# Newspaws

For, of and by Q.NPWS staff

### Welcome Walter



Ranger Les Bleakley, of Rockhampton, proudly presents his recent arrival, son Walter (Wal) Wombat. The proud father and son were photographed at Epping Forest recently. Both are doing well — but the mother is yet to be located. Wal weighed in at 5.4 kg. Of course, he's a very special kind, a Queensland hairy-nosed wombat.

### rom Mr McKechnie

It has been my pleasure to have served as the National Parks Minister for the past three years.

It has been a challenge, and I am proud of what was achieved during that period.

Much of the credit must go to the many dedicated and professional officers of the Queensland National Parks and Wildlife

Their attitude, enthusiasm and willingness to work beyond the call of duty has done much to further

the cause of conservation in Queensland.

wish to thank each and every officer for the assistance and advice given to me during my time as National Parks Minister.

I also wish my successor, the Honourable Goeff Muntz, and Service officers every success for the future, and personal best wishes for the forthcoming festive

Peter McKechnie Minister for Industry and Technology

# Way ahead is thrashed ou

Major recommendations concerning the immediate and long-term future of the Service have been put to paper.

week-long conference at Surfair on the Sunshine Coast, attended by senior Service staff, considered strategic planning.

Issues included communications, head office-region communication, Service goals, objectives and strategies.

Action plans for the most important issues were developed.

These proposals have been documented to be formally ratified by the Executive Management Group

The workshop was attended 

by EMG members, branch managers, and regional directors.

John Wise and Cathy Sinclair from the Public Service Board and Lester Harth helped.

An important issue covered was the interaction between regions and head office.

One outcome was that regional work programs are to be decided by negotiations between regional directors, key regional staff, and branch managers.

A number of key tasks aimed at resolving some immediate problems were identified

Each task was assigned a 'product champion' responsible for ensuring its completion.

Tasks included developing a new media policy, establishing criteria for natural resource base assessment, developing responsibilities and priorities for acquisition, wildlife management for rural land and management planning.

These tasks are to be completed early in 1987.

In the long term, they will influence the work of most Service staff.

The festive season will soon be with us. The last year has rushed by.

It has been a period of consolidation for the Service.

It was timely that after the initial excitement of our re-organization the Executive Management Group, regional directors and branch managers should meet recently to review our

Communication is an on-going problem for the Service

Head office and regions. regional directors, superintendents, and field staff can work only with a free and frank two-way flow of

The senior managers' meeting improved this information flow

problem rests with each of us.

Let good communications be the object in our new year's resolutions.

I have also been concerned about the potential for head office and the regions to be in conflict. Such conflicts can be self-damaging.

Think state-wide while acting locally. Maintain your enthusiasm and act in unison.

I thank you for your efforts during the past year. Many of you have travelled the extra mile in our common interests.

I am proud of your dedication that cannot be matched by financial rewards.

I would like to acknowledge the support given to the Service by Mr Peter

McKechie, our Minister for the past three years.

Despite difficult times, much has been achieved.

I would like to place on record our sincere appreciation of not only Mr McKechie's up-front support, but his behind-thescenes support of which only a few of us are aware.

We wish him success in his new portfolio.

At the same time I would like to welcome Mr Geoff Muntz as our new Minister and assure him of our continuing support and lovalty.

I wish you all the joys and blessings of the Christmas season and a bright and prosperous 1987

Graham Saunders

## ne way of taking in the brass

Peter Scott's Wildfowl Refuge at Slimbridge, England, has developed several interesting interpretive and money making

One I saw recently is brass

Popularity of this traditional British hobby in which a crayon is rubbed over paper to obtain an image of an engraving relief is increasing.

made 20 engravings from photographs and slides of wildfowl

Visitors completing their refuge tour are guided to the rubbing plates, finished samples, and staff to demonstrate the technique

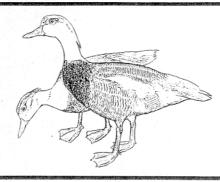
Between 10 and 15 minutes is needed to complete one rubbing with a selection of coloured

crayons and the charge is \$1 for the privilege.

The rubbings (see the sample of a crested shelduck opposite) are seen to reinforce experiences the public have had during their tour by making their own souvenir.

Does anyone in the Service see this as a useful aid at shows, park displays and NHA promotions?

Paul Minton





Still interested after a fashion on a hot October day in Townsville were (from left) Keith McDonald, Brian King, Gavin Blackman, and Bruce Lawrie. The subject was a videotape on refereeing of scientific papers by Tom Kirkpatrick, part of the final technical writing workshop for 1986.

### Many chances for training

Most staff by now should have been exposed to one or more aspects of the 1986-87 training program.

Courses being offered are designed to improve your work skills directly or expose you to some situations you might face one day in the Service

A centrally-organized management/supervisory skills workshop is proposed for Yeppoon from 1 February, at Crows Nest from 22 June and Magnetic Island from

Participation is a maximum of eight, and the course will be over five days.

First aid courses will continue to be arranged locally. Regions are requested to submit training proposals including numbers and estimated costs for funds to

The public contact course to be arranged for head office and regions is aimed at staff who have frequent contact with the public such as counter staff, park staff and those dealing with telephone

The content and venues are to be determined but the duration will be two days

A decentralized induction program is being developed by the management services section. In the meanwhile, a

have been arranged. The first were held in head office and at Moggill this month. As in previous years, funds have been allocated for use by divisional directors and regional directors for personal development programs

Interpretation workshops are proposed for Magnetic Island in February and for Gympie in

These are being arranged by the Technical Services Branch manager.

Writing workshops, particularly for research and planning for research and planning staff, were held in August and October and a need exists for more during 1987 for those who could not attend.

# MSA system still to be fully honed

The letters MSA have come almost legendary in the Service as a delay in every accounting-related function is blamed on them.

It's not that bad — well, at least not now. The MSA system is very complex, very fickle, and took much time to

Contrary to belief, it does not check everything put into it. Over time, some glaring errors were undetected until this fact was rediscovered and the tuning gave balanced ledgers

Balanced ledgers may make accountants sleep at night but don't give much feedback to who control spending in the workplace.

The MSA system can do more than balance ledgers. It can be looked at as a management tool, though one yet to be fully sharpened

The system was purchased from the software firm Management Science of America (MSA) for a very substantial sum. It was selected mainly because it allows budgets to be monitored progressively and pro-actively, that is, before a payment is made.

This software runs on a large IBM 3090 mainframe computer at the State Government Computer Centre. This is linked to all departments which use it. The network is

expanding rapidly and soon all departments will be using it.

The software is made up of three modules — general ledger, accounts payable, and budgetary control. Each is effectively a separate entity and can work independently of the other two.

The way we have set up the system has made the general ledger the heart. GL records each transaction down to expense type and keeps track of how, when, and why the payment was initiated. It also stores the budgets loaded to the system.

Giving information to the GL module is the job of accounts payable and budgetary control modules. AP produces the cheques, records a register and keeps details of everyone given a cheque.

Vendor numbers tell the system which supplier is involved and who to record the payment against. This gives much detail about each supplier and has made the job tracking rogue payments far

Most users come into contact with budgetary control. This is

where details of budgets and expenditure are available to on-line users and where our information is input to the

Input is often in the form known as three-way matching Purchase orders, goods received notes, and invoices are input separately and matched internally. When the three are present, a cheque is produced.

The key to management information available is the amount of detail input. Effectively we can extract any information put in, and sort or combine it in any way.

This is the basis for future management systems. A multitude of types of information, from tens of thousands of items, can be summarised and reported on in any combination.

Next issue we will look at the ways we have used the system in the past few months to get information and also future developments in the Service for more decentralized

Chris Turnbull Systems development officer

Quite a few staff changes to catch up on since the last issue. As best we are able to keep to the mark, they include:

New faces —lan Gardner, clerk (accounts) Head Office, Robert Speirs, management officer, Townsville, Barry Raymond, computer systems officer, Head Office, Kim McBean, clerk, Head Office, Peter Batholomeusz, systems control officer, Head office, Peter Lawson, management officer Brisbane, Robert Zigterman, management officer, Cairns, Scott Findlay, clerk, Head Office.

The red carpet is also extended to all wages employees who started with the Service recently.

Assistant accountant Ron Kelly took early retirement

Resignations include Sue Osborne. Maureen Nayler, Graeme Bell, Len Zell, Kay Rowland, and Rose Webster (Head Office), Michelle Clark (Rockhampton), and John Winter (Pallarenda).

\* \* \*
Peter Ogilvie (Moggill) subject of a Daily Sun cartoon recently. It warned him his Queensland Museum talk including a reference to coconuts had to be good because the audience would not be throwing tomatoes!

Many staff and public turned up to hear Peter who was not coconut

\* \* \*
Among the newly-weds are Libby
Winter (nee Johnson) and TracyLee de Vries (nee Hubner).

Syd Curtis reports having seen in the Warwick district an area of unburnt grasstrees. One he stood beside was 2 m high with dead leaves to the ground.

Another about 3 m had only some 30 cm of exposed trunk at the

Granite country with much exposed rock, shallow soil, and sparse ground vegetation under depauperate ironbark forest plus a

large creek on one side probably accounts for the absence of fire

Does any reader know of a similar situation? Or have any idea how old a 2 m grasstree might be?

Keen demand continues for films from the Service library which may be said to be faunagraphic! Cardwell Shire is paying for Fay Page to staff the Cardwell Information Centre two-and-a-half days a week.

Word from Rocky is Michelle Clark has twin boys, Ryan and Andrew, all doing well. Maria McClelland and Athol Foster marry on 21 December. Alan Reeve is the proud father of Brendan.

\* \* \*
A natural history tour of Norfolk Island the first week in February should attract staff. Cost is \$695 for twin share. Philip Island will also be visited, weather permitting. Ring Anne Winter (07) 229 5872 soon as places are limited.

Service staff requiring more than one copy of our 1987 calendar should order by mail through the Channel 7 kiosk, Mt Coot-tha Botanic Gardens, Toowong, for \$9.99 each plus postage

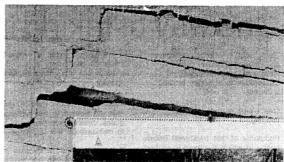
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\* \* \*
Recent visits to the United States by more than one Service staffer must be very secretive, at least for Newspaws readers to discover in time for this issue.

Greg Walker's ute was towed away like all the others when he was parked opposite Head Office after 4 pm.

\* \* \*
Which regional directer worked so hard to put diesel in the ULP vehicle on Fraser Island?

\* \* \*
Which wildlife officer kissed the ground after a recent north Queensland flight? And was this before or after a strip show at Port Douglas?



this space for news on Gympie, Bunya Mountains, Girraween, Eungella, and Burleigh Head information centre displays.

Many brochures and orientation signs are being produced. Trezkinn Cave selfguiding signs and new brochures for the island parks off Cardwell and Conway should be ready early in the new year.

The Capricornia colour and camouflage activity card and a leaflet discouraging feeding seagulls have ben printed

The Darling Downs plans and animals Living with Wildlife brochure was printed in time for the Turner property field

years aimed at improving the nature conservation value of rural properties are bearing fruit. A countryside code poster to encourage people visiting the Queensland countryside to behave responsibly is planned

Interpretation workshops for field staff involved with face-toface interpretation are being planned. Emphasis will be on personal communication skills

Five day workshops will be complemented by follow-up training courses next year on specific techniques like guided walks, campfire sessions, spotlighting, and ranger talks.

Good luck to all staff involved in holiday interpretive programs.

erected by Christmas. Watch Extension efforts over recent Pamela Harmon-Price

N. V. Much activity on the interpretive front is frantic!

Under the National Rainforest Conservation Program, Commonwealth funding is being sought for a number of interpretive/visitor information projects on rainforest parks in Queensland including displays, information centres, signs, and brochures.

A new information sheet series alled Discovering Nature, aimed at providing resource materials for teachers and school projects, is ready for production. Greater Service involvement in formal environmental education is

At long last, the new Kinaba and Carnarvon information centre displays should be

Interleaves

# Mafia makes a kill at Social Club dinner dance



Deceptively sneaky group at the Mafia Dinner Dance were Andrea Dobbyn, Dan Reynolds and Kevin Hobbs who waited patiently for the mob to seize the pasta for their empty plates.

Will the Pasta Joke restaurant in Brisbane's Fortitude Valley ever forget the night recently they were 'raided' by the Social Club's mafia?

Most guests dressed for the Roaring Twenties/mafia theme setting the mood for a fun night

Early in the night, Judy Boyland (complete with visor) started the poker game with cardsharp Jim McEvoy and hitman Peter Johnston close

Chuck Wilder entertained with dice games and a senational trick with a capgun and a cigar.

Accordion player Livio provided

The dice must have been rolling on the night for Theresa Campbell (at right, below) but not it seems for Bev Masterson. Did they have enough spots?

mood music and some livlier dance music later

The night culminated in the best godfather, and the best flapper/gun moll contest.

Competition in the fapper category was fierce and an impromptu Charleston dance playoff saw Libby Winter hurtle through the field with some furious Sixties inspired footwork.

However, Theresa Campbell, a hot favourite, managed to consolidate her position with some very exuberant moves.

The heavies in the godfather category made it clear there would be no more dance-offs.

Dan Reynolds was a bit hit with a Hercule Peirot/Untouchables look although some say he was a copy of Inspector Gadget.

But Chuck with his re-creation of the Oils Ain't Oils character and his cigar trick was the clear

The casual atmosphere allowed people to mix freely all evening.
I'm sure it will be remembered favourably for many years.

Peter Starkey

# ong and

It was all about project management and how not to do it!

Fourteen, under normal circumstances fine, upstanding rangers, were lured to Magnetic Island and thrust into a new, exciting world of quantum leaps, cascade methods, Beeton fantasies, and other aids in life techniques.

We were divided into two groups of equal weight, although one group clearly had a height advantage, and each given the task of designing comprehensive formula from which a Magnetic Island fire management plan could be

It soon became obvious the job in hand would be of a snow-balling nature, and by the evening of the first day, group two had not recognized three clear, irrevocable objectives.

These were, not necessarily in order, something about fire management, check out local hotels for preparedness (they weren't), and a moonlighting examination of Lester Harth to check him over for moles and warts (he

We managed to accompany the second and third, but the first was quite difficult and, alas, the fire rages.

The week's program was hectic and little respite could be gained in the daily rest periods between 8.30 and 5.30 although Bob Beeton did try to sooth us with sleep-inducing

By the end of the second day, help came in the form of Carolyn Sandercoe and a bearded chap from Pallarenda.

Explanations about species diversity, things of biological and ecological significance and talk of fire regimes soon had us back on track.

By Thursday evening, we had gathered all the facts and information and had a draft of our

Friday morning saw our presentations to Bill Fisher who replied with thanks and some constructive advice. All too soon we had to leave and make our farewells.

I think most of the group arrived at the following: that planning for anything was worthwhile and very necessary, that Bob Beeton is a very tolerant person, a wealth of information and a great guy, and that Lester Harth looks just the same without his clothes and is a greater guy!

Our thanks to the Service, Lester and Bob for organizing this very interesting and informative short course

Alan Oldroyd and company





### Rest in peace

An unsual aspect of a national park with a major highway through it is the diversity of traffic and the break from work for a minute or two to observe the unusual.

Main Range ganger Mark and three CEP staff Kathleen, Marie and Kelly were stopped in their slab pouring recently when the driver of a loaded hearse sought permission to park.

Mark agreed. But the young ladies were not prepared for a second hearse which arrived later for a back to back coffin swap!

Friendly waves from the drivers dismissed the absence of a minute's silence by the stunned in case the concrete mixer would not restart.

Many people picture an Accounts Section as a caricature of the Public Service - desks piled with papers and files with nervous little clerks doing boringly endless tasks in a tiny space between the In travs.

Some of you have discovered the truth - Q.NPWS Accounts is full of vibrant, enthusiastic and eccentric officers without stereotypes!

They are all so individually exciting were separated from the rest of

The section is divided into Budget, Wages and Salaries, and Accounts Payable with the show co-ordinated by mastermind John the Accountant now married and with a nose job so he smells much better.

Chris, a systems development officer, is acting sub-accountant. He returned to Townsville recently to clean out the casino. Anything for the budget!

King of the Klerks is Malcolm who has two women, Kathy and Elizabeth, in his life. His philosophy is if he can manage at home he can manage the office. His interests are cocktail recipes and calligraphy. We expect beautiful Christmas, cards this year.



Advice from flapper Libby Winter for Chuck Wilder (left) and Peter Burke, drumming up support for the competition to come

### Called to Account

is a knockout.

Brenda tallies the budget. She's the blonde with the keyboard - always

Bank reconciliations sound horrifying and Jonica, our model clerk, agrees. Jonnie has the hottest calculator in the room and maybe the shortest fingernails.

Around Head Office there are many wounded souls who did a stint in Wages. They were the lucky ones who survived.

Recurrent diseases such as Time Sheet Tremors, Blackdown Plague, Hinchinbrook Hives, Chillagoe Chills and the dreaded Iron Range Rash

In delirium, they mutter words like R Bank, Forced Rounding, Worker Two, and Tools and Skills

Today in this area we find Declan, Mary, and Kim, from Ireland, Canada and Ipswich respectively. Paul, the definitive wages clerk, fled to Rocky recently when the clerk there had twins. Being a twin, he felt

Yve looks after salaries and worries about tax zones, John Tozer's overtime and Col Limpus' ambulance subscription. Neil, the super chauvinist, controls the lot. He came from Suncorp and reads science magazines. Enough said.

lan, also ex-Suncorp, is Accounts Payable. His trusty offsiders are Kevin and Carol. Carol will appease debt collectors when vision-phones are standard.

In computer corner, Peter and Tony decipher printouts and mutter input and output. Their concentration on the screen probably means they are tuned into Days of Our Lives.

Michelle is crochetting baby shawls and has definitely stopped racing cars at the moment.

Pat, a government auditor, is with us most of the year. He fits in well being a weekend punter along with the accountant and the paymaster

So now you know the human side of fund management. There's no accounting for it!

# Earthwatch project was more than

a test exercise

During September, 11 volunteers from the US took part in an Earthwatchsponsored research project on yellow-footed rock wallabies in south-west Queensland.

Earthwatch is an American-based organization which supports research projects in many parts by providing volunteer workers and funding.

It operates as follows: Research projects deemed worthy of sponsorship are slected from many applicants world wide. These are advertised and volunteers sought.

The volunteers have to satisfy certain criteria including physical condition and are asked to provide their air fares to and from the destination as well as contribute a set sum to the Earthwatch organization.

The money collectively goes towards funding each project and is used to help buy equipment and to provide food and accommodation for the volunteers on the job.

Our project was organised by Associate Professor Ian Hume of the University of New England in association with Charleville staff

The money was sufficient to feed and house the group for two weeks and to buy radio telemetry equipment worth

The project's aims were to determine the extent of yellow-footed rock wallabies over two adjoining properties totalling 44 400 ha, to record some vegetation characteristics in their habitat, to look at 'field water turnover (or how the animal deals physiologically when there is little free water), and to attempt to monitor some movement patterns using collarmounted radio transmitters

Like all biological field studies unexpected problems arose. The radio gear was delayed in Customs and did not arrive until the end of the first

The first trapping site kept producing uncommon brushtail possums and swamp wallabies (previously

The second resulted in five captures but was considered not suitable for tracking so the quandry remained

With two-and-a-half days left, a female was trapped in carefully placed nets. The transmitter collar was attached and tracked continuously for the remaining time

A small lithium battery will power a signal for nine months so the animal can now be tracked for an idea of seasonal movement and changes in use of the rock outcrop.

Although not a vast amount of scientific data was collected in the two weeks, most equipment problems were sorted out and we got a good idea of logistic problems to be faced in an intensive radio tracking program

One of the most interesting aspects related to the people involved — a related to the people involved — a mixture of cultures and backgrounds: Canadian, Polish American, Jewish American, Italian American, American American, throw in a few True Blues and a Kiwi and its quite a bash!

The volunteers ranged from 36 to 70, came from very different backgrounds, and included an engineer, a systems programmer, a medical technologist, a professional musician and an Air Force

We all enjoyed the nights around the fire swapping stories, or sipping on a bourbon, port or beer as we watched Australian wildlife films.

Not once did they cease to be fascinated by the number of kangaroos and emus on the property

It was a wildlife experience with five species of macropods, brolgas, emus, bustards, a carpet snake, an echidna or two and a koala and you have a lot of smiling Yankee faces and a lot of

I commented to them how I was apprehensive when I found we were to be invaded by 11 Americans. I somehow had found Americans to be sort of annoying.

However, this group was quite different and sort of nice, and the project a very worthwhile experience.

Major

guides

Seabirds: An Identification Guide. Peter Harrison. Reed. 2nd edition. \$55. Shorebirds: An Identification Guide to the Waders of the World.

Peter Hayman, John Marchant and Tony Prater Croom Helm. \$50.

more value as an element of our developing RNC program in south-west

The co-operation we received from property owners in the Listowel Valley area (south-west of Blackall) and more importantly their friendship and interest have shown the way to working successfully with landholders to achieve some RNC aims

On the last night of the Earthwatch exercise, I organized an RNC barbecue to which the owners and families of some 20 local properties were invited.

The sight of more than 60 people milling around a pig-on-a-spit and a well-stocked bar talking about wildlife, RNC and Q.NPWS was enough to bring tears to a poor country boy's

The success of the evening can be gauged best by the fact all stood for 45 minutes to watch a film on the yellow-foot most forgetting to recharge

The RNC program has gained enormously from the somewhat informal research on yellow-foots.

If you add enormous positive feedback from south-west landholders, the media coverage, and the excellent response during and after the Earthwatch exercise, it is not hard to see we are onto something good.

Greg Wellard



Not at all apprehensive, just dubious, were these Rockhampton-based staffers who took time out in their tea room to look at yet another plan for the proposed Central Regional Centre office. A final (!) plan has now reached head office for consideration.

For dedicated

maritime twitchers and

specialists, these are two excellent field

guides. Both are

relatively expensive and their coverage

limited so they are

beyond the means

They give an identification guide to most maritime species. Each tries to include not only every species. For each, the authors show

every known colour phase, age class and

The result is a somewhat daunting array of colours and patterns that can be difficult to

Both follow a similar format - an introduction followed by colour pictures and identification information, then distribution maps (Harrison

only), bibliography and index. Harrison has separate English and scientific name indexes and Hayman has a single combined index.

In each the quality of illustrations is of high

read. Both are in hard-cover versions only,

standard with plenty of detail and reasonably representative colours. Print is clear and easily

and needs of the casual birdwatcher.

sexual plumage.

separate in some cases.

neither waterproofed.

Brian King

### More rubbish

Last year in Glass House Mountains, we averaged two full bins of a rubbish a weekend, not much I know when compared with some popular places.

Three months ago, we took away the bins and erected 'remove all rubbish' signs. Since, we have collected no more than half a bin of scattered litter a period.

Most people are quite in tune and will remove all. You will still get the yobos. We're looking forward to our busy winter season to see if our experiment has been a complete success.

Our second maintenance killer, as yet to be instigated, is 'Firewood collection on NPs prohibited. Bring your own.'

We've got to stop spoon feeding people into believing all facilities will be laid on. A matter of habit and hopefully people will realize a barbecue means bringing the wood.

Some picnic areas will suffer broken branches too green to burn but let's start educating now.

Peter Milne

following for public enquiries: Nesting turtles may be seen on the beach at night from late November to January, and hatchlings from mid-January to

The best time to see turtles is one hour before high tide to about two hours after. More turtles are expected when high tide occurs near midnight than near dusk or

The turtle nesting season is in full

swing at Mon Repos. You can assist local staff manage the increasing number of people visiting this park by using the

Hatchlings may be seen between 8 pm and midnight.

Encourage visitors to avoid high visitation periods — 7 to 9, weekends, and full moons. Suggest during the week between 9 and midnight.

Discourage visiting after midnight (for turtles to nest without any

## Turtle tattle

Other facts - The nesting beach is 1.6 km long. They may have to walk this to see a turtle. Storms are common. Carry a raincoat. Access for disabled is possible. Contact the Ranger.

Only two-cell torches may be carried. Bright lights may interfere with turtles and hatchings. Make sure visitors obtain a copy of the Mon Repos visitor information sheet from Moggill, Gympie, Maryborough or Mon Repos.

Direct tricky enquiries to Col Limpus or Darryl Reimer at Mon Repos in turtle season, otherwise Pallarenda, Paul Kummerow at Maryborough, Mark Deacon at Mon Repos, or Liz Naumann at



Ranger Tina Dalton was the first Service staffer to go on the Q-Net satellite TV system last month. Tina was interviewed about aspects of the Service by Mt Alvernia College student Monica Howard at the BCAE Kelvin Grove campus in a student produced and directed program.

