



### More focus on high risk sites

**INDUSTRY** licensing and regulation will be more streamlined and there will be a greater focus on sites posing higher environmental risks, as a result of a Department of Environment and Conservation (DEC) industry reform program.

Environmental Regulation manager Philip Hine said the prescribed premises category under the *Environmental Protection Act* and existing licences would be reassessed as part of the reform program.

"The aim is to remove industries posing less environmental risk from the prescribed premises list and give more attention to higher-risk sites," Philip said.

"Smaller industries that pose lower environmental risks will be managed through the general provisions under the Act such as field notices, infringements and, in more serious cases, prosecutions for environmental harm or pollution.

"Significant environmental risks are generally associated with larger industries, therefore we'll be applying more formal regulatory and enforcement tools, such as works approvals and licences, to those sites.

"High level technical, monitoring, quality assurance and audit requirements will also apply."

Philip said there would be a stronger focus on site visits and

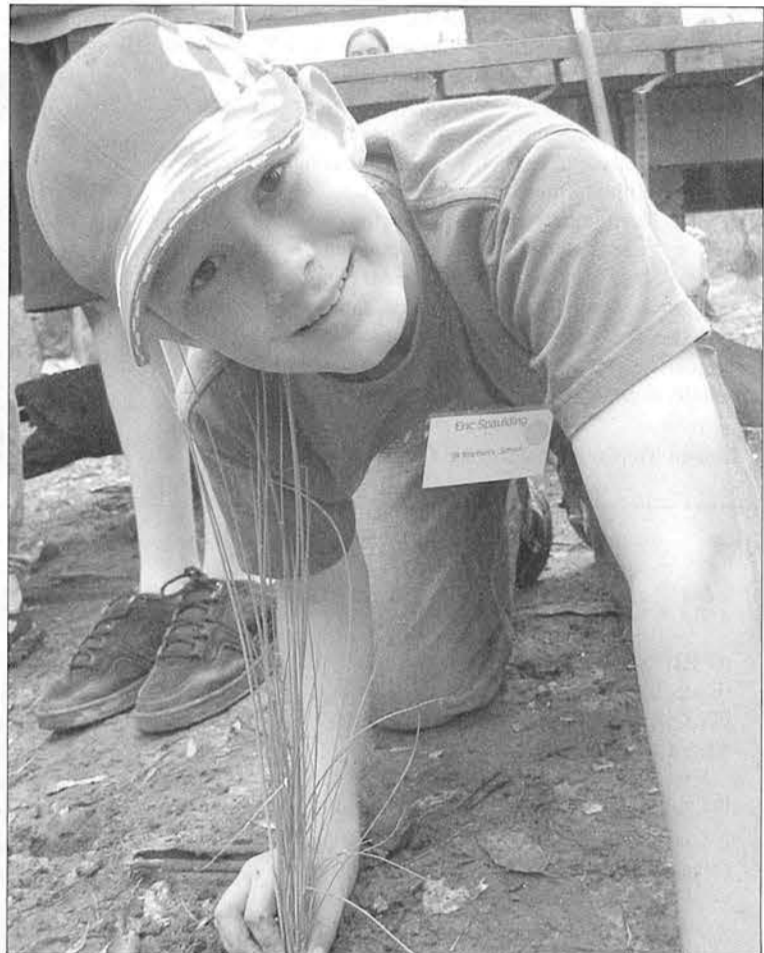
inspections of smaller industries to ensure a high visible presence in the community.

"These changes will also meet community expectations about monitoring industry behaviour," he said.

Overlap and duplication with other regulatory bodies such as the Department of Industry and Resources and local councils also would be reduced under the new system.

At the same time, DEC was looking to create more effective partnerships with other regulators.

Department teams have held forums with industry groups in recent months to outline the changes.



Eric Spaulding from Duncraig's St Stephens Primary School took part in the sixth annual Saltwatch Snapshot. Photo - DEC

### New zodiacs for whale team



Pictured with a new zodiac (from left) were the DEC's Supervising Wildlife Officer, Peter Lambert; DEC Senior Wildlife Officer and whale expert, Doug Coughran; WA Environment Minister Mark McGowan; DEC Senior Investigator Rick Dawson and DEC Nature Conservation Officer, John Edwards. Photo - DEC

**DEC's specialist whale disentanglement team has been equipped with a small fleet of zodiacs and accompanying safety gear to provide a rapid response to whale entanglements around the State.**

Launching one of the new zodiacs in Fremantle this month, Environment Minister Mark McGowan said three other inflatable boats had been bought for the State's northern and southern regions.

"The recent spate of whale entanglements is of great concern to the community and it is essential that a rapid response unit is on hand to assist when these situations occur," Mr McGowan said.

The Department's whale disentanglement team is on standby 24 hours a day, seven days a week, to respond to whale entanglements.

"Until now, the team has been reliant on the generosity of boat owners for the use of zodiacs. Clearly, this is an unacceptable risk when a whale's life is at stake," Mr McGowan said.

DEC's whale disentanglement team has carried out five successful rescue operations in the past few months and has responded to 44 whale entanglements in the past 15 years. The number of entanglements had steadily increased from one or two whales per season to up to six in a season.

"The increasing number of entanglements, which can partly be related to the recovery of whale numbers,

indicates that increased vigilance and resources in this specialty area are required," Mr McGowan said.

"It would be unacceptable for the State Government and the community to leave these magnificent creatures to die a slow and painful death through entanglements."

Members of the Department's team have led training programs across Australia and exchanged operational information with similar teams in the USA.

"Disentanglements require very specialist equipment and we have to work quickly to assess the situation once we are up close and personal with a whale," DEC whale disentanglement team leader and Senior Wildlife Officer Doug Coughran said.

"Once we are alongside, time is of the essence and it is extremely exhausting work.

"We are confronted with a very angry animal that is not aware that we are there to help it.

"If the whale decides it has had enough and raises its tail, it's all over - the old whalers used to call it the hand of God because if the tail came down it was the last thing you got to see."

In response to a recent roundtable discussion involving the fishing industry and government, the State's whale disentanglement team will undertake an industry-focused awareness program to help reduce the number of entanglements.

### Students' Saltwatch Snapshot

**STUDENTS** from across the State recently took part in a range of activities to learn more about the effects of salinity on water quality and the environment.

About 60 students and teachers went to salt-affected sites near Bakers Hill, the CSIRO's Yalanbee Research Station and The University of Western Australia's Allandale Research Farm as part of the annual Saltwatch Snapshot.

It is coordinated by Ribbons of Blue, which is supported by DEC.

Coordinator Kelli O'Neill said students tested ground and surface water for salt and pH levels and discovered that water at some sites was half as salty as seawater and pH levels were acidic.

She said the day trips also included tree planting sessions and a game where students ate licorice of varying salt levels to simulate the different saline conditions affecting trees.

"Saltwatch Snapshot is a fantastic way to monitor the environmental changes taking place in our State and, at the same time, raise awareness about an important environmental issue," Kelli said.

"All the students on the bus tour said they learnt some important facts about salinity. In particular, that our actions can greatly affect the land and one of the best ways for us to combat salinity is to plant more trees.

"They also had a lot of fun using the specialised scientific equipment to measure salt and pH."

The Swan Region Ribbons of Blue is funded by Swan River Trust's Swan-Canning Cleanup Program and the Natural Heritage Trust, administered by the Swan Catchment Council.

Saltwatch events were also held throughout the regions.

### Vote for DEC entry

**A FIVE-YEAR project led by three DEC scientists has been chosen for the People's Choice competition of the national Eureka Prizes run by the Australian Museum.**

The biological survey of the wheatbelt coordinated by Senior Scientists Stuart Halse, Greg Keighery and Norm McKenzie has been nominated for the 2006 Eureka Prize for Biodiversity Research, one of 20 categories in the annual competition.

The survey is one of five projects from around Australia nominated for this year's Eureka People's Choice Award where members of the public vote for their favourite award.

Go to the Eureka web on [www.amonline.net.au/eureka](http://www.amonline.net.au/eureka) between 28 July and 20 August to register your vote.

The category winners and winners of the People's Choice Award will be announced at a dinner in Sydney on August 22.

# Working Together

This newsletter is primarily for the Department's greatest resource – our people. It concentrates on stories about our people and what they are doing, and extends beyond our staff to include DEC's wide range of partners and volunteers. I hope you will all enjoy reading Environment and Conservation News as a key means of communication across our large and diverse agency.

I wrote this column on the day I flew out to northern Europe with Environment Minister Mark McGowan to look at a range of environmental issues and programs.

That day marked exactly two months since the announcement that the Department of Conservation and Land Management and the Department of Environment would merge to form DEC. It's been a very demanding time, with visits to meet staff at Geraldton, Karratha, Kununurra, Broome, Northam, Merredin, Kalgoorlie, Bunbury, Busselton, Kirup, Manjimup, Pemberton, Walpole, Albany, Katanning and Narrogin (I intend fitting other offices in later in the year), as well as meetings with most of the staff of the former DoE in Perth.

I have been greatly encouraged by the positive attitude of staff to the amalgamation and the opportunities it provides. Our task is to build on that enthusiasm to achieve a full merger of our activities that provides improved environmental and conservation outcomes as well as better careers for our staff. I am confident that is what we can all do in the months ahead.



Keiran McNamara, Director General

## International model scouting

AFRICAN artefacts weren't the only things Kate Hassall brought back from her Churchill Fellowship trip to South Africa and Canada.

Kate, DEC's Parks and Visitor Services Policy Officer, examined successful models for managing national parks and other conservation areas, particularly those with partnerships between Indigenous communities, conservation agencies and private ecotourism enterprises.

Kate said that South Africa and Canada had good working relationships among these groups – something of growing importance in Australia.

Kate spent time with Conservation Corporation Africa – a leading privately owned ecotourism safari company – which has 37 lodges and camps across six African countries, and is expanding into India.

"The company has developed a sustainable model for operating their business, which is proving to be commercially successful while contributing to significant conservation and community development outcomes at the same time," she said.

Nearly all their safari lodges and camps are in protected areas and communal lands, and managed through leasehold and other partnership arrangements with conservation agencies and local communities.

"CC Africa supports protection and rehabilitation programs and works in conjunction with the Africa Foundation, a non-profit organisation it originally founded, to support community development in or adjacent to protected areas," Kate said.

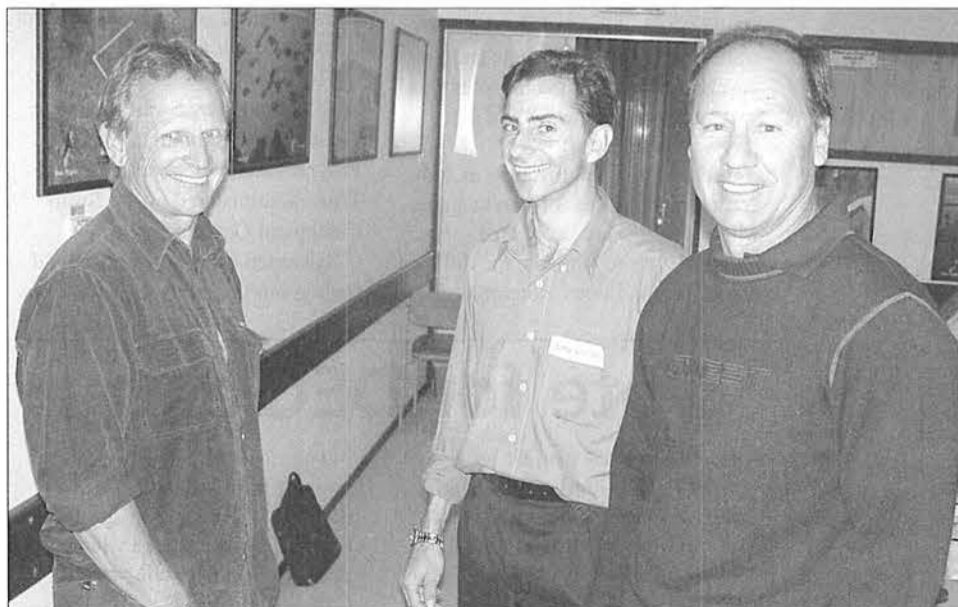
CC Africa employs staff from local communities to reduce poverty and the need for poaching by the community.

Kate said the success of the models relied heavily on commitment and vision.

"I found that there isn't one model that fits all circumstances. But we can certainly draw from the principles behind these successful approaches and apply them here," she said.

"What's most important is that building these relationships is a long-term commitment, built over years with the investment of time and resources."

## Marine conservation current



TWENTY-five employees from around the State attended DEC's marine conservation and management workshop last month. They included (pictured above, left to right) leader of the new Marine Science Program, Chris Simpson, Principal Marine Planner, John Lloyd, and newly appointed West Kimberley District Manager, Alan Byrne.

The workshop – the first of its kind – was to encourage regional staff to have their say about the Marine Science Program.

"It's important for these discussions to take place so that the direction of the Marine Science Program can be developed in consultation with people in the districts and regions," Chris said.

# Older vehicles are the biggest air polluters

**MORE than a third of middle-aged vehicles on WA roads exceed original design emission limits.**

A report by the former Department of Environment showed that vehicles were one of the most significant sources of air pollution in Perth.

Environment Minister Mark McGowan said all vehicles tested in the Petrol Passenger Vehicle Emissions Testing and Maintenance Investigation Program were manufactured between 1986 and 1996.

"They were chosen for the study because they make the most significant contribution to air emissions," Mr McGowan said.

"They rely primarily on 'active' systems such as catalytic converters, on-board computers and sensors to reduce emissions – this equipment becomes less efficient as the total vehicle kilometres travelled increases.

"The report investigated the extent of this deterioration."

Fifty vehicles were selected to participate in the program with 36 per cent exceeding at least one of the emissions limits set down.

The report found that catalyst replacement was the best way to achieve significant emissions reduction with maintenance alone being deemed less effective.

Twenty of the 50 vehicles were also tested for evaporative emissions, which are critically important in Perth as they significantly contribute to photochemical smog during summer.

Sixty per cent of vehicles reached or exceeded the original design evaporative emissions limits.

"The study will help guide future policy direction for the management of in-service petrol passenger vehicles to maintain air quality for future generations," Mr McGowan said.

The testing, carried out by Orbital Australia, was initiated under the Perth Air Quality Management Plan (AQMP).

Copies of the *Petrol Passenger Vehicle Emissions Testing and Maintenance Investigation Program – Final Report* and an associated *Environote* are available on the Department's website.

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## Best trained investigators



Pictured after the training course were (back row, left to right) Jamie Piotrowski, Adam West, Adam Rayner, Meghan Barnes, Karis Tingey, Sean Walsh, Gavin Edwards and Owen Bennett, (middle row, left to right) Jim Dabelstein, Kym Squires, Jay Shailes, Elli Mutton, Sharron Glasgow, Craig Jaques and Aaron Fenech, and (front row, left to right) Alic Trpcev, Suzanne Roworth, Alesha Aitken, Briony Sinclair, Milica Subotic, Sarah Barron and Fiona Bujok. (Absent Megan Stalker)

**DEC enforcement and special investigators are now among the best trained in Australia.**

Twenty-two officers (above) recently completed an inaugural regulatory officers training course at the WA Police Academy in Joondalup.

The course is an integral part of the Department's regulatory training framework.

Experts from the Environmental Enforcement Unit, the Pollution Response

Unit and Police Academy investigative specialists presented the training.

The course included three days of practical hands-on learning including a courtroom simulation.

Course participants received legislative authorisations and are eligible to apply for credit towards the nationally recognised qualification, Certificate IV in Government (Investigation).

Two more courses have been scheduled for September and November this year.

*Environment and Conservation News is the monthly newsletter published by the Department of Environment and Conservation (DEC), which came into being on 1 July 2006 with the amalgamation of the Department of Environment and the Department of Conservation and Land Management.*

# Foreshore funding to improve river health

**FORESHORE Protection and Rehabilitation officers have been walking the banks of the Swan River assessing and recording the state of riverside vegetation and foreshore.**

The first phase of the project involved a 61 km trek that covered a stretch of the river including Melville and Perth waters.

The assessment project is an initiative of the Swan River Trust and the Swan Catchment Council and will provide a detailed picture on conditions in support of the trust's *Riverbank* program.

More than \$1 million will be spent on eight new foreshore protection and rehabilitation projects as part of the program.

Trust Chairman Charlie Welker said bank stabilisation, weed control, seed collection, planting and restoration works would be carried out using the funding, including more than \$825,000 to the City of Perth for the replacement of riverside walls along Mounts Bay Road.

"Improving water quality and reducing nutrients also continues to be the key environmental challenge facing the Swan and Canning rivers," he said.

"Through the development of the second Swan-Canning Cleanup Program Action Plan the Trust is working to achieve a more integrated approach with stakeholders – fostering productive partnerships in all aspects of car-

ing for the Swan and Canning rivers, their foreshores and catchments."

A draft action plan will be completed later this year and released for public comment.

This follows an intensive year of the Trust's working group meeting with stakeholder groups through a series of focus group workshops; stakeholder events; an expo; a two-day river science workshop with international experts; and an open community forum.

More information about the Swan-Canning Cleanup Program, the Foreshore Assessment Project and a list of the projects for this round of *Riverbank* funding are available on the trust's website ([www.swanrivertrust.wa.gov.au](http://www.swanrivertrust.wa.gov.au)).

## Controlled burning in Pilbara

**DEC has started prescribed burning operations in the Pilbara region targeting Karijini and Millstream-Chichester national parks and the ex-pastoral lease Giralia.**

Funding of \$480,000 has been earmarked for an expanded burning program, throughout 2006-07, focusing on enhancing biodiversity conservation.

DEC Pilbara Regional Fire Coordinator, Simon Watkin, said the burns started in Karijini on 19 June and continued for 20 days.

"A team, including Frankland District and regional staff, started with strategic edging in Karijini across about 60 km of the park," he said.

Simon said other fire management operations that involved the use of aircraft had burnt about 80,000 ha in Karijini.

Smaller areas of land had been burnt in Millstream-Chichester National Park.

"We haven't done any burning for about five years because of a large wildfire that took place in 2000 and the drought that followed," Simon said.

"The burning will create a more diverse environment and will reduce the potential for large wildfires to burn across the parks. Burning is occurring over winter when night temperatures are low and humidity is high. This winter burning will allow us to build more diverse habitat by using fire through spring, summer and autumn over the next few years."

Simon said the aim was to enhance biodiversity values and ecological processes in the parks and reduce the risk of wildfires running into neighbouring pastoral stations.

DEC aims to continue working collaboratively with the Fire and Emergency Services Authority, adjacent land managers, and park councils to further enhance its burning programs to achieve conservation outcomes.

This series of prescribed burns is expected to end in late July.

## Building relations in the Kimberley



Pictured signing the MOU were June Oscar (BCC) and Alan Byrne (DEC) surrounded by (standing, from left) Kevin Lockyer (DEC), Indigenous Trainee, Anthony Aiken; Dillon Andrews (BCC) and Laura Sinclair (DEC).

**RELATIONSHIPS between DEC and Kimberley Indigenous communities took a huge step forward when Bunuba member Anthony Aiken joined our Indigenous trainee program.**

His appointment – half funded by Bunuba Cattle Company (BCC) – is a significant milestone for training opportunities.

A Memorandum of Understanding (MOU) between DEC and BCC is providing a framework to manage Indigenous employment initiatives, particularly with the Department's Mentored Aboriginal Training and Employment Scheme (MATES).

DEC's Manager of Organisational Learning and Development, Alan Byrne, is delighted.

"We're proud of Anthony's recent graduation in Certificate II in Land Management," he said.

BCC Chairperson, June Oscar, said Anthony's employment showed that the partnership could work.

"The BCC has been waiting a long time for an arrangement like this. It means that the Bunuba and other Aboriginal communities in the Kimberley can be better represented through employment and traineeship oppor-

tunities," she said.

DEC's MATES program – introduced in 2002 – has gone from strength to strength and been a catalyst for cultural change.

"The MOU between Bunuba and DEC proves the scheme's success and continued growth across the State. It moves the Department one step closer to its aim of achieving a 10 to 15 per cent Aboriginal representation in full-time employees," Alan said.

The MOU was signed by June and Alan, on behalf of Director General Keiran McNamara, and DEC Kimberley Regional Manager, Gae Mackay.

## New plants found – but declining

**A NEW population of a rare plant was discovered by DEC staff in a remote area near Toolbrunup in the Stirling Ranges in early June.**

DEC Flora Conservation Officer, Sarah Barrett, said the new population of *Lambertia fairallii*, though exciting, was also disappointing.

"There were only three plants alive, while 60 were dead from *Phytophthora cinnamomi*," she said.

The discovery was made by DEC volunteers Peter Stewart and Karen Baker along with DEC Albany Conservation Officer, Renee Hartley, during a survey.

"The area had been targeted as a suitable habitat for *Lambertia fairallii* although we thought it would be infected by *Phytophthora cinnamomi* and it was," Sarah said.

There are only three other *Lambertia fairallii* populations in WA – Mt Success, Mt Gog and Yungemere with a fourth population now extinct. All populations are in decline due to *Phytophthora*.

Sarah said further surveys in the Stirling Ranges would be conducted over coming months.

"We have slim hopes of finding another healthy *Lambertia fairallii* population," she said.

*Lambertia fairallii* is a type of native honeysuckle with golden yellow flowers and is one several rare *Lambertia* found in WA's south-west.

# State of the Environment Report

**EIGHT of the State's most important environmental issues have been identified as priorities in the draft Western Australian State of the Environment Report.**

The environmental report summarises the condition of WA's environment, major issues or challenges facing the State and opportunities for improvement.

It was released for public comment last month and has been presented at regional locations throughout the State by the staff overseeing and coordinating the reporting process.

EPA Chairman Wally Cox said the report revealed that while

many parts of the WA environment were in good condition, there were still some major issues to be tackled.

The eight environmental issues considered priorities are:

- climate change;
- consumption;
- Greenhouse gas emissions;
- *Phytophthora cinnamomi* (dieback);
- introduced animals;
- weeds;
- land salinisation; and
- salinisation of inland waters.

Dr Cox said a number of environmental problems could be overcome if all levels of government, industry, business and the

community worked together to develop long-term targets.

"The report also clearly marks out major environmental challenges that must be addressed in the years ahead," Dr Cox said.

"Climate change has resulted in rising temperatures across WA and lower rainfall in some parts of the south-west, with this situation expected to worsen.

"Other problem areas include salinity, the loss or degradation of wetlands, the incidence of algal blooms and invasive plants and animals."

But Dr Cox said the draft report also outlined some good examples of WA's natural

resource sectors embracing the concept of sustainability.

These included the agriculture, fisheries, pastoralism and wood production sectors.

The draft report represents the culmination of almost three years of work involving considerable participation and contributions from a number of key stakeholders.

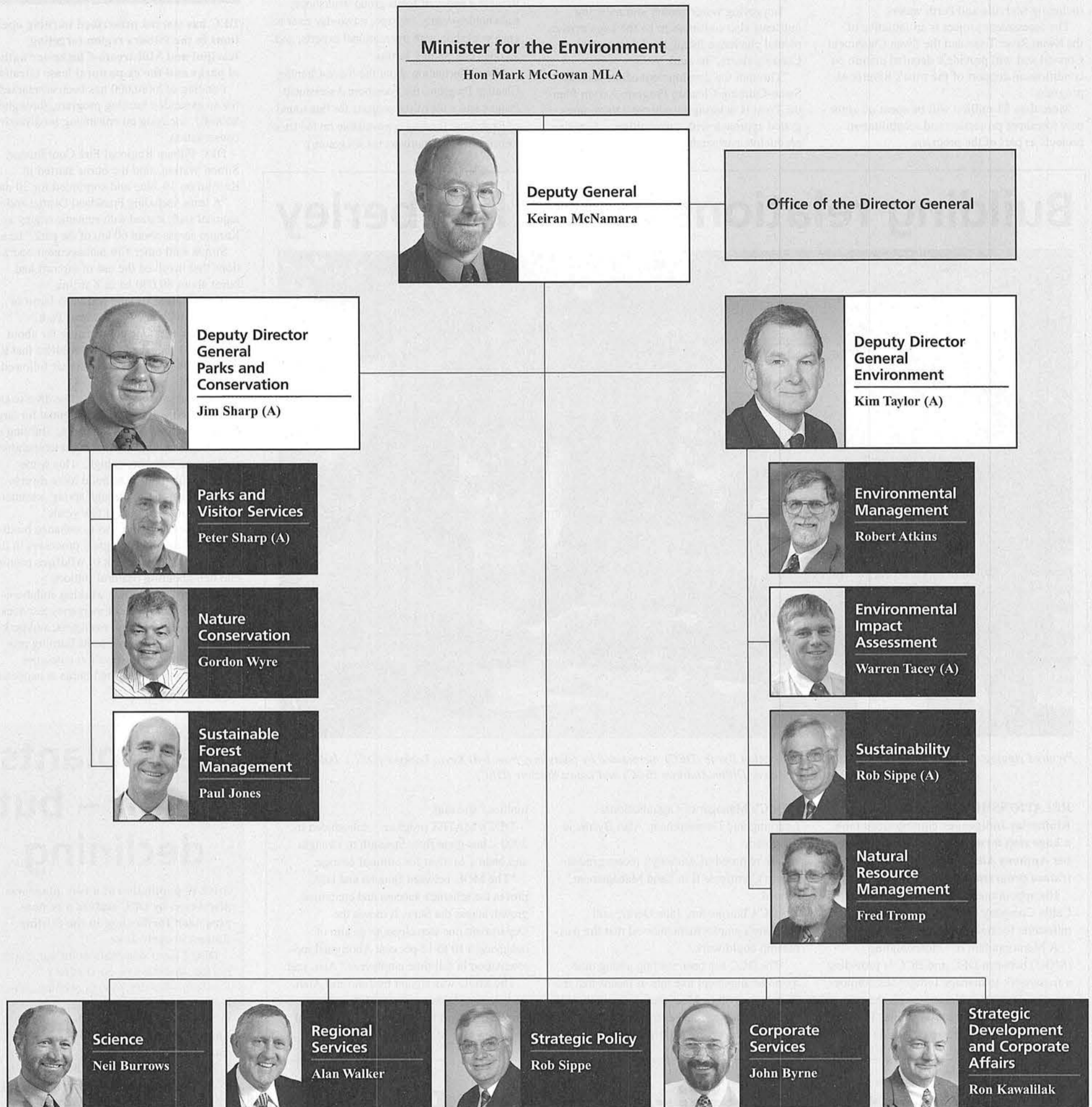
The draft report is available at [www.soe.wa.gov.au](http://www.soe.wa.gov.au) and the public comment period closes on 29 September 2006.

A final version of the report is expected to be released in late 2006 or early 2007.

# Meet our new management team

## Department of Environment and Conservation

Divisional Structure 1 July 2006



### Keiran McNamara Director General

Keiran McNamara has worked in Commonwealth and State government nature conservation agencies since 1978. He was head of the Department of Conservation and Land Management for five years before it became part of the new Department of Environment and Conservation.

He has an Honours degree in Natural Resources from the University of New England.

He has served on a wide range of State, national and international committees and boards concerned with biodiversity conservation, including the national Biological Diversity Advisory Committee and membership of the World Conservation Union's Commission on Protected Areas and Species Survival Commission.

### Kim Taylor Acting Deputy Director General of Environment

Kim Taylor has more than 30 years' experience in environmental protection and water resources management issues in WA, and was acting Director General of the Department of Environment before it became part of the new DEC.

He has worked in water resources management at the then Water and Rivers Commission and the Water Corporation. Mr Taylor joined the Department of Environmental Protection as Director of the Environmental Impact Assessment Division in 1996.

He has extensive experience in environmental protection matters including being involved in the assessment of many major State developments such as mining, industrial processing, infrastructure and tourism. He also has substantial experience in environmental matters associated with land planning and development.

### Jim Sharp Acting Deputy Director General of Parks and Conservation

Jim Sharp has a strong interest in the establishment, promotion and sustainable use of protected areas.

He was born and educated in WA and has worked in State recreation and conservation agencies since graduation from UWA in 1971.

He worked in social research at the Ministry of Sport and Recreation before joining the Department of Conservation and Land Management in 1985 as a scientific advisor to the Director of National Parks. From 1989 to 1994 he managed the development of park policy, Aboriginal policy, volunteers, external funding, leases and licences, and research in visitation.

He was appointed Director of National Parks in August 1996 after acting in the position for two years.

He is a member of the Friends of the Bibbulmun Track board and spends much of his spare time walking the Bibbulmun Track, which stretches almost 1000 km from Perth to Albany.

## Robert Atkins

### Director of Environmental Management

Robert has almost two decades' experience in estuarine and catchment management, primarily on nutrient enrichment and algal blooms.

His principal initial employer was the Waterways Commission until his appointment as Swan River Trust Manager. He was subsequently appointed as Acting Director of Regional Operations when the Department of Environment was formed in 2001.

Since 2003 he has been Director of Environmental Management where he is responsible for industry regulation, pollution response, contaminated sites and waste management.

Robert graduated with a Bachelor of Science from The University of Western Australia in 1976 with Honours in botany. He is married and his interests include nature conservation, tai chi and wood turning.

## Fred Tromp

### Director of Natural Resource Management

Fred graduated from the Universities of Adelaide and Melbourne in engineering and environmental disciplines, and has more than 30 years' experience in environmental protection and natural resource management.

He worked in the government environmental agencies of Victoria, Tasmania and Hong Kong during their challenging formative stages before joining the WA Department of Environmental Protection in 1996. Fred's experience covers wide areas of environmental policy development, monitoring and regulation relating to air and water quality, noise, waste management and hazardous installations. In his more recent role as Director of Natural Resource Management in the Department of Environment, Fred had responsibilities for the environmental science, management and quantification of water resources, air quality and salinity.

In his leisure time Fred passionately pursues opportunities to go sailing. There he enjoys taking on challenges too, having competed in many races, including four Sydney to Hobart Yacht Races, and having rounded Cape Horn on the replica of Captain Cook's 18th century square-rigged *Bark Endeavour* as part of a voyage across the Southern Ocean from Hobart to Rio de Janeiro.

## Rob Sippe

### Director of Strategic Policy Acting Director of Sustainability

Rob graduated in science from The University of Western Australia in 1975 and has worked in the environmental field since joining the Department of Conservation and Environment that year as professional assistant to the then CEO, Dr Brian O'Brien.

Since then he has worked with every departmental name change, every CEO, every combination of Environmental Protection Authority board members and all Environment Ministers other than John Tonkin (although it was second time around for Graham McKinnon and Ron Davies).

Rob has been Director of the Department of Environmental Protection's Environmental Impact Assessment Division, Director of Resource Investigation (for the Water and Rivers Commission), Director of Policy and Coordination and Coordinator of the Environmental Protection Authority's Services.

Much of his career has been associated with environmental impact assessment including convening and chairing sessions and delivering papers at international conferences. He is co-organising the International Association for Impact Assessment's international conference in Perth in 2008.

Rob is a strong supporter of the EPA and in recent years has worked on expanding the EPA's policy role through Position and

Guidance Statements and State Environmental Protection Policies.

He is now covering two roles, as the Department's Director of Strategic Policy and Director of Sustainability.

## Warren Tacey

### Environmental Impact Assessment

Warren is responsible for the assessment of land use planning, infrastructure, mining and industrial proposals across WA.

He graduated from The University of Western Australia with a Bachelor of Science Degree with Honours, and spent his first eight years working for the mining industry on projects in WA's south-west, Victoria and Brazil.

Much of his early research work concentrated on mine revegetation with native species, and on developing topsoil return techniques that are now used widely for the rehabilitation of disturbed land.

He spent two years as an environmental consultant before joining CALM at what was then the Kelmscott office, where he worked on the integration of forest management with mining and completion criteria for rehabilitation. He moved to the Environmental Protection Authority two years later in 1989 to manage the environmental evaluation of mining proposals. He completed a Masters Degree in Forestry at the University of Washington in 1991.

Warren left government to work for BHP Iron Ore and WMC Resources between 1996 and 1998, and rejoined the Department of Environmental Protection in 1999 to work on environmental impact assessment of mining and industrial projects.

## John Byrne

### Director of Corporate Services

John Byrne joined CALM as a corporate services manager in 1989, after working for the WA Water Authority.

He was appointed Director of Corporate Services in 1993 and was responsible for human resources, financial services and information and communication technology, the latter integrating geographical information system (GIS) data with corporate document and records management information.

He has chaired a number of sub committees, including the Finance and Budget Management Committee, the Executive Information Management Committee, the Classification Review Committee and the Disability Services Planning Committee.

His qualifications include a Doctor of Philosophy and a Master of Business Administration. He is a Fellow Certified Practising Accountant.

## Gordon Wyre

### Director of Nature Conservation

Gordon is responsible for the development and implementation of flora and fauna conservation programs, for threatened species and ecological communities and for commercially exploited species.

He is also responsible for the conservation and protection of representative ecosystems, and for encouraging public awareness, understanding and support for nature conservation services and policies.

He graduated from the University of New England, NSW, with a Bachelor of Natural Resources with first class Honours, in 1981.

He worked for the Commonwealth Department of Primary Industry in Canberra, followed by his appointment as a biologist at the Australian National Parks and Wildlife Service, also in Canberra, where he took part in fauna monitoring programs and developed a standardised seabird monitoring strategy. He worked with the National Kangaroo Monitoring Unit, conducting aerial surveys of kangaroo populations in Queensland and WA, and worked on conservation projects for moun-

tain pygmy possums, nailtail wallabies and spectacled hare-wallabies.

He joined CALM in 1990, working as the Senior Zoologist in the Wildlife Branch, and then as Director of Nature Conservation from 2000.

He is married with three children and is a foundation member of the Australasian Wildlife Management Society.

## Ron Kawalilak

### Director of Strategic Development and Corporate Affairs

Ron is responsible for internal and external communications, marketing, advertising and a variety of corporate programs. He also coordinates corporate planning and organisational development.

He joined CALM in 1989, first as Public Affairs Manager, becoming Director of Corporate Relations in 1991 and Director of Strategic Development and Corporate Affairs in 1997.

Ron's career began in 1971 as a working journalist in British Columbia, Canada, where he wrote for several newspapers before joining the State's energy organisation, rising to the position of Marketing Communication Supervisor. In this role he was responsible for community and government relations and managed special events, trade shows and industry liaison.

Between 1980 and 1987 he owned and ran a public relations consultancy specialising in reputation management, marketing programs and technical writing. He also developed issues management programs and managed public participation and crisis communications for companies in the natural resource, manufacturing and service sectors.

In 1986 he joined British Columbia's Ministry of the Environment as Director of Public Affairs and Communications, and, in that role, was Senior Communications Counsel to the Canadian Council of Ministers of the Environment.

## Paul Jones

### Director of Sustainable Forest Management

Paul has worked in the conservation field since 1971, when he joined the Forests Department of WA after graduating from the Australian National University in Canberra.

He was first stationed at Dwellingup in the fire research section, later working in native forest management in the Dwellingup, Manjimup and Jarrahdale areas as a researcher, district manager and regional leader.

In 1985 the Forests Department became part of CALM. For the next 10 years Paul worked as policy advisor to the Director of Forests working on national and State forest policy issues.

He became manager of the Management Audit Branch and in 2001 worked on the development of the current forest management plan. In 2004 he was appointed as Acting Director of Sustainable Forest Management, and formally appointed as the director in 2006.

## Neil Burrows

### Director of Science

Neil grew up in Mt Magnet in the Murchison region of WA. After a year studying science at The University of Western Australia, he graduated from the Australian National University in Canberra in 1977 with a Bachelor of Science degree and joined the WA Forests Department as an applied fire research officer in Manjimup.

Between 1977 and 1988 he worked on the development of fire behaviour and fire impact models and on fire danger rating systems for softwood plantations and jarrah forests. He was also involved with several biological surveys in southern forests and woodlands before becoming manager of CALM's Manjimup Research Centre. He transferred to CALM's

Wildlife Research Centre in Perth to investigate fire behaviour and ecology in banksia woodlands, wandoo woodlands and jarrah forests before studying fire history and fire behaviour in the arid zone.

As well, he investigated techniques for controlling introduced predators in the arid zone and was involved with arid zone mammal reintroductions in the Gibson Desert Nature Reserve, and with Project Eden, a large-scale fauna reconstruction project in the Shark Bay World Heritage Area. In 1994 he completed his PhD on modelling fire behaviour and impacts in jarrah forest ecosystems.

He was appointed Manager of CALM's Science and Information Division's Biological Conservation Group in 1995. The following year he was appointed Director of the Science Division.

In addition to his duties as Director of DEC's Science Division, Neil continues to investigate aspects of fire behaviour and ecology in the south-west and arid zones, and leads a large arid zone rangelands fauna reconstruction program. He has published more than 70 scientific papers and is regarded as one of the world's foremost fire experts.

## Alan Walker

### Director of Regional Services

Alan has been associated with land management in WA for 35 years following his graduation from the Australian National University in 1970.

He was appointed Director of CALM's Regional Services Division in 1999 and has been responsible for CALM's nine regions across the State. He is also responsible for the Fire Management Services Branch, and undertakes other roles such as chairing the Tuart Response Group.

Alan's career in field operations was concentrated in the State's south-west where he worked at Dwellingup, Collie and Manjimup. He was Regional Manager of the Warren Region for five years and Regional Manager of the Swan Region for three years.

He co-authored the 1992 Draft Forest Management Plan and was State Coordinator of the Regional Forest Agreement Process from 1996 to 1999.

He has been closely involved in the development of the Department's draft Good Neighbour Policy, the Fire Management Policy and a series of reviews of fire management in WA.

## Peter Sharp

### Acting Director Parks and Visitor Services

Peter graduated from Canberra's College of Advanced Education with a Bachelor of Arts and a Diploma in Recreational Planning in 1976 and 1977 respectively.

Peter has spent most of his career working in parks and visitor services management, and Indigenous joint management of parks.

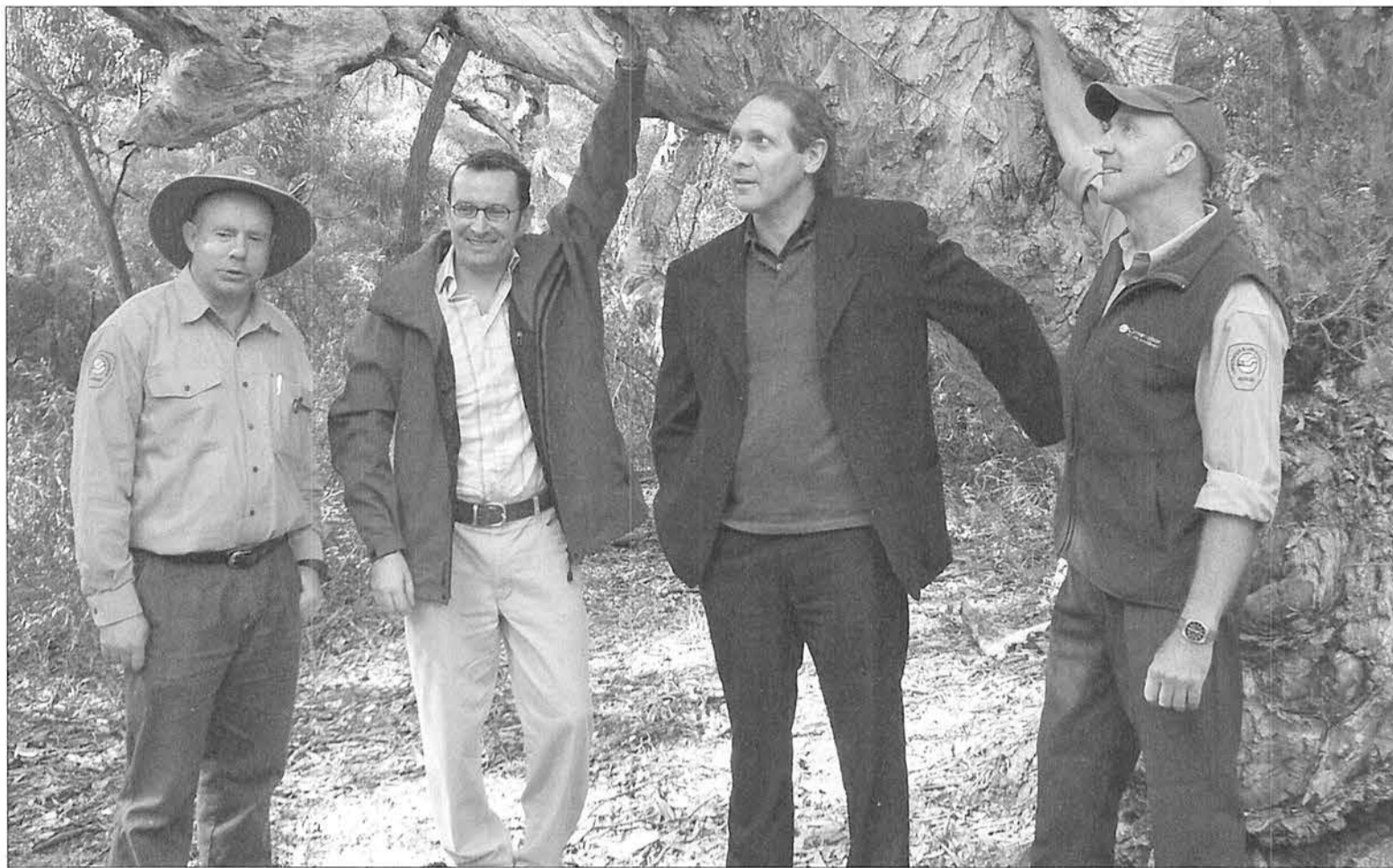
He has worked for CALM for 15 years, first as a business development officer and then as Senior Policy Adviser to the Minister for the Environment and, most recently, Senior Policy Adviser at CALM's Crawley corporate headquarters.

Before joining CALM he worked as a recreation officer in local government and a program manager at the Department for Sport and Recreation.

Peter has recently been responsible for progressing Indigenous joint management of parks and negotiating native title settlements, including the Burrup Peninsula and Ord agreements.

Peter continues to practice Tae-Kwon-Do as the slowest black belt proponent of the sport and enjoys outdoor activities such as surfing and walking. His wife Sue and three children, Angie, Tim and Sophie are his best achievements.

# Albany gets WA's newest national park



Pictured at Gull Rock were (from left) the Senior Ranger at Stirling Range National Park, Geoff Harnett; Environment Minister Mark McGowan; Department of Indigenous Affairs representative, Harley Coyne; and the Senior Ranger at Two Peoples Bay, Mark True. Photo – DEC

## GULL Rock reserve, east of Albany, has become the State's 97th national park.

The 2000 ha reserve contains several species of threatened native flora and has the most significant remaining stands of scarlet banksia (*Banksia coccinea*) in the region.

Environment Minister Mark McGowan launched the park and said because the area had been baited through the *Western Shield* program for about 10 years it was a potential habitat for endangered

species such as the noisy scrub-bird and western bristlebird.

"The western ringtail possum – an endangered marsupial – is regularly sighted in the area, indicating the success of the program," Mr McGowan said.

"It is hoped that more endangered species will be reintroduced to the reserve, in consultation with the Gull Rock community working group.

"The area's nature conservation values are further highlighted by the

fact that the area was one of the key collecting localities of early explorers and naturalists."

Another 400 ha known as Mt Martin Regional Botanic Park – at the entrance to Oyster Harbour and known for its rich flora – and the four-hectare Voyagers Park recreation site on the western edge of the new national park were also transferred to the Conservation Commission of WA.

Albany MLA Peter Watson welcomed the announcement and

acknowledged the support of the Albany City Council, the Lower Kalgan Progress Association and the Mt Martin Regional Botanic Park Advisory Committee, which had been involved in managing the reserves for many years.

The reserves form part of a strategic network of parks and reserves in the Albany region, stretching from Torndirrup National Park in the west to Waychinicup National Park in the east.

## Noisy scrub-birds released in Porongurup National Park

THE State's first translocation of the endangered noisy scrub-bird to the Porongurup National Park has been successfully completed.

Four male scrub-birds were translocated into the area in early July after being held in temporary aviaries for a month. More males will be translocated to the same area next month.

The translocation was part of a long term recovery program for the scrub-bird, which has focused on establishing new populations through translocation as well as fire management in areas where the birds occur.

The Manypeaks wildfire in the summer of 2004-05, which resulted in the loss of more than 55 per cent of the scrub-bird population, highlighted the need to continue the translocation program.

It demonstrated the need to focus on other areas near Albany which might provide suitable habitat and potentially support a breeding population of the scrub-bird.

The noisy scrub-bird is not the only animal in the Albany region to be relocated. A small colony of Gilbert's potoroo – where only 40 creatures remain in the Albany area – has been translocated to Bald Island, near Albany.

Both projects were made possible because of financial support and the high degree of cooperation between staff and volunteers from the DEC and SCRIPT.

## Mates leave one big family

REFLECTING on their careers, John Grenfell and Greg Beange agree that they've seen a number of significant changes in their time with the Forests Department, CALM and now DEC.

And both agree they've been for the better. John, Supply Facilities Officer, is retiring at the end of July after 41 years and Greg, Supply Services Section Manager, is embarking on a new career in building after 24 years.

"One of the biggest changes since the early CALM days is the number of staff," Greg said.

"It used to be that you'd know everyone. But new people, embarking on their careers, have come and brought new ideas and the agency has continued to grow for the better."

John added that he had made some lasting friendships with the people he's worked with over the years.

"An agency is only as good as its people and I have had the privilege to work in a fantastic team, with people I consider to be like family," John said.

But leaving this great team doesn't seem to have dampened his enthusiasm for the two cruises he has booked!

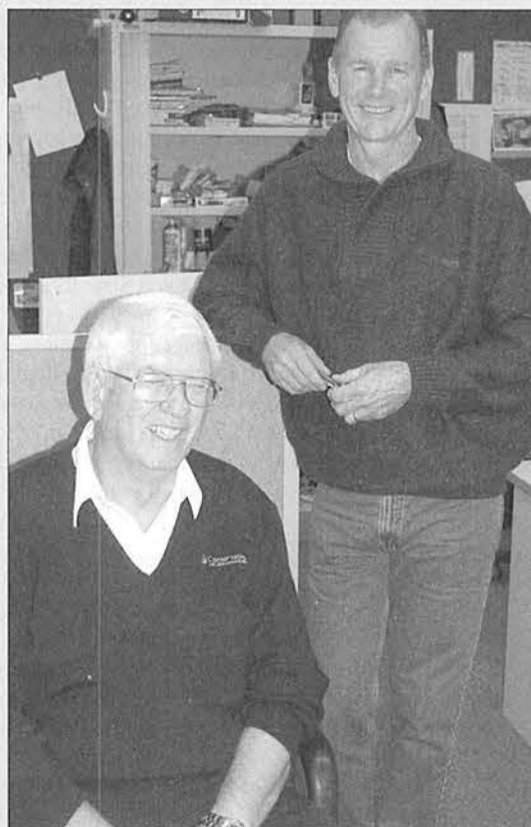
Both men agree that the biggest advantage of changes to a government department is the opportunities it presents for employees.

John said one of his greatest achievements was to work his way up to his position in supplies.

"I started as a blue collar worker but now I'm part of the public service, which I'd never even dreamed of, and all that happened when the Gnaragara workshop closed and moved to Mundaring in 1982, where I worked as a store person," he said.

"One of the other changes I'm most proud of is assisting the Department to develop some of the country's best fire fighting provisions."

Greg said his changing role had enabled him to assume different positions on bodies such as the State



John Grenfell (left) and Greg Beange reflect on their collective 65 years with DEC and its predecessors, and the friendships they made. Photo – Rhianna King

Tenders Committee, which saw him work with other agencies.

"The relationships I developed helped to open up communication channels between agencies," he said.

## DEC pioneers cat control

ONE of Australia's biggest wildlife research programs – the Invasive Animals Cooperative Research Centre – has allocated DEC \$2.1 million over four years to examine the interactions between foxes and feral cats and how that impacts on native fauna recovery.

The study is across a 'demonstration site' over several large areas of WA. It will be part of a four-year research program studying the habits and control of invasive predators, and the response of native prey species, including several threatened species.

The 'demonstration site' spans four Biogeographic Regions – the Yalgoo, Avon Wheatbelt, Jarrah Forest and Mallee bioregions, with research sites at:

- the Australian Wildlife Conservancy's Mt Gibson Station and the DEC-acquired pastoral leases of Karara and Lochada;
- the northern jarrah forest;
- Dryandra and Tutanning nature reserves; and
- Lake Magenta and Dunn Rock nature reserves.

Chief Executive of Invasive Animals CRC, Professor Tony Peacock, said DEC was a pioneer in controlling introduced predators, particularly with its *Western Shield* program.

The 'demonstration site' is the largest single venture funded by

the Invasive Animals CRC, with equal funding from DEC.

It is being run in partnership with Australia's biggest private provider of wildlife sanctuaries, the Australian Wildlife Conservancy, and supported by Worsley Alumina Pty Ltd and ALCOA World Alumina Australia.

"You are ahead of the country in terms of fox control, so cats have become a much bigger problem," Tony said.

"DEC is regarded as a world leader in cat control. In the rest of the country, feral cats are in the 'too hard' basket but WA has taken them out of the 'too hard' basket and is dealing with them," he said.

"There is already a huge national and international interest. New Zealand is watching, and cats are also a big problem in the United States and Pacific Islands."

The Invasive Animals CRC's purpose is to counteract the impact of invasive animals using new technologies, and to integrate approaches across agencies and jurisdictions.

Tony said he hoped to create a Team Australia approach so that scientists from all states and departments could form partnerships to bring in new techniques outside their normal operating environments.

Tony visited Perth to meet DEC program leaders and partners.

# Drop our landfill

WA BUSINESSES have been urged to help the environment by throwing their support behind the second National Packaging Covenant (NPC).

A five-year NPC was approved by Ministers in the Environment Protection and Heritage Council last year and is in place.

The revised covenant commits signatories to a national recycling target of 65 per cent for packaging and no increases in the waste from packaging being sent to landfill by the end of 2010.

The NPC is a national agreement to minimise the environmental impacts from the disposal of used packaging, conserve resources through better design and production processes, and facilitate the reuse and recycling of used packaging materials.

Since 1999, the NPC has been the leading instrument for managing the environmental impacts of consumer packaging in Australia.

The first NPC provided funds to increase kerbside recycling programs around Australia, while the second instalment was aimed at recycling infrastructure and away-from-home recovery rates of consumer packaging.

In 2003, Australians recycled 48 per cent or 1.65 million tonnes of used packaging, including paper, cardboard, glass, steel, aluminium and plastics.

DEC Environmental Management Director Robert Atkins said the NPC was based on the principle of shared responsibility to reduce packaging waste.

"It involves local, State and Commonwealth governments as well as businesses that operate in the packaging supply chain, including raw material suppliers, packaging manufacturers and users such as major retailers," Robert said.

The NPC showed how governments and business could work together to significantly reduce waste, and in particular, the amount of packaging that ends up in landfill.

All signatories to the covenant recognise that a cooperative approach between industry and all spheres of government is essential to achieving national consistency in the management of packaging and paper and the implementation of sustainable kerbside collection systems.

The NPC is funded through financial contributions from business, which are matched by government funding.

## Keep dogs on leash in regional parks

**NATIVE fauna, particularly migratory birds breeding in wetlands across Perth's regional parks, are being frightened by uncontrolled domestic dogs roaming near their nests.**

Perth has 11 regional parks located from Joondalup in the north to Rockingham in the south, and the Darling Range in the east.

The parks are managed by DEC in conjunction with relevant local governments.

"Bird species visiting the regional parks include the red-necked stink, the curlew sandpiper, the sharp-tailed sandpiper, the wood sandpiper and the common greenshank, some of which migrate from as far away as Siberia or China," DEC Regional Parks Coordinator, Tim Bowra, said.

"Birds have big nesting areas in the Herdsman and Canning River regional parks, and we need to protect and conserve these

places of abundant wildlife," he said.

"All regional parks have flora and fauna biodiversity values, so we ask people to make sure their dogs are on a leash and under control at all times when in the parks.

"This prevents dogs from scaring adult birds, damaging nests, and attacking ducklings, hatchlings or other wildlife such as tortoises, lizards and snakes. It also minimises the risk of your dog being bitten by a snake."

Tim said the parks – Yellagonga, Herdsman, Canning River, Woodman Point, Beeliar, Jandakot, Rockingham Lakes and four in the Darling Range – are all popular venues for dog owners.

"We just need to make sure that we protect our natural wildlife and, at the same time, ensure the parks are enjoyable and safe places to visit," he said.

## Respected botanist farewells WA's plants and people



Sue Patrick reminisces about her work. Photo – Sue McKenna

**ONE OF WA's most respected botanists has hung up her CALM secateurs and said farewell.**

Sentiments of Sue Patrick's career elicited enormous accolades from colleagues, directors and supporters for her work and studies.

As an English immigrant, she began working for the State Government in 1982 and achieved an enviable reputation as a hard and dedicated worker prepared to climb high mountains or steep tracks in search of rare plants... always accompanied by a dry sense of humour, subtle wit and her artist's tools.

Her drawings of rare and poorly known flora, and flora thought to be extinct, grace the pages of many publications. If you see a sketch of a *Conostylis*, kangaroo paw, eucalypt or rare or poorly-known plant, it's probably Sue's talent on view.

In 24 years she has covered the length and breadth of WA in her quest for the State's rarest flora.

She is regarded as a quiet achiever by her colleagues, from whom she enjoys great respect.

She has been a leader on seven *LANDSCOPE* Expeditions, three to Burnerbinmah, north-west of Payne's Find, three to Mount Augustus with an artist, and one to Ninghan Station in the Murchison with Government Astronomer, James Biggs. She has also taken part in field studies in the Pilbara and wheatbelt, and created management plans for threatened plants in the Moora and Geraldton districts.

Her workmates say she's a treasure and 'absolutely outstanding'.

### Highly skilled

"She has verified the identity and distribution of rare plants over more than two decades and is one of those classic quiet achievers – highly knowledgeable and highly skilled," Alex Chapman, a WA Herbarium Research Scientist, said.

Sue said her most exciting find was the discovery of a poorly known *Asterolasia grandiflora* in a reserve near Goomalling. Another great find was the discovery – after climbing steep tracks – of rare Pilbara plants.

Sue has made more than 4400 collections, now lodged in the WA Herbarium, documenting WA's plant biodiversity, including some 1400 valuable scientific collections of rare and priority flora.

Between 1987 and 1996 she became the Government Botanist in charge of identifying cannabis cultivations and plants for the WA Police Department.

"I had to check them to make sure that's what they were, so I looked at sacks of whole plants, and clippings... You do absorb the effects of cannabis, especially in summer, because the dust soaks into your skin and makes you feel quite confused," she said.

Weekly visits to police headquarters and trips to plantations in country areas were the norm. One trip saw her go with a Tactical Response Group representative to a plantation owned by people linked to the mafia in NSW.

She said she didn't like attending the trials as an expert witness, and verifying that the plants were cannabis.

"But it was something that I did," she said.

"I went to Mt Elvire Station in the Goldfields to check on a plantation, and I also did opium poppies because people used to steal them out of old ladies' gardens."

Sue also analysed poison plants on farms, and once decided a horse had become blind because it ate the lily *Stypantra glauca*.

### Rich flora

She said WA's flora was incredibly rich in diversity, with banksias with huge, woody fruits found nowhere else in the world.

"The fact that you can go out and find new species is incredible," she said.

And how many new species has she found? A significant portion of flora on the priority list is made up of newly discovered species. Sue has collected the crucial 'type specimen' for some 12 new species and published the Declared Rare Flora species *Thomasia glabripetala* S.J. Patrick in 1993.

"I've re-found some things which were thought to be extinct, such as at Bindoon when I found a population of *Trymalium urceolare*, and I managed to sketch 28 rare WA plants collected by James Drummond and housed at the National Herbarium of Victoria," she said.

She is leaving WA with her husband Bob for the greener fields of NSW, where her family lives.

## Bush Ranger success



**CURTLEY Mow, a Yamatji member and Year 8 Meekatharra District High School student, is one of 27 young people from the school to join DEC's Bush Rangers program.**

He is pictured wearing his award-winning t-shirt showing the Yamatji People's flag, the Bush Rangers' logo and footprints of people and local native animals.

Meekatharra is one of 10 new WA secondary schools to join the Bush Rangers program this year. The other schools are Albany Education Support Centre at NASHS, Mercy Catholic College, Bunbury Catholic College, Canning Vale College, Clontarf Aboriginal College, Yulga Jinna Remote Community School, Jerramungup District High School,

Kolbe Catholic College and Wagin District High School.

More than 1500 students have joined Bush Ranger Units. Last year they volunteered more than 260,000 hours to biodiversity conservation projects and youth development.

The waiting list to join the Bush Rangers program is growing. The number of schools in the program is expected to reach more than 50 next year.

More than 160 adult volunteers, mainly teachers, support the Bush Ranger Units after school hours by designing and implementing projects and camps – the backbone of the program and integral to its reputation. Photo – Bronwyn Humphreys

# Landscape architects win award

DEC landscape architects have won a prestigious award for making WA's national parks and other conservation areas an enjoyable experience and ensuring that natural and cultural conservation values are protected.

Latest figures show there are almost 11 million visits a year to WA's national parks, marine parks, regional parks, State forests, nature reserves and other conservation areas.

Ever wondered why a site has been closed, moved or redeveloped in another area? Or how the Department makes a decision about where you should and shouldn't be? Taken a stroll along a boardwalk that meanders through wetlands? Had a great camping experience in the bush? Enjoyed a bird's eye view from a spectacularly-situated lookout?

Then think about who planned and designed them with you and the environment's sustainability in mind.

"Winning the Australian Institute of Landscape Architects (WA Group) President's Award (in landscape architecture) is great recognition for what the agency has been doing for the past 25 years," Tracy Churchill, Coordinator of DEC's Recreation and Landscape Unit at Kensington, said.

She congratulated the unit's 13 staff and the landscape architects in the regions, districts and regional parks, who work on more than 120 projects a year – everything from policy

development and detailed design to strategic plans for visitor facilities and visual landscape management.

"It's all their hard work, professionalism, passion and persistence that won the award," Tracy said.

She thanked our first landscape architect, Wayne Schmidt, who brought other people, including herself, into his team and recruited staff who helped to build the landscape planning and design discipline.

"I'd also like to thank our other founders – Richard Hammond, Alan Sands, Sue Hancock and Vicki Winfield – who along with Wayne helped create solid foundations that will serve the new generation well."



A photo montage of our award-winning landscape architects, past and present. Photo compiled by Eleanor Reuvers.

## Briefly...

### Awards up for bags

**DO YOU** know a community group, school or business that is working to reduce the use of plastic bags in day-to-day operations?

The national Plastic Bag Reduction Awards are now open and individuals and organisations committed to cutting the number of plastic bags we use are being urged to enter.

The Awards are run by Keep Australia Beautiful (KAB) which is supported in WA by DEC.

Information kits and entry forms are available at [www.kab.org.au](http://www.kab.org.au) or by contacting the WA KAB office at DEC on 6364 6461.

An expression of interest form must be completed and returned by 1 August 2006 and a completed entry form must be received by 31 August 2006. State/territory and national winners will be announced in October.

### Green gongs for environmental winners

DEC is looking for businesses or community groups that have been particularly green this year to nominate for the 2006 WA Environment Awards.

The awards acknowledge and celebrate Western Australians who strive to protect our environment.

They provide a great opportunity for business, industry, government, community groups and individuals to gain public recognition for innovation in environmental management and conservation.

They recognise the achievements and outstanding commitment of those who promote and maintain high standards in environmental care.

Nominations for the 2006 WA Environment Awards are now open and close on Friday 4 August 2006.

### Companies face \$5 million penalty for pollution

**THE State Government is proposing tougher penalties for corporations that pollute the environment.**

Deputy Director General of Environment, Kim Taylor, said legal officers were drafting a proposed regulatory changes to increase pollution penalties five-fold.

Mr Taylor said with a maximum of \$5 million, the penalties would become among the toughest in Australia.

Under the proposed changes, civil penalties under the *Environmental Protection Act* would be introduced as well as new regulations to compel heavy industry to report its Greenhouse gas emissions.

A discussion paper is being developed for public comment and key stakeholders, including peak industry bodies will be consulted during the drafting process.

### \$600,000 for South Coast national parks

**A STATE Government allocation of \$130,000 will upgrade facilities at Two Peoples Bay Road and Little Beach Road in Two Peoples Bay Nature Reserve east of Albany.**

The funding, part of the 2006-07 State Budget, is part of an overall \$600,000 funding boost to the South Coast region's national parks.

Projects include \$15,000 to continue the redevelopment of parking facilities at Frenchman Peak in Cape Le Grand National Park east of Esperance, \$80,000 to improve Pabelup Drive in Fitzgerald River National Park and \$50,000 for improvements to the scenic drive in Porongurup National Park near Mt Barker.

The works are part of a \$13.6 million capital program DEC is undertaking in 2006-07.

## Staff changes . . . Staff changes . . . Staff changes . . .

### Permanent

Janet Date, EcoEducation Project Officer, Strategic Development and Corporate Affairs Division, Bunbury; Paula Schibeci, Marketing and Promotions Officer, Swan Region, Kensington; Andrew Costen, Senior Marine Conservation Officer, Wildlife Protection, Kensington; Brooke Dellacqua, Assistant Workforce Services Officer, People Services Branch, Kensington; Gavin Clapperton, Sustainable Resource Officer, Sustainable Forest Management Branch, Kensington; Alan William Fredrick Thomas, Sustainable Resource Officer, Sustainable Forest Management Branch, Manjimup; Danielle Whitham, Sustainable Resource Officer, Sustainable Forest Management Branch, Kensington; Rosemary Rees, Technical Officer, Biological Information Group, WA Herbarium, Kensington (see Leave without pay); Natasha Bevan, Sustainable Resource Officer, Sustainable Forest Management Branch, Kensington; Stephen Brown, Sustainable Resource Officer, Sustainable Forest Management Branch, Kensington.

### Promotions

John Lloyd, Principal Planner, Marine Policy and Planning Branch, Fremantle; Hayley Valentine, Program Coordinator, Pilbara Region, Karratha; Daniel Coffey, Project Coordinator, Environmental Management Branch, Bunbury; Liesl Jonker, Marine Conservation Officer (Planning), Marine Policy and Planning Branch, Fremantle; Frances Stanley, Marine Conservation Officer (Planning), Marine Policy and Planning Branch, Fremantle; Laura Sinclair, Coordinator Traineeship and Cadetship Programs, People Services Branch,

Dwellingup; Mark Leahy, Sustainable Resource Officer, Sustainable Forest Management Branch, Kensington; Darren Harvey, District Fire Coordinator, Harvey.

### Secondment

Raquel Carter, Environmental Officer, Pilbara Region, to Departmental Headquarters, Perth Atrium.

### Leave without pay

Melanie Baister, Officer, WA Herbarium, Kensington; Nicole Weber, Reserves Officer, Katanning District Office; Fiona Roberts, Officer, Blackwood District, Kirup; Rosemary Rees, Technical Officer, Biological Information Group, WA Herbarium, Kensington; Ingrid Hunt, Ranger, Dwellingup; Tristan Farmer, Field Officer, Franklin District, Walpole; Stuart Caves, Senior Landscape Architectural Planner, Recreation and Landscape Branch, Kensington.

### Transfer

Jennifer Reeve, Administration Assistant, from Manjimup Nursery to Fire Management Services Branch, Kensington; Sherylee Randall, Officer, Swan Coastal District, Yanchep National Park; Leigh Sage, Fire Operations Officer, Swan Coastal District, Wanneroo.

### Contract appointments

Stacey Smithers, Communications Officer, Science Division, Kensington; Mikaela Griffiths, Regional Commercial Leasing and Licensing Officer, Exmouth; Meg Green, Ecologist, Narrogin; Ana Negrerios, Sustainable Resource Officer, Manjimup; Leanne Thompson, Marine Conservation Officer, Nature Conservation Division, Fremantle; Susan Miller, Project Officer (EcoEducation), Bunbury; David Pongracz,

Reserves Officer, Avon Mortlock District; Lorraine Duffy, Conservation Officer (Flora), Avon Mortlock District; Anthony Howard, Interpretation Officer, Exmouth; Lyn Fenwick, Customer Service Officer, Nearer to Nature, Mundaring.

### Temporary deployment

Sara Scanlan, Ranger, Blackwood District to Wellington District; Jeanette Gilmour, Senior Policy Advisor, within Crawley Office, Crawley; Aimee Perkins, Administrative Assistant, within Wheatbelt Region, Narrogin.

### Maternity leave

Cherie Potaczala, Officer, Pilbara Region, Exmouth.

### Contract ceased

Megan Harper, Project Officer (Mooring) Park Policy, Kensington; Kelly Poultney, Officer, Wildlife Administration, Kensington; Brooke Halkyard, Marine Conservation Officer, former Marine Conservation Branch, Fremantle; Jennifer Goldberg, GIS Officer, GIS Section, Kensington; Gloria Franke, Clerical Officer, Jurien Bay; Sarah Victoria Weekes, Technical Officer, Biodiversity Conservation Group, Narrogin; Tom Hamilton, Technical Officer, Forest and Tree Crops, Manjimup.

### Resignation

Greg Beange, Supply Manager, Supply Section, Kensington; Brenton Clinch, Aboriginal Heritage Officer, Yanchep National Park; June Anderson, Administration and Finance Officer, Kalgoorlie.

### Redundancy

Charles Nicholson, Principal Environment Officer, Wildlife Administration, Kensington.

These staff changes refer to people within the former Department of Conservation and Land Management.

In future, staff changes for the entire DEC workforce will be listed