source – Department of Parks and Wildlife 2015

Figure 1 shows the growth in vested lands over the last decade.

Figure 1. Area of lands vested in the Conservation Commission



Management plans

The Conservation Commission adopts the following three principles to guide the preparation of management plans:

- **a regional approach** – planning areas should relate to a suite of reserves within a geographical area rather than individual reserves where applicable
- **more concise documents** – plans should focus on relevant site specific values, threats and management responses
- **meaningful objectives** – plan objectives and strategies should be values-driven, precise, specific, achievable, realistic, time-related and measurable whilst allowing for new opportunities as they arise. Plans should also relate to higher level commitments at the state, national and international levels.

The Conservation Commission ensures the implementation of these principles through the recommendations provided by the MPRC. The MPRC's main functions are to review processes and procedures for the development of management plans for areas and interests of the Conservation Commission; advise the Conservation Commission on priorities for areas and issues needing management plan development; and to facilitate liaison with Parks and Wildlife for the delivery of the Conservation Commission's statutory responsibilities in the preparation and submission to the Minister of proposed management plans and the review of expiring plans.

Summary of management plan progress

On advice from the Conservation Commission, the Minister for Environment released the following management plans prepared by the Conservation Commission under the Act:

- Tuart Forest National Park Management Plan 2014;
- Leeuwin Naturaliste capes area parks and reserves management plan 2015; and
- Barrow group nature reserves management plan 2015.

Tables 5a and 5b indicate progress of draft and final management plans at the end of the reporting period:

Table 5a. Status of draft management plans at 30 June 2015

Management plan area	Status
Albany Coast	Draft plan in preparation
Horizontal Falls National Park	Draft plan in preparation
Walyarta, Kurriji Pa Yajula and Eighty Mile Beach Reserves	Draft plan in preparation.
Yawuru Northern Intertidal Area	Draft plan in preparation

Table 5b. Status of final management plans at 30 June 2015

Management plan area	Status
Esperance and Recherche Parks and Reserves	Final management plan in preparation
Kalbarri National Park	Final management plan in preparation
Swan Coastal Plain South	Final management plan in preparation
Yoorrooyang Dawang Conservation Parks	Final management plan in preparation

Old-growth forests

As noted in the Conservation Commission's end-of-term audit report (2010), Parks and Wildlife has been developing a procedure to refine the methods for identification and demarcation of old-growth forest, and intends to finalise this procedure in consultation with the Conservation Commission within the timeframe stipulated in the Forest Management Plan 2014-2023 (June 2016).

Until such time, the public nomination process and subsequent assessment of potential unmapped old-growth forest, available under the previous FMP will continue to be maintained by the Conservation Commission.

During the reporting period the Conservation Commission received one new request to assess whether areas on the indicative timber harvesting plan should be classified as old-growth forest. The Conservation Commission evaluated the nomination and resolved, on the basis of a review of logging history and preliminary field inspection of the nominated areas, that no new areas of old-growth forest existed.

Detailed results of old-growth forest assessments, including aerial maps, can be accessed through the Conservation Commission's website.

Policy function

During the reporting period, the Conservation Commission developed the following position statements in accordance with its policy function under s19(1)(c) of the CALM Act:

- Conservation Commission Position Statement No. 10: monitoring strategy for assessing the implementation of management plans prepared under the Conservation and Land Management Act 1984; and
- Conservation Commission Position Statement No. 11: the protection of surface and groundwater biodiversity values of lands vested in the Conservation Commission of Western Australia

In addition, the Conservation Commission reviewed and updated its Position Statement No. 3: Mining in lands vested in the Conservation Commission of Western Australia.

Performance assessment

Conservation Commission performance assessments are undertaken primarily to fulfil the functions described in section 19(1)(g) of the CALM Act. That is, to "assess and audit the performance of the Department of Parks and Wildlife and the Forest Products Commission in carrying out and complying with the management plans". Performance assessments also help inform the Conservation Commission's policy development function and its responsibility to advise the Minister on conservation and management of biodiversity components throughout the state. During the reporting period of 2014-2015, the Conservation Commission published the Performance Assessment: *Nambung National Park Management*

Plan 1998-2008. Through this performance assessment, the Conservation Commission identified the extent to which the Management Plan objectives have been achieved and strategies implemented.

Site Visits

Members of the Conservation Commission, supported by staff from the Conservation Commission Service Unit and Department of Parks and Wildlife, participated in a site visit to the Helena and Aurora Range Conservation Park and environs in November 2014.



Interaction with other agencies

In order to ensure it effectively conducts its responsibilities, the Conservation Commission works closely with a range of other agencies including, for example, the Department of Parks and Wildlife, Department of Environment Regulation, Environmental Protection Authority and the Marine Parks and Reserves Authority. The Conservation Commission also liaises with local government authorities and a range of government agencies such as the Forest Products Commission, Department of Mines and Petroleum, Department of Water, Main Roads Western Australia, Department of Planning and the Department of State Development.

Significant issues impacting the agency

During the reporting period the Conservation Commission has continued to deliver outcomes in accordance with its statutory obligations while engaging actively with the Department of Parks and Wildlife in the review and development of management planning products to provide for the achievement of medium term management planning objectives.

Disclosures and legal compliance

Financial statements

Funding for the operation of the Conservation Commission is provided through Parks and Wildlife. Expenditure is managed and administered by the Conservation Commission and the reporting and audit of expenditure is undertaken by the Department of Parks and Wildlife. Total expenditure for the Conservation Commission for the financial year ended 30 June 2015 was \$0.740million as identified in Parks and Wildlife's 2014-2015 Annual Report (2014 \$1.017million).

Ministerial directives

In the reporting period there have been no instances under the CALM Act section 24 where the Minister has given the Conservation Commission directions in writing with respect to the exercise or performance of its functions.

In accordance with the CALM Act section 17(4), there have been no instances where advice has been provided to the Minister under section 19(10) and the Minister has decided to act otherwise than in accordance with the recommendation.

Other financial disclosures

Employment and industrial relations

Table 6: Staff Profile at 30 June 2015

	2015		2014	
	Headcount	FTE	Headcount	FTE
Full time permanent	1	2	1	2
Part time permanent	2	1.8	2	1.8
Secondment	1	1	1	1
Total	4	4.8	4	4.8

Governance disclosures

At the date of reporting, no Commissioners or service unit officers, or firms of which Commissioners or officers are members, or entities in which Commissioners or officers have substantial interests, had any interests in existing or proposed contracts with the Conservation Commission, other than normal contracts of employment of service; or had any interests in issues before or likely to come before the Conservation Commission for consideration, endorsement or consultation.

Board and committee remuneration

Table 7: Board Remuneration

Position	Name	Annual remuneration	Period of membership	Actual remuneration
Chair	Brian Easton	\$40,700*	1/7/2014 – 30/6/2015	\$40,700
Deputy Chair	Bill Mitchell	\$15,200*	1/7/2014 – 30/6/2015	\$15,200
Member	Vanessa Davies	\$8,700*	1/7/2014 – 30/6/2015	\$8,700
Member	Wade De Campo	\$8,700*	1/7/2014 – 30/6/2015	\$8,700
Member	Ross Dowling	\$8,700*	1/7/2014 – 30/6/2015	\$8,700
Member	Regina Flugge	\$8,700*	1/7/2014 – 30/6/2015	\$8,700
Member	Steve Harvey	\$0	1/7/2014 – 30/6/2015	\$0
Member	Brian Middleton	\$8,700*	1/7/2014 – 30/6/2015	\$8,700
Member	David Newsome	\$8,700	1/7/2014 – 30/6/2015	\$8,700

*plus superannuation

Other legal requirements

Disability Access and inclusion plan outcomes

The Conservation Commission has adopted the Department of Parks and Wildlife Disability Access and Inclusion Plan 2012-2017.

Compliance with public sector standards and ethical codes

In accordance with section 31(2) of the *Public Sector Management Act 1994*, the Conservation Commission of Western Australia is not a statutory authority within the meaning of the *Financial Management Act 2006* but is a statutory body established by section 18 of the CALM Act.

Conservation Commission staff are employees of Parks and Wildlife. Parks and Wildlife provides the framework for human resource management within the Conservation Commission through an operational relationship agreement.

In the management and direction of the Conservation Commission service unit, the Director has complied with Public Sector Standards in Human Resource Management, the Western Australian Public Sector Code of Ethics and the Conservation Commission's Code of Conduct.

Information on both the Code of Ethics and the Code of Conduct is provided to new employees on commencement with the Conservation Commission.

No complaints have been lodged under the Code of Ethics during the reporting period and there have been no instances of misconduct.

Recordkeeping plans

Management of the Conservation Commission's documents and information is provided in accordance with the Department of Parks and Wildlife Recordkeeping Plan 2008.

Training in document management is included in new staff members' induction to the Conservation Commission.

Government policy requirements

Substantive equality

Parks and Wildlife implements the state government's *Policy Framework for Substantive Equality* primarily through management planning processes associated with the CALM Act.

Information on Parks and Wildlife's progress towards achievement in implementing the policy framework can be found in Parks and Wildlife's Annual Report.

Occupational Safety, Health and Injury Management

Parks and Wildlife's Occupational Safety and Health (OSH) policy requires managers to demonstrate, maintain, monitor and review OSH in the workplace and places a responsibility on employees to implement a cycle of continuous improvement.

No workers' compensation claims were recorded during the reporting period.

The Conservation Commission works to the policy laid down by Parks and Wildlife. The Conservation Commission Director is a safety officer and fire warden.

Table 8: Performance reporting: Occupational Safety, Health and Injury Management

Measure	Actual Results		Results against Target	
	2012-13 ⁽¹⁾	2014-15 ⁽²⁾	Target	Comment on result
Number of fatalities	0	0	0	Achieved
Lost time injury and/or disease incidence rate	0	0	0	Achieved
Lost time injury and/or disease severity rate	0	0	0	Achieved
Percentage of injured workers returned to work:				
(i) within 13 weeks	0	0	0	
(ii) within 26 weeks	0	0	0	Achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities	100%	100%	100%	Achieved

Note (1): This is a three-year trend, Thus, the year is to be three years prior to current reporting year (i.e. current year is 2014-15; previous year is 2012-13).

Note (2): The current year