

# Yarning Time

Issue one November 2014



Steven van Leeuwen  
Chair  
Aboriginal Employee Reference Group

## Message from the AERG Chair

Welcome to the first issue of *Yarning Time* - a newsletter created by the Department of Parks and Wildlife. 'Yarning' is a term used by Aboriginal people meaning talking and sharing stories.

The Aboriginal Heritage Unit (AHU) and the Aboriginal Employee Reference Group (AERG) have established *Yarning Time* to:

- provide an update on Aboriginal staff news;
- inform all staff of the developments in Aboriginal affairs in the department; and
- share stories on the department's engagement with Aboriginal people.

We hope you enjoy the first issue of *Yarning Time*, it supports the Aboriginal Employee Strategy (AES) and an outcome from the biennial 2013 Aboriginal staff conference.

## What is AERG?

The creation of AERG was an outcome from the former Department of Environment and Conservation first Aboriginal Staff Conference in 2009. The purpose of the group is to:

- Provide representation for the department's Aboriginal employees;
- Identify, understand and provide advice and recommendations on issues that affect Aboriginal staff and their communities; and
- Make the department an employer of preference for Aboriginal people.



AERG members include: Stephen van Leeuwen (principal research scientist), Tracy Shea (assistant director policy and planning), Rhonda Murphy (manager Aboriginal participation and involvement), Ian Michael (Indigenous liaison Officer) and Karim Khan (program coordinator AHU).

Since the 2009 conference at Yanchep National Park, an Aboriginal staff conference has run biennially - in 2011 at Point Walter and in 2013 at Kensington.

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*Karlamilyi National Park – Pilbara,  
Western Australia*

## Employee news

Parks and Wildlife has a commitment to increase the representation of Aboriginal employees' working within the agency at all levels, occupations and locations.

### New staff

Eight new Aboriginal staff members have joined the department since the Aboriginal Employees' Conference in October 2013. Some of the new staff include:

Grace Hibbit, clerical officer trainee, from the Perth Hills Discovery Centre. Grace is employed under the Mentored Aboriginal Trainee Employment Scheme (MATES) and is completing her Certificate III in Government. "I was just browsing on the web one day and the advert jumped out at me. I just knew it was what I was looking for," Grace said. (Grace pictured centre front with Nearer to Nature colleagues - cultural guide Leonard Thorn, Aboriginal officer Trevor Walley, cultural guide Gudathada (Zak) Walker and Perth Hills Discovery Centre coordinator Lisa Ingram.)



Melanie Edgar, clerical officer, from the West Kimberley District Office in Broome. Melanie's role includes general administration duties, meeting and greeting customers, and selling merchandise among other duties including helping out interpretations officers with organising and setting up the Community Education Program that runs during the school holidays. "Working with the department has been amazing so far as I have made a lot of awesome friends and colleagues that are so supportive, I get to work with my people in looking after our country which is such a privilege to me, and something I take great pride in," she said.

Lloyd Nulgit, Indigenous ranger, from Wilinggin. Lloyd has previously worked as the head ranger of Wungurr Rangers at Gibb River Station. He has recently completed a 10-day roster under the support of senior ranger Rod O'Donnell and ranger Henry Williams who both have more than 45 years' experience; so it's a fantastic opportunity for Lloyd to be under their mentorship to further develop his skills and career.

Chrystal Forest, workplace training in Esperance office. Crystal is studying towards a Certificate II in Business Administration and undertaking workplace training with the department at the Esperance office.



## Returning staff

We would like to welcome Tina Bowers, back from maternity leave, working two days a week as a project officer in the AHU.



## Departing staff

Delvene Cornwall left the AHU early this year. Delvene has worked for the department for the past 15 years and we wish her all the best in her future endeavours.

Nigel Johnston was employed as a conservation employee in the Esperance office. He participated in MATES commencing on 16 August 2006 and contributed to all management aspects in the Esperance district. The Esperance district wishes Nigel all the best for his future.

## Sorry business

It is with great sadness that we inform you of the passing of Anthea Dempster-East on 27 April 2014. Anthea started with the department as a MATES trainee in Dwellingup then moved into the AHU for a brief period before moving to the Perth Hills Discovery Centre. Anthea was a bright and happy person with a big passion for the environment, in particular the care and protection of animals. We offer our condolences to Anthea's family and friends. Our thoughts and prayers are with them.



*Anthea (second from right) working with Belinda Cox at the Perth Royal Show milla display.*

## Learning and Development

The AES aims to support Aboriginal staff in their professional development by providing opportunities to develop skills and experiences, access to internal and external training opportunities and assistance with career pathways. These are some of the achievements in this area.

### Higher duties & promotions

- Belinda Cox – acting project officer
- Dudley Michael - acting overseer
- Tina Bowers – acting project officer
- Robert Jordan – acting senior ranger
- Chontarle Bellottie – acting project officer
- Anthony Aiken – acting senior ranger
- Karim Khan – program coordinator, AHU
- Rhonda Murphy – appointed manager, Aboriginal participation and involvement, AHU.



*(Left to right) Jason Richardson, Eugene Park, Hon Albert P. Jacob Minister for Environment and Jason Fong.*

## Training

The following staff completed the following training:

- Karim Khan – *Aspiring Leaders* course
- Jayden Miller – Certificate II Indigenous Leadership and Development
- Ian Michael and Belinda Cox – Certificate IV in Training and Assessment
- Department staff and Yawuru rangers - *Cybertracker* field training course
- Certificate II in Conservation and Land Management
  - Eugene Park
  - Keith Boombi
- Certificate III in Conservation and Land Management
  - Jason Fong
  - Benjamin Taylor

## Awards

Recognising and promoting the achievements of Aboriginal staff is a key element of the AES.

Fellow employees received awards at the graduation ceremony held on 28 May 2014:

Broome Yawuru ranger Jason Richardson received the MATES Kwabalitch Award for demonstrating tenacity, perseverance and dedication to his studies throughout his traineeship.

Kimberley-based Keith Boombi was awarded Aboriginal Trainee of the Year for his commitment to learning and for his goal in becoming a fully qualified ranger.

The Eugene Winmar Award was presented to Karim Khan at the 2013 Aboriginal staff conference for his outstanding commitment to the department having served 18 years, and his motivation to assist in facilitating good outcomes for Aboriginal staff and the community.



*Left to right: Luke Betley, Wayne Winton, Alexander Scott, Winston Gerrard, Keith Boombi, Andrew Coats, Steven Leeder.*



*Eugene Winmar presenting award to Karim Khan.*

## Presentations and conferences

- Ian Kealley (regional manager, Goldfields) presented at the National Native Title conference in Coffs Harbour in early June with the Central Desert Native Title Services and Martu people from Wiluna on successful joint land management at Lorna Glen.
- Rhonda Murphy and Simon Choo (Native Title and heritage coordinator) presented at the State Aboriginal Legal Service Court Officers Conference on customary activities legislation, joint management and departmental Aboriginal strategies.
- Karim Khan and Simon Choo did the same presentation to the West Australian Aboriginal Advisory Council.
- Rhonda Murphy presented at the Nature Conservation Conference on departmental Aboriginal strategies.
- Simon Choo presented at the Parks Forum Co – Governance and Co – Management Hui in June 2014 in New Zealand.
- Rhonda Murphy and Karim Khan went to the 2014 Western Australian Aboriginal Advisory Council Summit.

## Update on Aboriginal strategies

The AHU in partnership with People Services Branch manages the Aboriginal Employment Strategy (AES) 2011-14, the Reconciliation Action Plan (RAP) 2013-15 and the Cultural Learning Program (CLP).

## Aboriginal Employment Strategy (AES)

Parks and Wildlife has a commitment to increase the representation of Aboriginal people at all levels, occupations and locations across the department. This will be achieved through the AES and other strategies and actions. The AES has four focus areas: employment targets, recruitment and selection, learning and development, and retention.



Some of the achievements of the current AES to achieve this goal include:

- Aboriginal cultural awareness training for Parks and Wildlife staff now offered on a regular basis on the corporate training calendar
- a process to advertise positions state-wide with appropriate agencies/organisations established
- influencing targeted leadership courses for Aboriginal staff
- development of appropriate guidelines for recruitment of Aboriginal staff
- facilitating recruitment panel training for Aboriginal staff
- raising profile of the department in the community by participating in Aboriginal employment expos and public sector forums, and
- developing an agency Aboriginal brand.

The current strategy timeframe is from 2011-2014. Rhonda Murphy and Stephen van Leeuwen are members of the department's Diversity and Access Committee. The Aboriginal employment sub-committee includes members from the AHU, Recruitment and Work Force Diversity will be implementing a review of the current strategy to be implemented in 2015 and input from departmental staff will be valued, and the committee will put in place processes to support this.

This review will support the *Department of Parks and Wildlife Strategic Directions 2014-17*, which identifies increased Aboriginal employment and engagement as a key goal.



*Director General Jim Sharp presenting the RAP at the 2013 Parks and Visitor Services conference.*

## Reconciliation Action Plan 2013-15

The department's Reconciliation Action Plan (RAP) was officially launched in October 2013 and sets out how the department will strengthen its relationships with Aboriginal Australians.

The RAP is a tool for cultural change and covers specific actions, responsibilities and timelines to ensure objectives are met. A committee has been established to oversee the implementation and evaluation of the RAP. Committee members include: Stephen van Leeuwen (Chairperson) Rhonda Murphy, Peter Sharp, Tracy Shea, Kathryn Wilkinson and a Regional and Fire Management Services representative.

RAP representatives have been nominated in various locations, regions, and divisions. They will support the RAP committee to implement and evaluate the RAP outcomes. The RAP representatives are:

RAP Representatives			
Division	District / Location	Representative	Job Title
Parks and Visitor Services	Kensington	Tracy Shea	Assistant Director Policy and Planning
Corporate Services	Bentley	Kathryn Wilkinson	A/Workforce and Diversity Coordinator
Science and Conservation	Kensington	Stephen van Leeuwen	Principal Research Scientist
Corporate Executive	Kensington	Peter Sharp	Director, Parks and Visitor Services
Regional Services and Fire Management	Swan	Craig Olejnik	A/District Manager Swan Coastal
		Benson Todd	District Manager Perth Hills
		Stefan de Haan	Regional Manager Swan
		Julia Coggins	A/Park Manager Yanchep National Park
	Wheatbelt	Greg Durell	District Manager Great Southern
		Vaughan Smith	District Manager Central Wheatbelt
	Midwest	Brad Rushforth	Parks and Visitor Services Coordinator
		Rory Chapple	Project Officer
	Warren	Allison Donovan	District Manager Frankland
		Jeff Kimpton	Senior Ranger
	South West	Peter Henderson	Regional Leader Parks and Visitor Services
	South Coast	Mike Shephard	A/ Regional Leader Parks and Visitor Services
	Goldfields	David Pickles	Regional Leader Parks and Visitor Services
		Corina Hitchcock	Regional Business Manager
	Pilbara	Ray De Jong	A/Regional Leader Parks and Visitor Services
Kimberley	Trent Stillman	Project Officer	
	Alan Byrne	District Manager West Kimberley	

All offices and work centres have been sent a copy of the RAP. If more copies are required please contact the AHU or download from:

[http://www.dpaw.wa.gov.au/images/documents/parks/aboriginal-involvement/Reconciliation\\_Action\\_Plan\\_20132015.pdf](http://www.dpaw.wa.gov.au/images/documents/parks/aboriginal-involvement/Reconciliation_Action_Plan_20132015.pdf)



*Participants at the first ACAT training session.*

### Aboriginal Cultural Awareness Training (ACAT)

The AHU in partnership with Learning and Development has developed an Aboriginal Cultural Awareness Training (ACAT) workshop that is being rolled out across the department.

The ACAT workshop focuses on Aboriginal culture and history, and the relationship of this to the department's operational context. It facilitates better working relationships between staff and Aboriginal people.

Presenters of the ACAT include Belinda Cox, Rhonda Murphy, Karim Khan, Chontarle Bellottie and Ian Michael. Jayden Miller has provided technical support for the training days.

The rollout of this training has been very successful to date. One participant said “Overall I was very pleased with the course itself, as it opened my eyes to several things I hadn’t previously considered or had knowledge of. I’m keen to extend my gained insight to colleagues and friends/family where appropriate”.

Another said “I thought the training was excellent in the history and the awareness of the Aboriginal struggle to get their land back. I don’t think people realise what happened way back then and they should be told of the plight the Aboriginals went through. Pity there is not more training like this for everyone.”



*Participants in a group discussion.*

### **Cultural Learning Program (CLP)**

The department has endorsed the development of a cultural learning program to provide a suite of training opportunities for staff that complements and expands on the current ACAT workshop. The AHU will work in conjunction with Learning and Development to ensure it supports the goals of the RAP and meets the requirements arising from the CALM Act amendments and related policies.

It is proposed that the program will cover a range of issues including:

- Heritage site identification and protection training;
- Principles of native title; and
- Effective engagement with Aboriginal people.

More information will be provided in the December edition of *Yarning Time* on the development of this package.

## **Around the State**

### **Esperance**

Ten casual staff were employed from the Esperance Nyungar community to help with path construction and maintenance, facilities maintenance, and fauna and flora monitoring programs in the district.



*Casual staff from the Esperance Nyungar community.*

### **Moora district**

The Moora district has recently entered into a Local Area Arrangement (LAA) with the Kwelena Mambekort Aboriginal Corporation (KMAC), made up of the Shaw family, who are the traditional owners of the Wedge area and members of the local Yued People. The LAA recognises KMAC’s custodianship of the Aboriginal heritage areas in and around Wedge and their ongoing commitment to weed removal and rehabilitation of degraded areas.



## Kalbarri

The \$5 million *Kalbarri Royalties for Regions Roading Project* has seen 12 km of road construction and two car parks in Kalbarri National Park. The department worked closely with the Yamatji Marlpa Aboriginal Corporation (YMAC) and the Nanda people to ensure the protection of the park's heritage values as well as provided meaningful training and employment for Nanda people. A full ethnographic and archaeological survey was conducted by YMAC staff (archaeologist and anthropologist), with representatives of the Nanda Native Title Claim group. The survey covered all areas of ground disturbance and was completed to ensure protection of any heritage values.

### Outcomes of the program

- Five Aboriginal trainees were employed by the department and obtained a Certificate II in Resources and Infrastructure Work Preparation and qualifications in the operation of heavy machinery such as rollers and front end loaders.
- One of the trainees is still employed in a permanent capacity with the road construction company.
- Several Nanda subcontractors were employed by the department.
- To date, more than \$260, 000 has been directly spent on employment of Nanda people.



(Above) Heritage Survey Team.



(Right and below) Nanda Traditional Owners monitoring ground disturbance during investigations for a suitable gravel source.



## West Kimberley district

### Wire Springs biodiversity survey with Bunuba rangers

Parks and Wildlife and Bunuba rangers conducted an eight-day biodiversity survey in the Devonian Reef Conservation Park to monitor native plants and animals. This survey at Wire Springs has been ongoing with Bunuba since 2012 and involves surveying four sites for six nights in three vegetation types.

The main threats to native plants and animals are fire, feral animals and weeds infestation. The two most common impacts in this region are high intensity fires and feral animals (unmanaged cattle).

A number of native animals were caught, despite the area having been burnt in a relatively high intensity fire the previous year. An exciting discovery was a black whip snake that was previously caught in two different vegetation types, a knob tail gecko and a planigale.



Parks and Wildlife staff and Gooniyandi Rangers plan for the weed control work.

### Gooniyandi rangers weed work at Mimbi Caves

Parks and Wildlife officers joined Gooniyandi women and men rangers over four days around Mimbi Caves conducting weed management activities. Mimbi Caves are a very special part of the Devonian Reef situated on Gooniyandi Native Title land on the Mt Pierre Indigenous pastoral lease 100km south of Fitzroy Crossing.

The weeds targeted during the trip included *Calotropis procera*, *Senna alata*, *Tribulus terrestris* and *Passiflora foetida*. Thousands of weed plants were sprayed and *Calatropis* trees were cut down, treated and counted.

Continuing with these efforts will have a significant help to control weed infestations.

## Removal of Problem Crocodiles

Indigenous rangers from Kimberley Land Council participated in a training session conducted by wildlife officer Peter Carstairs. The aim of the training was to engage and educate the remote Aboriginal communities about the risks associated with living close to crocodile habitats. Some crocodiles posing a threat to remote Aboriginal communities are caught and relocated using a 5-metre floating aluminium crocodile trap. The crocodiles are removed under the authority of a dangerous fauna licence and taken to the Malcolm Douglas Wilderness Park in Broome.



*'Jimmy', the 3.6m croc from Beagle Bay with wildlife officer Peter Carstairs and Indigenous rangers from the Kimberley Land Council.*

The rangers are working with Parks and Wildlife on a Local Level Crocodile Management Plan for Beagle Bay, One Arm Point and Looma communities as well as the Fitzroy River system and Derby township. These plans will fit into the overarching West Kimberley District Crocodile Management Plan and include education, community warning procedures, crocodile trapping and removal.



*On the first day of arrival, a Welcome to Country was conducted by ranger Keith Boombi at the spring near the camp.*



*This was followed by the first learning session that involved the learning of flora relevant to Goomig.*



*"Classroom" teaching sessions conducted by senior Miriwoong language teacher from the Language Centre.*



*Important stories for Goomig were told to the rangers by a Senior Traditional Owner for the area.*

## East Kimberley district

Eight Miriwoong Gajerrong rangers participated in the first of a number of on-country language learning programs at Goomig Conservation Park.

These programs were delivered by Parks and Wildlife East Kimberley District Joint Management Group in conjunction with the Yoorrooyang Dawang Regional Park Council and the Mirima Dawang Woorlab-gerring Language and Culture Centre.

The rangers learn Miriwoong language from senior language speakers and were also taught strategies for Certificate II and III CALM certification as well as land management practices alongside the traditional on-country knowledge of flora, fauna and sites of cultural significance.

These programs were developed to foster and develop two-way learning between the department and local Aboriginal rangers.

## Kalgoorlie

A lot of work is underway at Lorna Glen including regular employment of the Martu ranger team from Wiluna. Lorna Glen is a former pastoral station 157km north east of Wiluna and has been a site of major conservation projects including Rangeland restoration.

Parks and Wildlife has been involved with the Goldfields Land and Sea Council in the Great Western Woodland and at Credo Station with ranger training in weed control and fire related activities. Works are also being completed with the Tjuntjuntjara people in the Great Victorian Desert Nature Reserve.

### Indigenous ranger groups' training camp

Staff from Learning and Development travelled to the remote station of Credo, 70km north of Coolgardie to provide support at a Weeds and Chemical Training event for Indigenous ranger groups.

Rangers from the Western Desert and Goldfields region including Goldfields Land and Sea Council, Central Desert Land and Community, and Spinifex Land Management gathered at the Parks and Wildlife-managed station for a week-long training camp.

Goldfields Region provided the facilities for the training as well as organised the trainers and staff to assist at the camp.

This was the first time the camp had been held, and the 29 participants learnt skills in weed control and first aid.



*Participants learn about chemical weed treatment and current research on weed control.*



## Warren Region

Parks and Wildlife Warren Region officers were recently visited by traditional custodians from the Pibelmen, Mineang and Kaneang groups at a forum for Aboriginal cultural input into the William Bay National Park Recreational Master Plan. The groups met at the Nornalup Community Centre, and discussed plans for the Nornalup foreshore with South West Aboriginal Land and Sea Council and members of the local community.

At William Bay, traditional custodians were encouraged to provide valuable cultural input into the Recreational Master Plan after visiting the main recreational areas and being presented with design options by Warren Region landscape architect Vicky Winfield.

This process of community engagement and identification of cultural values will be documented into an Aboriginal Cultural Communication Plan for the William Bay Recreational Master Plan. One of the key objectives was to introduce the department's staff to the Native Title representative body representatives, the Wagyl Kaip Native Title claimant group and maintain good working relationships and establish new ones between the two groups.

It was also a good opportunity to show that both parties are committed to supporting and recognising Aboriginal culture and to achieve positive outcomes for the department's Reconciliation Action Plan.

## Significant Dates

Departmental staff participating in key Aboriginal and Torres Strait Islander events and dates of significance including National Aboriginal and Islander Day Observance Committee (NAIDOC) and National Reconciliation Week is an action in the RAP.

There were some great events held throughout the state where departmental staff and the Aboriginal community came to together to celebrate.

### National Reconciliation Week

Staff across the State came together during Reconciliation Week, 27 May to 3 June, to commemorate two significant milestones in the reconciliation journey – the anniversaries of the successful 1967 referendum and the High Court Mabo decision.

The theme for 2014 was 'Let's walk the talk' and Indigenous and non-Indigenous staff shared stories and achievements at a number of barbecues, morning teas and engaging presentations.

The new barbecue area in **Kensington** was used for the first time to celebrate the Indigenous round of the AFL. People got into the spirit by wearing team colours!

Staff from Parks and Wildlife and Swan River Trust made nets out of plants and enjoyed 'Dadja Merang' (meat and vegetable bush tucker) and a talk by elder Leonard Thorne on the banks of the Darlgarro Beelie (Canning River).

At the Old Mill dam in **Dryandra**, Narrogin staff and community members shared a few yarns over a barbecue lunch.

In the **East Kimberley**, Kununurra staff enjoyed a barbecue lunch with Pamela Simon, Jimmy Paddy and Ralph Gerard from the Yoorroyang Dawang Regional Park Council.

In **Broome**, Pat Foley, a trainer/assessor for the Kimberley region who works closely with the Yawuru Rangers, put on a lunch and a slideshow celebrating the achievements in training and development of Aboriginal staff in the Kimberley.

The **West Kimberley District** held a morning tea in Broome with staff from our joint management partners Nyamba Buru Yawuru. Yawuru elder Sylvia Clarke welcomed everyone to Country and Yawuru Program Leader, James Dobson, gave a speech highlighting our achievements working with Native Title holders and traditional owners.

The **West Kimberley District** sent a letter to the traditional owner groups in appreciation of the joint success of looking after traditional lands and waters.

The **Warren Region** announced the development of interpretative signage that will incorporate native plants as a focal point near the main entry to the Manjimup office, as well as projects to recognise Aboriginal people and culture at the key work centres at Pemberton and Walpole.



*Kensington staff at the Indigenous AFL round BBQ.*



*Leonard Thorne talking about traditional hunting methods.*



*Narrogin staff and community after their BBQ.*



*An impressive display in West Kimberley.*



*(Left) Happy faces after the great BBQ organised by Pat Foley.*



*Eighty Mile Beach mural.*



*Eighty Mile Beach mural to recognise Nyangumarta as the traditional owners of the marine park.*



*Aboriginal MATES trainee Jonnie Saegenschnitter celebrates NAIDOC Week at Yanchep National Park.*

## NAIDOC Week

The department observed NAIDOC Week, which ran from 6–13 July, with a range of activities around the State that celebrated the history, culture and achievements of Aboriginal and Torres Strait Islander people.

In the West Kimberley District, Parks and Wildlife staff and Nyangumarta traditional owners celebrated at Eighty Mile Beach Marine Park with members of the public.

Interpretation officer Sara McAllister said visitors had a chance to meet and have a yarn with elder Winnie Coppin and traditional owners Nyapuru Rose and Janet Stewart during their stay at the park.

“The ladies cooked damper for the visitors and we had a mural where visitors could put their handprint on to recognise Nyangumarta as traditional owners of the marine park,” Sara said.

“We also hosted an outdoor screening of the documentary *How the west was lost* about the 1946 Aboriginal pastoral workers’ strike for better wages in the Pilbara region.

“It was a very successful event with more than 120 visitors attending the celebration.”

In the Perth Hills, Nearer to Nature engaged with the community with a special activity ‘*Celebrating NAIDOC*’, which saw families immersed in Aboriginal culture.

Participants enjoyed boomerang painting, string and tool making, as well as stories around the mia followed by an afternoon tea of damper and kangaroo.

On Sunday 6 July Yanchep National Park hosted a NAIDOC event featuring fun and informative cultural activities, which included free activities including bush tucker tasting, tool and jewellery making, a spear throwing demonstration and traditional artefact displays were held throughout the day. The *Aboriginal Cultural Experience* and *Didgeridoo and Dance* sessions, which usually charge fees, were made available to the public for free.

Yanchep’s acknowledgement continued through the school holidays with a fortnight of Aboriginal-focused school holiday activities.

## Customary activities

A Customary Activities Working Group was established to oversee the implementation and roll out of information to staff and the community about changes to the CALM Act enabling Aboriginal people on Country to perform customary activities.

Aboriginal representation on the group is Rhonda Murphy and Karim Khan from the AHU. Karim has recently been appointed Chair of the working group. Other members include: Tracy Shea, Peter Sharp, Bob Hagan (branch manager), Gail Ritchie (prosecutions Cordinator), Kharis Johnston (coordinator regulatory Training), Bel Catchside (policy and projects Officer), Sarah Bignell (marine conservation officer (Planning)), Blake Edwick (A/Policy and planning officer), Kelly Gillen (assistant director regional services), Simon Choo and Colin Ingram (senior planning officer).

Achievements to date include:

- refined written permission forms;
- updated internet and intranet information for staff and community;
- review of regulations in regards to buffer zones and fire arms use (more info below);
- community information/education roll out;
- staff training around the changes and what it means to them; and
- identification of any Local Area Arrangements that are already in place.

### Updated internet and intranet

Updated information on Aboriginal customary activities is now available through the department's website [www.dpaw.wa.gov.au](http://www.dpaw.wa.gov.au). The AHU strongly advise you to get familiar with the information so you can inform/guide people if asked from your community.

**Note:** the best source of information is the "Guide to Aboriginal Customary activities " which can be found at the bottom of the page under the *more information* section, this has more detail and is a good resource for community.

Go to: [www.dpaw.wa.gov.au/parks/aboriginal-involment/92-customary-activiteies](http://www.dpaw.wa.gov.au/parks/aboriginal-involment/92-customary-activiteies)



*Customary Activities at Bunbury.*



*Customary Activities at Dryandra.*



*Customary Activities at Dryandra.*



*Customary Activities at Dryandra.*

## Aboriginal Employee Conference update

The last biennial Aboriginal Staff Conference was held in October 2013. Thirty Aboriginal staff representing a range of regions and divisions throughout the State came to Perth for the conference. External invited guests from Fairbridge, the Bunuba Ranger Program and Dambimangari Aboriginal Corporation also participated.

The conference provided opportunities for staff to meet, network, share ideas and build support for each other.

They were updated on the strategic directions of the department, the implications of the recent amendments to the CALM Act and the Aboriginal-specific strategies the department is pursuing.

Staff gave presentations on their work and a display showcased staff work - including a language map showing the diverse language groups represented at the conference.

The conference was combined with the annual Parks and Visitor Services Conference, which provided additional opportunities for Aboriginal staff to showcase their work. The combined conference was a great success.

A report of the 2013 Aboriginal staff conference is available on the PVS intranet page and planning is underway for the next conference in 2015.



## Departmental update

### Strategic Directions 2014-17

The overarching theme of the *Department of Parks and Wildlife Strategic Directions 2014-17* is to focus our investment and resources on those programs that result in tangible improvements to on-ground management outcomes.

The strategies set out in the plan do not seek to encompass all of the department's business actions for the coming year. Rather, they emphasise those strategies where a very targeted action is planned to achieve a specific outcome.

The *Department of Parks and Wildlife Strategic Directions 2014 -17* can be found at:

[http://intranet/odgpaw/Documents/20140589\\_StrategicDirectionsv%20printready.pdf](http://intranet/odgpaw/Documents/20140589_StrategicDirectionsv%20printready.pdf)

## Aboriginal policies

All of the department's Aboriginal-related policies can be found at:

<http://www.dpaw.wa.gov.au/about-us/36-policies-and-legislation>

Aboriginal Policies include:

- Policy 69: Acknowledgment of Aboriginal traditional custodians (Guidelines also available)
- Policy 86: Aboriginal Customary Activities (Guidelines also available)
- Policy 87: Aboriginal Joint Management
- Policy 91: Burial of Aboriginal people on CALM land
- Policy 94: Aboriginal outstations camps and settlements on CALM Act land

Thanks!  
for your  
Support!!

## Contributors

- Andrew Coats
- Kathryn Wilkinson
- Sara McAllister
- Benson Todd
- Robert Blok
- Brad Rushforth
- Grace Hibbert
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- Ian Michael
- Rhonda Murphy
- Luke Bentley
- Ian Kealley
- Rory Chapple
- Kerry Johnson
- Greg Durell
- Jonnie Saegenschnitter
- Melanie Edger
- Karim Khan
- PICA Lauren Emmerson
- Tracy Shea

This newsletter will occur quarterly; please contact us if you would like to contribute to the **Next edition: March 2015**

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*Department of Parks and  
Wildlife Aboriginal  
Employees*