

RESEARCH INFORMATION NEWS

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Editorial

MEASURING WORK AGAINST OBJECTIVES

Productivity could be described as results divided by time. Work productivity can be increased by increasing results or reducing time/or maybe both. Work is important, however, only to the extent that it contributes to valuable objectives

The Research Division is currently reviewing the value and priorities of its work by reviewing all Research Programs within the Division. This process is run over four weeks and will give the Policy Group and the Program Leaders a chance to review resources and priorities and to critically assess the direction of research within the Division and the Department as a whole.

In the nineteenth century, an Italian philosopher, Alfreda Parato, developed a law which basically states that a critical few tasks provide us with most of our results. This leads to the conclusion that we spend far too much of our time on trivial tasks that do not contribute to our major results.

The Parato Principle states:

- "That 20% of our work results in 80% of our achievements.
- That 80% of our work results in 20% of our achievements."

We need to analyse the "high pay-off" areas in our work programs that contribute mostly towards the achievement of our objectives, and constantly need to review our work to ensure that we are operating on the most important tasks and ensure that we accomplish them.

A little food for thought!
"Ed"

PS For our country visitors during the reviews who may wish to know who the Editor is - I'm the one that rings the bell and bangs the hammer just to interrupt your presentation. My primary objective is to become a full time member of the percussion section of the W.A.S.O.!!

THE LIBRARY (.....)
DEPT. CONSERVATION AND
LAND MANAGEMENT
16 MAY 1988
WESTERN AUSTRALIA

Information from the March Research Division Policy Group Meetings

The RDPG met twice during March - the latter meeting involving also the Program Leaders. Major news and developments from these meetings is summarized below.

- Program Reviews

These will be conducted from 28 March to 26 April. The review will highlight program deficiencies, look at priorities and allocation of resources.

- Program Boundaries

The current ten program structure sees a number of overlaps between programs. Some of the programs are not well defined and some are too small. The structure of programs was discussed with Program Leaders. Suggestions of a restructure with anything from 3 to 15 programs was looked at. It was generally agreed that the Program Reviews would highlight obvious structure problems.

RDPG does not wish to change the current structure unless a sound alternative is suggested. Hypothetical structures using 8 to 12 programs will be drawn up for further consideration using processes as grouping as opposed to ecosystems.

- RDPG Functioning and Interaction with Program Leaders.

Meetings between RDPG members and Program Leaders will be conducted on a quarterly basis.

- Funding - internal and external: how to raise more funds?

As a group the RDPG encourages staff to apply for research grants from outside organizations. All applications for research grants must be approved by at least one RDPG member (Ian Abbott - forestry, Steve Hopper - nature conservation).

Applications for Research Grants should encompass a component to cover overheads such as administration of the grant, typing, telephone etc.

- Staffing

No position within the Research Division should be advertised or filled without approval from RDPG. RDPG needs the option of deciding what to do with all vacant positions. Vacancies must also be approved by the Department's Vacancy Committee.

An agreed staffing plan (areas that require growth) will be identified and documented in future Research Plans.

- Duties of RDPG members and Program Leaders.

This has been discussed in some depth at both meetings. It is intended to have detailed lists circulated so staff will know who to refer to for particular problems.

- Acting Arrangements

27 April - 16 May 1988: Steve Hopper to act for Andrew Burbidge
30 May - 24 June 1988: Per Christensen to act for Andrew Burbidge
29 April - 9 May 1988: John Bartle to act for Per Christensen

WE NEED YOU!



You may or may not have heard about the "Survey of Rare and Poorly Known Eucalypts" which is currently being undertaken. The survey, which is funded by ANPWS and supported and administered by CALM under the guidance of Dr Stephen Hopper, employs a consultant botanist (two botanists half-time on a job sharing basis on this occasion) to co-ordinate the activities. The aims of the survey are to get together all existing information on rare and poorly known eucalypt species throughout the State, enter them onto the FLORAPLOT mapping program, and then try to obtain further information on the rarity (or otherwise) and location of the species of interest. This is done by field survey by the co-ordinators as well as with the help of knowledgeable volunteers and CALM staff. So, any of you out there who have any carefully hidden away knowledge on the whereabouts of any declared rare or unusual eucalypts, we would like to hear from you. We are producing field guides for the species we are interested in, and have completed guides for the South Coast, Wheatbelt and Greenough Regions with one for the Goldfields coming up soon. We have also started on the Northern, Central and Southern Forest and Metropolitan Region species which will be amalgamated into one booklet.

Please call if you think you can help and we would be delighted to include you on our list of keen "volunteers".

**CONTACT: Anna Napler
WOODVALE (09) 405 5158**

WHO'S WHO IN RESEARCH DIVISION

Dr Stephen Donald Hopper

Senior Principal Research Scientist, Science

As promised in last month's edition our reporter has been making a few enquiries about our newly appointed Senior Principal Research Scientist, Dr Steve Hopper.

Steve was born under the Gemini star sign in 1951 in the New South Wales town of Bangalow. He is lucky enough to share his birthday (18 June) with many charmed and delightful people of which the most prominent that springs to mind is your dear Editor's mother! Other important national events that occurred on this date include the opening of the National Art Gallery of South Australia in 1881 and the birth of poet Rosemary Dobson in 1920 and performer Robyn Archer in 1948. With all these important events happening on this day it is no wonder that Steve has risen to fame to become possibly the youngest SPRS's ever in Research.

In 1973 Steve graduated from the University of Western Australia with first class honours in Science. He majored in Botany and Zoology and was awarded first class honours in Botany. 1978 saw Steve become a Doctor. His thesis for his PhD was titled "Speciation in the kangaroo paws of south-western Australia (*Anigozanthos* and *Macropidia*: Haemodoraceae)". From 1976 to 1977 he worked as a contractual botanist with the Western Australian Herbarium and in September 1977 was appointed a Research Scientist with Fisheries and Wildlife. He later became Senior Research Scientist and Program Leader of the Flora Conservation Program within the Research Division of CALM. Since graduating Steve has applied for and been awarded a number of grants to carry out research into a variety of rare species. Some of the projects sponsored by external grants include "Evolutionary Ecology and Systematics of Kangaroo Paws; Rare WA Wheatbelt Plants; the Banksia Atlas; and of course most recently and still in vogue a Survey of Rare WA Eucalypts. His publication list is extensive amounting to over seventy published papers and articles.

Steve currently chairs the Department's Scientific Publications Editorial Committee and the Wildflower Industry Review Committee. He is a member of the Fitzgerald River National Park Management Plan Project Team. He also represents the Department on a number of external committees including the Australian Orchid Foundation Research Committee, Australian Flora Foundation Research Committee, IUCN species survival commission groups and CONCOM working groups.

Away from work, Steve has three young children to occupy his time. He lives in Mullaloo and is often seen riding his blue push bike to and from his Woodvale office. He also enjoys the beach and an early morning run and swim.

Steve is an expert in his field - his new appointment as SPRS Science is indeed a reflection of his abilities and expertise. I've just one bit of upsetting news for him - if he'd been born fifteen days earlier he'd have shared his birthday with the botanical artist Betty Conabere!



SCIENTIFIC AND TECHNICAL PUBLICATIONS

LATEST SUBMISSIONS

Author: Dr Andrew A Burbidge
Title: Cost Constraints on Surveys for Nature Conservation
For Publication in: Proceedings of Workshop on Cost-Effective Survey Methods, Sydney 22-24 March 1988.

Abstract:

B*iological surveys have developed rapidly in Australia in recent years. They have become an essential prerequisite for many land use decisions and for planning the management of nature conservation lands. They have also become increasingly expensive, partly because more and more detailed data are collected. I present a cost breakdown of three contemporary surveys that address study areas of very different sizes and complexities. Their overall costs are related to costs of single species studies and the size and budget of the Western Australian Department of Conservation and Land Management. There is an increasing demand for surveys but little chance of significant increases in staff and financial resources to pay for them. Thus, cost-effectiveness is now an important consideration during the planning and execution of surveys. Those planning surveys need to ensure that only those data required are collected and that costs are kept to a minimum.*

POSITIONS VACANT

within Research Division

DEPARTMENT OF
CONSERVATION AND LAND MANAGEMENT

SENIOR RESEARCH SCIENTIST (Marine Conservation) POSITION NO. 0936765

SALARY: \$39,783-\$44,187 per annum according to qualifications and experience.

QUALIFICATIONS AND EXPERIENCE: Bachelor of Science with Honours in marine biology or equivalent. Postgraduate degree in marine biology. Experience in carrying out and publishing marine research.

DUTIES: Undertakes scientific research on the conservation of marine ecosystems, particularly in relation to the selection and management of marine national parks, marine nature reserves and marine parks. Leads marine conservation research programs.

CONDITIONS OF SERVICE: Australian permanent residence status is a prerequisite for appointment to the permanent staff.

General conditions of service applicable to permanent officers employed under the Public Service Act 1978 will apply.

LOCATION: Woodvale, Western Australia.

GENERAL: "A" Class driving licence required. A statement of duties and selection criteria available from the undersigned or by telephoning (09) 367 0218.

APPLICATIONS: Applications should be submitted quoting the position number to the:

**Executive Director
Department of Conservation
and Land Management
50 Hayman Road
Como WA 6152**

CLOSING: 5.00pm Thursday April 21 1988.

The Public Service is an Equal Opportunity Employer

Past Events:

Thanks to all those staff from Como Research and the Herbarium who came up to Woodvale last month for the Sundowner. It was a successful occasion and hopefully enjoyed by all. Thanks to the great shopping expertise of Jan and Carey we were able to keep the thirstiest of thirst at bay. Arnold Ringneck also was reported to have enjoyed the occasion and has developed a taste for cheezels! Thanks to all those who made the afternoon a success.

Coming Events

- Program Reviews
- More Program Reviews!!!
- Research Division Staff Meeting

This will be held on the 13 April in the Training Centre at SOHQ at 2.00pm. Notices have been sent to all Centres.

Please ensure John Dorlandt at Como Research is informed of numbers that will be attending the Sundowner afterwards.

Trivia:

Due to the lack of any news on such issues as marriages, births, divorces, deaths etc here's a snippet from a local newspaper that captured my enquiring mind -

HORSE MANURE \$10 a
trailer load delivered. Ph
8241040.
HUSBAND, good cond.
own hair and teeth ten
years exp. Will ex-
change for dishwasher
or a Porsche. Phone
Lucy 8283249.



Inevitably, their affair ended: Howard worried excessively about what the pack would think, and Agnes simply ate the flowers.

Question:

What could possibly be : a Scottish lake, an alcoholic beverage, the Irish Coal Miners' Union, an overcoat, a nuclear base, a town, or a Russian newspaper?

The answer is Glasnost! If you don't know what it is then you join quite a large proportion of hopeful young journalists aspiring for a cadetship on "The Age" in Melbourne. You don't have to know what a Glasnost is to enable you to write something for your NEWSLETTER - this Editor does not have such high expectations as that of "The Age" - let everyone know what's happening with your Research - don't be bashful. Truth be known that most contributors so far have been female - let's equal things up and have a few articles from the males in the Division!

	Issue	Deadline	Distribution
Deadline for next Issue	APRIL 1988	22 APRIL 1988	Early MAY

In search of saving a rare species

By ALEX HARRIS



Dr Gerald Kuchling with a female long-necked tortoise. Pictures: ROD TAYLOR

A THREE-year, crash programme in WA will aim to save one of the world's rarest animals, the short-necked tortoise.

The Department of Conservation and Land Management will use ultra-sound scanning and hormone assays to find why captive females fail to breed.

The number of tortoises in the wild and in captivity has

fallen from about 200 in the early 1960s to fewer than 30.

Their extinction is almost certain unless they can be bred in captivity to build up the wild population.

The department's director-manager of research, Dr Andrew Burbidge, said Dr Gerald Kuchling, an Au-

strian biologist who has just spent a year studying the long-necked tortoise at the University of WA, would take charge of the programme.

The short-necked tortoise was believed to be extinct until it was rediscovered in 1953.

It is confined to two small nature reserves in the Swan Valley — Ellenbrook and Twin Swamps.

The decline is thought to be linked to a series of dry winters and attacks by foxes and dogs.

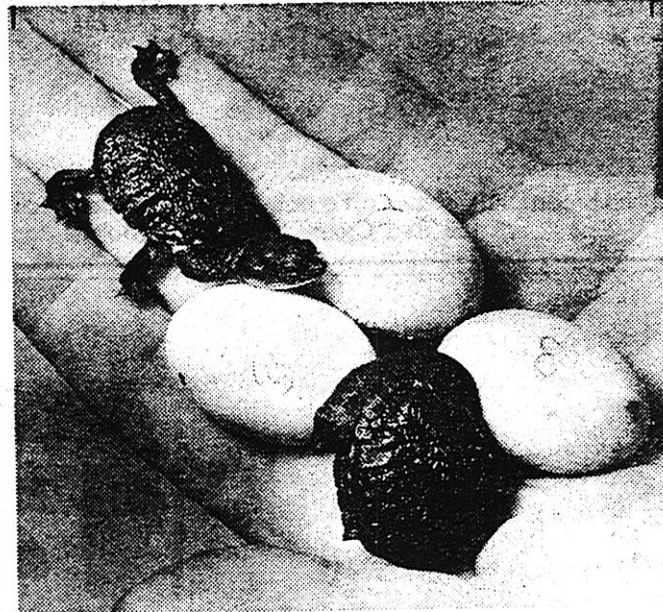
Dr Kuchling has worked on endangered tortoises and turtles in Madagascar.

He said the eggs' failure to develop could be related to the animals' feeding cycle.

Wild females spent a lean winter but ate heavily in the three or four months before egg laying began in November.

After November, they went into aestivation — summer dormancy — as the swamps dried out.

"If they can't get enough food to produce eggs and survive aestivation, they stop egg production to conserve energy," he said.



Young tortoises about a fortnight after hatching.