



Government of Western Australia
Conservation and Parks Commission

Conservation and Parks Commission Annual Report 2024–25





Cover photos

Top Telesto corals on the South Coast. *Photo – Peter Nicholas/DBCA*

Centre left Dirk Hartog Island National Park offers a vast array of scenery for visitors to WA's biggest island. *Photo – Samille Mitchell/DBCA*

Centre right Taking in the stunning scenery from a lookout at Karijini National Park. *Photo – Samille Mitchell/DBCA*

Bottom left Hikers make the trek to the summit of Bluff Knoll in Stirling Range National Park. *Photo – Samille Mitchell/DBCA*

Bottom right Hellfire Bay, in Cape Le Grand National Park. *Photo – Shem Bisluk/DBCA*



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Annual Report 2024–25

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Transmittal to the Minister

Hon Matthew Swinbourn MLC
Minister for the Environment

I am pleased to submit the Annual Report of the Conservation and Parks Commission for the period 1 July 2024 to 30 June 2025 in accordance with section 31 of the *Conservation and Land Management Act 1984*.



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Chair
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Overview

Chair's report

Throughout the year, the Conservation and Parks Commission strengthened its governance framework to effectively fulfil its statutory responsibilities. The Department of Biodiversity, Conservation and Attractions (DBCA) offered valuable support services, facilitating the Commission's delivery of efficient and effective outcomes. There was no change to the membership of the Commission during the reporting year. The combination of skills within the commission supports ongoing strategic discussions and decision-making.

During the reporting year, the Plan for Our Parks initiative progressed, with the Commission formally affixing its common seal to a further two Indigenous Land Use Agreements (ILUAs). The ILUAs establish the necessity for joint management plans between Traditional Owners and the State Government (represented by DBCA) with the Commission advising the Minister on the effectiveness of the proposed plans.

The Commission's Management Plan Review Committee (MPRC) collaborated with DBCA over the course of the year, leading to the endorsement of four management plans by the full Commission. The MPRC contributed effectively to the Review and Reform of the Statutory Management Planning project, facilitating strategically-focused discussions and informed input at full Commission meetings.

The *Forest Management Plan 2024–2033* (FMP 2024–33), which came into effect on 1 January 2024 has been incorporated into DBCA's Management Effectiveness System. The Commission received updates on discussions held between DBCA and the Noongar Regional Corporations and broader stakeholder groups. In future reporting years the Commission will conduct periodic assessments of the implementation, effectiveness and suitability of the plan to evaluate whether any amendments to the plan or associated documents are necessary.

The Commission remains committed to the ongoing review and revision of its policies and position statements. In May 2025, a Memorandum of Understanding between the Commission and DBCA was updated to clarify service provision and resourcing requirements, thereby supporting the Commission's effective delivery of its strategic priorities. During the financial year, the Commission updated and endorsed six policy/guideline documents, including the Code of Conduct and Risk Management associated policies, guidelines and register. All Commission members successfully completed the Governance-Learning module for WA Government Boards and Committees.

The Commission conducted site visits to evaluate the implementation and effectiveness of two terrestrial management plans: the Perup Management Plan 2012 and the Jandakot Regional Park Management Plan 2010. Regional offices of DBCA provided comprehensive briefings on principal threats, ongoing pressures and corresponding management interventions. The commission received a briefing regarding the annual assessment reports on marine park management effectiveness. Additionally, members of the Commission participated in the Annual Marine Park Management Forum.

I would like to acknowledge the dedication and diligence by all members in addressing the matters presented before them. The Commission also recognises the generous and professional contributions of Stuart Smith, Director General of DBCA, Peter Dans, Deputy Director General Parks and Wildlife, and the entire DBCA staff. Additionally, sincere thanks are extended to Campbell Youngson for his exemplary and patient secretariat support provided to the Commission throughout the reporting period.

Jo Lanagan

Chair

Conservation and Parks Commission

Purpose

The Western Australian Conservation and Parks Commission has an important role to conserve the State's biological diversity and ensure the conservation estate is managed in an ecologically sustainable manner.

The Commission's purpose is to act as a trusted community steward and government advisor for the protection of Western Australia's biodiversity and conservation estate while fostering its appreciation and sustainable use.

Functions

The Commission is a body corporate under the *Conservation and Land Management Act 1984* (CALM Act), comprising seven members appointed by the Governor through nomination by the State Minister for the Environment. As part of its functions, the Commission has vested in it the following lands:

- (i) State forest, timber reserves and marine reserves
- (ii) unless section 8B(2)(f) of the CALM Act applies, national parks, conservation parks and nature reserves, either solely or jointly with an Aboriginal body corporate
- (iii) relevant land referred to in CALM Act section 5(1)(g).

The Commission also has the care, control and management of relevant land referred to in section 5(1)(h) placed with it, either solely or jointly with another person or body.

Section 19 of the CALM Act relates to the functions of the Commission which include:

- advising the Minister on the development of policies
- preparing and dealing with proposed management plans for land and water vested in or under the care, control and management of the Commission, whether solely or jointly with a joint responsible body
- conducting periodic assessments of the implementation of management plans by those responsible for implementing them, including the Department of Biodiversity, Conservation and Attractions (DBCA) and, if the land is State forest or a timber reserve, the Forest Products Commission (FPC).

Commission membership

Subject to sections 21(4) and 22 of the CALM Act, members are to be persons who, in the opinion of the Minister, have knowledge and experience or a particular function or vocational interest that is relevant to the functions of the Commission.

Mrs Jo Lanagan – Chair



Jo Lanagan heads up a consultancy providing governance and policy advice, and consulting across industry on engagement with Indigenous groups. In February 2023, Jo left full-time work at Central Desert Native Title Services (CDNTS) where she had held the position of Chief Executive Officer for the preceding three years. Jo had worked in various roles at CDNTS for 12 years. She has held senior roles in the State and Commonwealth governments including Director of Claims Management for the Office of Native Title and Director of Heritage and Culture at the Department of Aboriginal Affairs. She has led negotiations on behalf of both the State and Commonwealth governments in the Australian Square Kilometre Array Project, leading to the CSIRO build of the largest radio astronomy observatory in the world and Australia hosting international radio astronomy projects. Jo was one of two negotiators on behalf of the State Government to reach a comprehensive native title settlement with the Yawuru people over Broome, resulting in the creation of conservation estate and a marine park. Through her native title work, Jo has had the good fortune to visit much of the more remote conservation estate in Western Australia.

Having been appointed Deputy Chair in 2019, Jo was appointed Chair on 25 June 2024.

Mr Mark Webb PSM – Deputy Chair



Mark retired from the Public Service in February 2023. Before this, he was Director General of the Department of Biodiversity, Conservation and Attractions, which included being the Chief Executive Officer of the Botanic Gardens and Parks Authority, the Rottneest Island Authority and the Zoological Parks Authority. Mark has extensive experience in horticultural research, public and private sector management and business, both nationally and internationally. Mark also volunteers in his local community and has a strong interest in social justice.

Mark was appointed Deputy Chair of the Conservation and Parks Commission on 25 June 2024.

Mrs Tania (Tahn) Donovan – Member



Tania (Tahn) Donovan is Wadandi from Busselton and has experience in Aboriginal affairs in relation to employment, tourism, business development, policy and capacity building across State Government. Tahn is self-employed, engaged in facilitating workshops and meetings Australia-wide. She has a wide range of skills and experiences in the environmental, tourism and hospitality, disability employment, farming and transport industries.

Ms Kim Eckert OAM – Member



Kim resides in Kalgoorlie-Boulder and is the Chief Executive Officer of Kalgoorlie-Boulder Urban Landcare Group (KBULG), a not-for-profit community organisation in the Goldfields. Kim uses her broad range of skills and experience in conservation and the environment, not-for-profit, disability, tourism and volunteering sectors to assist community groups in Kalgoorlie-Boulder and sits on many community committees. Kim also sits on the Pastoral Lands Board as the Conservation Interest Member. Appointed as a WA Parks Foundation Ambassador in 2017, Kim is passionate about our State's conservation areas, educating the community about the local flora (including facilitating Traditional Owners to educate the community about traditional bush food and bush medicine), connecting people to parks and nature, and promoting travel in Western Australia to our most precious and natural areas. Kim holds a qualification in conservation and land management and is a graduate member of the Australian Institute of Company Directors. In 2019, Kim was awarded a Medal of the Order of Australia (OAM) for her significant contributions to the Kalgoorlie-Boulder community.

Dr John Keesing – Member



Dr John Keesing is a Senior Principal Research Scientist with the CSIRO and an adjunct Professor with Curtin University. John is a marine biologist and ecologist and has carried out research in Australia, New Zealand, China, India and Japan, publishing more than 150 scientific articles and reports. John has led ship-based research voyages surveying the biodiversity in many of the marine parks off the Western Australian coast and in his spare time he enjoys camping and exploring in our national parks. John holds a Bachelor of Applied Science, a PhD in Zoology and a Graduate Diploma in Applied Finance and Investment. He has held previous roles as President of the Australian Marine Sciences Association and Senior Visiting Professor with the Chinese Academy of Sciences.

Professor Matthew Tonts – Member



Professor Matthew Tonts holds the position of Provost at Curtin University. Between 2021 and 2024, he was the Chair of the WA Environmental Protection Authority and prior to this held a range of senior leadership positions at The University of Western Australia. Professor Tonts has international academic and policy experience in environmental science, regional development and spatial planning, including work in Australia, North America, Africa and Asia.

Mr Rod Clark – Member



Mr Rod Clark has over 40 years' experience in the Western Australian Public Service, most recently as a Senior Policy Officer for the then Minister for Education and Training; Leader of the Government in the Legislative Council. Prior to this Mr Clark held a Policy Officer position within the Office of the Leader of the Opposition, and a variety of electorate office roles.

Before moving to Parliamentary work, Mr Clark taught for 20 years in WA government schools in a range of areas including Primary Education, Special Needs and Indonesian Language in the Pilbara, the South West and Christmas Island. While teaching on Christmas Island, Mr Clark rewrote a natural history book, *Christmas Island, Naturally*, updating the research in consultation with a team of scientists from National Parks Australia (now Parks Australia).

Executive support

Policy, operational and systems support was provided to the Commission by DBCA under the Memorandum of Understanding (MOU) between DBCA and the Commission for service delivery effective as of September 2020.

An updated MOU was executed between the Commission and DBCA on 14 May 2025.

Priorities – building an environmental legacy

During 2024–25, the Commission contributed to and supported delivery of election commitments and Government priorities including:

- increasing the conservation estate by over six million hectares under the Plan for Our Parks initiative
- recognition of Aboriginal connection to Country and opportunities for joint management and joint vesting of conservation reserves
- implementation of the *Forest Management Plan 2024–2033*
- increased opportunities for sustainable visitation and appreciation of the natural environment
- protection of the State’s biodiversity.

Plan for Our Parks

In 2019, the State Government announced a plan to create five million hectares of new national parks, marine parks and other conservation reserves across Western Australia. The five-million-hectare expansion will see the conservation estate increased by over 20 per cent.

Throughout 2024–25, the State Government continued to progress the negotiation of Indigenous Land Use Agreements (ILUAs), which are generally required to create the reserves, and concurrent management planning processes for reserve proposals.

The Commission’s role in the implementation of Plan for Our Parks has included considering reserve proposals and associated ILUAs, responding to departmental briefings on work in progress and providing subsequent advice to the Minister for the Environment.

As of 30 June 2025, 6.14 million hectares had been reserved under the Plan for Our Parks initiative, exceeding the five-million-hectare target. ILUA agreements were also reached for a further 377,000 hectares of new conservation reserves.

During this reporting period, the Commission resolved to affix its common seal to the following ILUAs:

- Marlinyu Ghoorlie ILUA for the proposed Helena and Aurora Ranges and Die Hardy Range national parks
- Yawoorroong Miriuwung Gajerrong Yirrgeb, Noong Dawang Aboriginal Corporation ILUA for the Miriuwung Gajerrong conservation reserves.

Management planning

The Commission's main objectives in relation to estate planning are to provide quality and timely advice to the Minister for the Environment and to ensure the preparation and implementation of effective management plans for land and water vested either solely or jointly in the Commission. DBCA prepares management plans on behalf of the Commission.

The Commission's Management Plan Review Committee was established to ensure early engagement with the Commission with the aim of ensuring a consistent planning approach, more uniform presentation of plans and effective use of key performance indicators (KPIs). The Management Plan Review Committee has been provided updates on the active planning processes throughout the reporting period and has provided advice to DBCA on the Review and Reform of Statutory Management Planning project that is currently underway.

During this reporting period, the Commission endorsed the following joint management plans:

- Badimia Reserve Joint Management Plan (*Draft*)
- Mamang Maambakoort, Wudjari, Mirning Marine Parks Joint Management Plans and Western Bight Marine Park Management Plan, forming the South Coast Marine Park
- Dampier Archipelago Islands Joint Management Plan (*Draft*)
- Fortescue Marsh Nature Reserve Joint Management Plan

The Commission will continue to be updated on DBCA's learnings to strengthen existing partnerships and expand the joint management program.

Forest Management Plan 2024–2033

The *Forest Management Plan 2024–2033* (FMP) came into effect on 1 January 2024. The FMP gave effect to the State Government's decision to end large-scale commercial timber harvesting in south-west native forests and protect at least 400,000 hectares of karri, jarrah and wandoo forests in conservation reserves.

Preliminary discussions have been held with the Noongar Regional Corporations to support the implementation of the FMP through cooperative management committees regarding reserve creation, joint management, employment pathways and broader economic development.

Ecological thinning has been implemented as a forest management practice to support forest health and resilience against the impacts of climate change. The 2024 and 2025 Indicative Ecological Thinning Plans identifying candidate Forest Enhancement Areas (FEAs) have been published, with a total of 1590 hectares of forest ecologically thinned since the program commenced in March 2024. Silvicultural guidelines to support ecological thinning in karri, jarrah and mine site rehabilitation are under review and will be published in due course. The Commission were briefed and undertook a field inspection of the Hamilton FEA during the reporting period.

The Forest Health Monitoring Program Implementation Plan has been published, with baseline and monitoring data collection now underway to assess trends in key biodiversity indicators. The Fire Research Collaboration — an initiative between DBCA, Murdoch University and Edith Cowan University — has been established to evaluate the impacts of fire management and bushfires on forest ecosystems and biodiversity.

The FMP has been integrated into DBCA's Management Effectiveness System for continuous performance evaluation and adaptive management. Periodic assessments of the implementation of the plan will enable the Commission to ascertain the suitability, adequacy and effectiveness of management activities and to determine whether the plan, or relevant policies and guidelines, should be amended.

Stakeholder engagement has commenced with peak bodies, focusing on ecological thinning and fire management. Broader community engagement is being supported through newsletters, social media and website development to ensure transparent and inclusive information sharing.

Nature-based tourism

A key priority for the Commission is to elevate Western Australia's nature-based tourism sector. At the heart of the strategy is a commitment to conservation. The Commission aims to facilitate exceptional visitor experiences that not only showcase the natural beauty of WA's parks but also actively support conservation efforts. By connecting tourism with environmental stewardship, the Commission seeks to foster a deeper appreciation of parks among local communities and visitors alike.

A central focus is the facilitation of tourism experiences in collaboration with Aboriginal Traditional Owners. These partnerships are designed to reflect cultural aspirations and respond to growing visitor interest in authentic Aboriginal experiences.

The creation of the Nature-based Tourism division within DBCA will ensure commercial tourism in parks is supported and adds value to communities, the environment and WA's visitor economy.

The Commission is committed to fostering proactive and strategic engagement with the tourism industry, local communities and key stakeholders. This collaborative approach ensures that tourism outcomes are aligned with broader community benefits and that WA's parks continue to serve as valuable public assets.

The Commission supports commercial opportunities that contribute to the visitor economy while benefiting park management and conservation. This includes enabling new tourism ventures and enhancing existing experiences in line with strategic priorities.

Strategic directions and governance

The Commission operates under its functions outlined in the CALM Act and supports government priorities. For effective management of the conservation estate in Western Australia, the Commission works collaboratively with DBCA for the delivery of these services. The Commission continued to operate under its Strategic Directions 2022–25, which supports a focus on planning, evidence-based decision making, performance monitoring, management effectiveness and good governance.

An MOU executed in September 2020, and updated in May 2025, between the Commission and DBCA to establish terms for the service provisions and indicative resource requirements remains operational and has proven effective in enabling the Commission to deliver on its priorities.

The Commission has established two committees: the Governance and Risk Committee which reviews Commission documents, policies, procedures, guidelines and position statements to ensure relevance and currency; and the Management Plan Review Committee which considers CALM Act management plans and makes recommendations to the Commission.

The Public Sector Commission's principles of good governance continued to be actively upheld and embedded. In 2024–25, this commitment was further reinforced through the successful completion of the *Governance e-Learning module for WA Government Boards and Committees* by all Commission members.

Policy development and advice

The Commission develops position statements to inform the Commission's functions under section 19 of the CALM Act. These functions include advising the Minister for the Environment and preparing management plans. During the 2024–25 financial year, the Commission reviewed and updated policies, position statements and guidelines, including:

- Code of Conduct
- Public Interest Disclosure Guidelines
- Risk Management Framework
- Risk Management Policy
- Risk Register
- Terms of Reference: Management Plan Review Committee

The Commission will continue to work with DBCA to prioritise policies and position statements requiring review.

Periodic assessment framework

The Commission partners with DBCA to ensure management plans are implemented effectively through a periodic assessment framework. This framework incorporates the Commission's statutory responsibility to develop guidelines for monitoring, sets performance criteria for evaluating, and conducts periodic assessments of the implementation of management plans.

Through management effectiveness reporting, DBCA supports the Commission's periodic assessment framework reporting for parks and reserves. It is anticipated that better integrated reporting will deliver a more systematic approach to management plan implementation, and will provide for continuous improvement in the development of new management plans including joint management plans.

An update was provided to the Commission by DBCA on the implementation of the Management Effectiveness Policy and Guidelines.

Terrestrial management plan management effectiveness

The Commission reviewed terrestrial management plan management effectiveness assessments for *Perup Management Plan 2012* and *Jandakot Regional Park Management Plan 2010*.

As part of this review, the Commission undertook site visits to the respective planning areas, receiving briefings from DBCA staff on key threats and pressures, and management actions being undertaken.

Marine park management effectiveness

The Commission reviewed, and were briefed on, the annual marine park management effectiveness assessment reports. These reports outlined the condition of the marine park values, pressures, management responses and the implementation of the marine park management plans.

Further, the Commission attended the Annual Marine Park Management Forum held in November 2024 with DBCA, the Department of Primary Industries and Regional Development (DPIRD) and joint management partners.

Estate management

Mineral exploration consents

Section 24 of the *Mining Act 1978* requires that the recommendations of the Minister for the Environment and the Commission, or joint responsible bodies, are provided to the Minister for Mines and Petroleum prior to that Minister's consideration of consent to mining activities within:

- 'other than class A' reserves, managed under the CALM Act
- class A reserves (other than national parks and nature reserves) outside the South West Land Division of the State and the shires of Esperance and Ravensthorpe.

In general, applicants are required to develop exploration plans using a conservation management plan format in consultation with DBCA that detail the proposed activities, risks to reserve values and risk management measures, before the Commission considers their application.

In 2024–25, the Commission provided recommendations relating to applications to undertake mineral exploration activities in vested reserves or amendments to existing mining activities including:

- Dundas Nature Reserve, Reserve No. 36957 – South Coast Region
- Barnong Conservation Park, Reserve No. 54495 – Midwest Region
- Cane River Conservation Park, Reserve No. 46122 – Pilbara Region.

For mineral exploration consent on joint vested reserves, a process for joint responsible body consideration by the Commission and Prescribed Body’s Corporate was developed. During the reporting period, the Commission sought the views of a Prescribed Body Corporate and presented the Minister for the Environment with the agreed views for consideration.

Where consent for exploration was recommended, the Commission highlighted that its support for further exploration activities should not be assumed. This would be dependent upon detailed review of proponents’ proposals, advice from DBCA and potential impacts on the conservation estate.

Leases, licences and apiary authorities

Advice on matters relating to leases, licences, permits, mining tenements and other activities, such as utility infrastructure proposed on land and water vested in the Commission, was provided to DBCA during this reporting period. Table 1 summarises the Commission’s consideration of CALM Act leases, licences and permits during this reporting period.

It is noted that only licences that are not consistent with the approved Commercial Operator Handbook are referred to the Commission.

Table 1. CALM Act leases, licences and authorities endorsed by the Commission during 2024–25

Commercial operations licences	3
Apiary authorities	1
Other leases and licences	55

**Supplied by DBCA, 2025*

The Commission also endorsed an application for motorised access within the Fitzgerald River National Park Wilderness Management Zone under strict hygiene protocols as required under the *Fitzgerald River National Park Management Plan 1991-2001*.

Evidence based information for decision making

To broaden its understanding of the diverse matters managed across regions of the State, the Commission received presentations on the following topics:

- review and reform of the statutory management planning process and outputs
- commercial tourism opportunities in planning and development
- visitor risk management
- annual management effectiveness reports for marine parks
- Monkey Mia dolphin recruitment
- regional snapshots for the South West and South Coast regions of DBCA
- briefing and field inspection of Hamilton Forest Enhancement Area
- briefing and field inspection of Arklow Block Mountain bike trails
- briefing and field inspection of Lake Kepwari and Stockton Lake day-use/camping sites.
- polyphagous shothole borer, and its impact on the conservation estate
- 2025 marine heatwave, and its impact on marine parks in WA
- legislative reform proposals
- proposed expansion of Alcoa's bauxite mine within the northern jarrah forest
- review of the *Sandalwood (Limitation of Removal of Sandalwood) Order*
- importance of sanctuary zones for marine parks in WA.

Stakeholder engagement

Commission members regularly engage with stakeholders on matters relevant to the objectives of the CALM Act and the role of the Commission. Through the Management Plan Review Committee (MPRC), Commission members engage with Traditional Owners and representatives from conservation, tourism, industry, mining, forestry and other relevant sectors, via the management planning processes.

Members have participated in workshops, stakeholder forums and on-country events including the Annual Marine Park Management Forum, and the joint management effectiveness review of the Yawuru conservation parks workshop.

Biodiversity and conservation

Vested lands and waters

The following table provides a summary of lands and waters vested in the Commission during the 2024–25 financial year.

Table 2. Lands and waters vested in the Commission

Land classification	Area as at 30 June 2025 (ha)	Area as at 30 June 2024 (ha)
National parks	9,367,389	8,486,885
Conservation parks	1,602,941	1,407,673
Nature reserves	10,737,155	10,365,757
State forests	1,279,805	1,281,161
Timber reserves	123,148	123,146
CALM Act section 5(1)(g) and 5(1)(h)	1,102,763	1,081,410
Marine park	6,399,469	5,070,469
Marine nature reserve	132,000	132,000
Marine management area	143,385	143,385
Total	30,888,055	28,091,886

* Supplied by DBCA, 2025

Additions to the conservation estate

Reserves created under the Plan for Our Parks initiative include:

- In July 2024, Muggon National Park (191,547 hectares) was created and jointly vested with Wajarri Yamaji Aboriginal Corporation.
- In July 2024, Purungunya National Park (163,468 hectares) and a conservation park (38,924 hectares) were created and jointly vested with Nyamal Aboriginal Corporation.
- In July 2024, Nanda National Park (36,112 hectares), Nanga National Park (87,752 hectares) and Nanda Nature Reserve (197,928 hectares) were created and jointly vested with Nanda Aboriginal Corporation.
- In October 2024, Kaluwiri National Park (109,541 hectares) was created and jointly vested with Tjwarl Aboriginal Corporation.

- In October 2024, Edel National Park (19,417 hectares), Nanga National Park (138,765 hectares), Yaringa Nature Reserve (19,631 hectares) and Pimbee National Park (4775 hectares) were created and jointly vested with Malgana Aboriginal Corporation.
- In October 2024, Jarralya National Park (241,893 hectares), Booloogooro Nature Reserve (17,727 hectares), Shothole Canyon Conservation Park (3462 hectares) and three nature reserves (89,252 hectares) were created and jointly vested with Nganhurra Thanardi Garrbu Aboriginal Corporation. Kennedy Range National Park was also expanded by 15,423 hectares and jointly vested with Nganhurra Thanardi Garrbu Aboriginal Corporation.
- In November 2024, Fortescue Marsh Nature Reserve was expanded by 46,422 hectares and jointly vested with Karlka Nyiyaparli Aboriginal Corporation.

All of the above reserves will be jointly managed by Traditional Owners and DBCA.

In November 2024, the South Coast Marine Park was created, comprising the Wudjari Marine Park (796,000 hectares), Western Bight Marine Park (199,000 hectares), Mirning Marine Park (192,000 hectares) and Mamang Maambakoort Marine Park (93,000 hectares). The intertidal and estuarine components of the Wudjari Marine Park will be jointly vested once gazetted. The Wudjari Marine Park, Mamang Maambakoort Marine Park and Mirning Marine Park will be jointly managed with Traditional Owners.

Further, the Commission endorsed the following additions to the conservation estate:

- In September 2024, Barnong Conservation Park (63,974 hectares) was created and will be jointly managed and is jointly vested with Bundi Yamatji Aboriginal Corporation.
- In November 2024, Barnong National Park (69,567 hectares) was created and will be jointly managed and is jointly vested with Bundi Yamatji Aboriginal Corporation.
- In April 2025, Karara Conservation Park (74,553 hectares) was created and will be jointly managed and is jointly vested with Bundi Yamatji Aboriginal Corporation.
- Three new nature reserves (301 hectares), two new conservation parks (75 hectares) and an addition to Pigaring Nature Reserve (14 hectares). These reserves are located through the Swan, South West, South Coast and Wheatbelt regions.

In total, an additional 2,910,523 hectares of new conservation reserves have been created across the reporting period with 1,630,133 hectares of this jointly vested with the Commission and Aboriginal bodies corporate.

In addition, the Commission is supporting the progress of the omnibus Reserves Bill 2025 which will amend Class A and other conservation reserves across Western Australia. This Bill amends the tenure of 11 reserves held by the Commission and completes long-held aspirations, including creating a 3211 hectare conservation park in the Shire of Wandering.

Disclosures and legal compliance

Financial statements

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

Funding for the operation of the Commission is provided through DBCA. Expenditure is monitored by the Commission, and the reporting and audit of expenditure is undertaken by DBCA.

Total expenditure for the Commission for the financial year ended 30 June 2025 was \$187,425.

Board and committee remuneration

The Commission operates in accordance with Part III of the CALM Act, the *Public Sector Management Act 1994*, and its Charter, Code of Conduct and other policies. Commission members' remuneration across the reporting period is shown in Table 3.

Table 3. Commission member remuneration

Position	Name	Period of membership	Gross/actual remuneration (\$)
Chair	Jo Lanagan	1/7/2024 to 30/6/2025	\$40,461
Deputy Chair	Mark Webb	1/7/2024 to 30/6/2025	\$26,325
Member	Tahn Donovan	1/7/2024 to 30/6/2025	\$20,479
Member	Kim Eckert	1/7/2024 to 30/6/2025	\$20,479
Member	John Keesing	1/7/2024 to 30/6/2025	Nil
Member	Matthew Tonts	1/7/2024 to 30/6/2025	\$20,321
Member	Rod Clark	1/7/2024 to 30/6/2025	\$20,321
Total			\$148,386

The Commission met 11 times during the reporting period. Attendance for the total number of eligible meetings for each member are shown in Table 4, noting that formal leaves of absence are sought, approved and recorded where necessary.

Table 4. Commission meeting attendance

Position	Name	Eligibility	Attendance
Chair	Jo Lanagan	11	11
Deputy Chair	Mark Webb	10	10
Member	Tahn Donovan	11	11
Member	Kim Eckert	11	11
Member	John Keesing	8	8
Member	Matthew Tonts	11	11
Member	Rod Clark	11	10

Governance disclosures

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

Employment and industrial relations

Further to CALM Act amendments in 2015, staffing resources are provided to the Commission through the Director General of DBCA as the employing authority.

Ministerial directives

No Ministerial directives were received during this reporting period.

Recordkeeping plans

The Commission has a current recordkeeping plan, which was prepared in consultation with DBCA, and in accordance with the *State Records Act 2000*. Its records remain independent from those of the department.

Government policy requirements

Substantive equality

The Commission implements the State Government's Policy Framework for Substantive Equality, primarily through management planning processes associated with the CALM Act.

Disability access and inclusion plan outcomes

The Commission is committed to fostering an accessible and inclusive environment for its staff and Commission members. The Commission advocates under DBCA's *Disability Access and Inclusion Plan 2021–25* for disability inclusion. The Commission has adopted DBCA's Disability Confident Recruiter process.

Western Australian Multicultural Policy Framework

The Commission has adopted DBCA's Western Australian Multicultural Policy Framework and Workforce and Diversity Plan for its staff and Commission members. The Commission is committed to building an inclusive and diverse workforce.

Compliance with public sector standards and ethical codes

Commission staff are employees of DBCA. DBCA provided the framework for human resource management within the Commission through a MOU.

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

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

Workforce Diversification and Inclusion Strategy

The Commission is committed to fostering a diverse, inclusive and respectful workplace that reflects the Western Australian community we serve. We are committed to strengthening workplace cultures where all staff and Commission members feel safe, valued and supported to thrive, regardless of background, identity or lived experience

Occupational safety, health, and injury management

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

The Commission works to DBCA’s Health, Safety, Wellbeing (HSW) and Injury Management Framework, which provides a consistent and coordinated approach to the ongoing management of HSW. The framework provides a structure to ensure all health and safety representatives, appointed safety officers and committees across DBCA are provided with a clear understanding of the HSW strategic objectives, desired health and safety culture, and mutual obligations for all employees, contractors and volunteers.

No workers’ compensation claims were recorded during the reporting period. The performance of the Commission in relation to OSH and injury management is shown in Table 5.

Table 5. Performance reporting: Occupational safety, health, and injury management – 2024–2025

Measure	Results				
	Base year	Prior year	Current reporting year	Target	Comment
Number of fatalities	0	0	0	0	Achieved
Lost time injury and/or disease incidence rate	0	0	0	0	Achieved
Lost time injury and/or disease severity rate	0	0	0	0	Achieved
Percentage of injured workers returned to work within 13 weeks	0	0	0	0	Achieved
Percentage of injured workers returned to work within 26 weeks	0	0	0	0	Achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities	100%	100%	100%	100%	Achieved

