



## RECENT EVENTS



# NZ environmental administration review

## Where we are at

Since the last report on the reorganization associated with the review of environmental administration in New Zealand progress has tended to be mostly in the area of filling positions in the new organizations. Legislation in some relevant areas has also proceeded further and the target completion date of March 31, 1987 seems likely to be achieved.

### Forestry Corporation

The Forestry Corporation invited applications for around 700 positions at the beginning of November. At time of writing all the senior positions had been filled along with over 200 other middle management positions. Target date to complete recruitment of salaried staff was the end of January 1987. The State Owned Enterprises Act 1986 was passed by Parliament immediately before the Christmas recess and the Forestry Corporation was to be incorporated before the end of January 1987 also.

The Act identifies the status, operating and reporting requirements for State Owned Enterprises. Modifications to the State Services Conditions of Employment Act 1967 have also been introduced into Parliament, and these identify employment policies Government has identified for its SOEs. This amending legislation is also scheduled for passage before March 31, 1987.

Peter Berg

### Update: Department of Conservation

The full report promised in the November issue was perhaps premature. The Department, like other new agencies, is still very much in its gestation; birth is forecast for March 31 next.

The past two months have been remarkable for the progress made on filling the 1200 staff positions finally approved by Cabinet, some of which are notified elsewhere in this issue.

The division of land between DOC and the Corporation is now practically complete, the major issues still in doubt being Molesworth Station and the Western Southland beech forests.

The Committee established under the chairmanship of the Secretary for the Environment (Dr Roger Blakeley) has reported to Government on the disposition of State forest in Westland north of the Cook River and has recommended covenants, subsequently approved by Cabinet, on the

indigenous production forest land proposed for the Corporation. These covenants require sustained yield management (after current commitments expire) and re-establishment in indigenous forest.

It is not clear how these covenants will work in practice; they mark a radical change in forest management in New Zealand, and are worthy of the Institute's scrutiny.

The number of staff positions approved were significantly fewer than the number estimated to be employed in, or supporting, 'DOC' functions from the existing organizations. The major reductions have been expected in servicing activities such as building, engineering and telecommunications where DOC will have to 'buy in' services which, within Lands and Survey and NZFS, were 'in house'.

During the past two months a battle has been fought for the approval of regionally based fire control staff to add to the two originally approved for DOC. This argu-

ment has been won and DOC now has a reasonable staff base from which to develop its responsibilities as the largest single fire authority in the country.

Finally, the DOC Bill was introduced into Parliament in mid-December. Submissions to the Select Committee close on February 13 next. As many members as possible should read and consider the Bill which may prove contentious. Although it drastically reduces the broad powers available under the Forests Act, some would argue to the point where the capacity of land managers to respond flexibly to management issues within a conservation ethic has been negated.

There remain others whose view of DOC is that its managers and Minister should have their responses to such issues spelt out in legislation. This camp will endeavour to tighten the Bill still further.

John Holloway



## MUSICAL CHAIRS

### for forest folk



By the time the restructuring of the Forest Service is clarified in April 1987 a minority of staff will have the same jobs as they had, or be living in the same locations as they were in 1986. Up to half of them either will be employed outside the forestry sector or will not be employed at all. A majority will have had to shift their households.

Wage workers and contractors will suffer less disruption than staff. Current figures show that about 20 percent of 1986 Forest Service wage-workers and contractors will be without jobs in the forest sector in 1987, but there are now indications that political measures will be taken to reduce this impact on wage-workers. A fascinating reversal of the old myth that Forest Service staff jobs were secure!

Table 1 provides an estimate of the net reshuffling and loss of jobs going on by region. Great care should be taken in interpreting this table because of the limited reliability of some of the information that went into the preparation of it. The table was derived largely from publicly available lists of employment. Other data were derived using comparative techniques, but there are many uncertainties about key assumptions. These include the fact that no adjustment has been made for seasonal labour fluctuation, normal attrition, or the employment of people from outside the Forest Service in the new State forestry organizations. Other features deserve attention. Although table 1 groups contractors with

wage workers it does not include KLC workers who do most of the harvesting in Kaingaroa.

It also needs to be appreciated that table 1 understates the true magnitude of personal change and disruption. For example in the Nelson region the Forestry Corporation HQ will not be in Nelson city, where the NZFS conservancy office was located, but in Tapawera. In spite of this, Tapawera is forecast to still suffer a net loss of about 40 jobs. A significant number of these 'available jobs' in Tapawera will be taken by non residents with special HQ-like skills and many more than 40 of the existing residents will be obliged to leave town.

Table 1 figures for Forest Service staff (at 30.10.86) who were doing Department of Conservation-like (DOC-type) jobs do not necessarily equate to Forest Service people who will get DOC jobs. In fact there are indications that significant numbers of NZFS staff who were not doing DOC-type work in 1986 are also being appointed to DOC.

# Secretary of the new Ministry

Dr Russell (Russ) Ballard, formerly Assistant Director of Research for the Forest Service and head of the Ministry of Forestry Establishment Unit, has been appointed Secretary of the new Ministry of Forestry. Dr Ballard, 42, returned to New Zealand in 1985 after eight years in the United States, where he held senior management positions with Weyerhaeuser Company in Washington State and spent two years as Director of the North Carolina State Forest Fertilization Cooperative. His early career in New Zealand was as a research scientist with the Forest Research Institute in the area of soils and site productivity.

Dr Ballard has an impressive academic record. He holds a Masters degree in agricultural science and completed a Doctorate at the University of Florida studying forest soils. He has been the recipient of several awards including the David Henry Scholarship in 1968 and a Fulbright-Hays Fellowship in 1971. He has had more than 50 technical papers published.

Dr Ballard will bring to his new position both the qualities of a research scientist and the pragmatism acquired during his association with the commercial side of the industry. He believes that Government's environmental restructuring exercise will develop in New Zealand the competitive, client oriented working environment that he experienced in the United States.

"Giving more authority to managers, and real incentives for performance will cre-

**TABLE 1**  
**INDICATIVE ESTIMATES OF STATE FOREST JOB LOSSES BY STAFF & OTHER WORKERS**

LOCATION BY FORESTRY CORP. REGION	FOREST SERVICE JOBS AS AT OCTOBER 30, 1986				NEW STATE FORESTRY JOBS			NET JOB LOSS
	TOTAL	LESS TYPE	DOC JOBS	AVAILABLE FOR MOF OR FOR CORP	FOR. CORP	MOF	TOTAL JOBS AVAILABLE	
1. STAFF								
NORTHLAND	69	4		65	37	0	37	-28
AUCKLAND	180	10		170	61	30	91	-79
TURANGI	99	8		91	48	0	48	-43
BAY PLENTY	1030	23		1007	209	437	646	-361
EAST COAST	79	5		74	30	0	30	-44
HAWKES BAY	72	5		67	34	0	34	-33
WANGANUI	111	17		94	14	24	38	-56
WAIRARAPA	34	7		27	12	0	12	-15
WELLINGTON	235	15		220	52	82	134	-86
NELSON	207	16		191	44	18	62	-129
WESTLAND	133	19		114	34	0	34	-129
N. CANT'Y	257	11		246	49	116	165	-81
S. CANT'Y	25	3		22	11	0	11	-11
OTAGO	167	7		160	55	0	55	-105
SOUTHLAND	96	11		85	21	0	21	-64
NZ	2794	161		2633	711	707	1418	-1215
2. WAGE-WORKERS AND CONTRACTORS								
NORTHLAND	325	20		305	193	0	193	-112
AUCKLAND	396	20		376	312	0	312	-64
TURANGI	291	1		290	365	0	365	75
BAY PLENTY	1653	33		1620	1212	80	1292	-328
EAST COAST	284	5		279	201	0	201	-78
HAWKES BAY	205	4		201	147	0	147	-54
WANGANUI	125	36		89	98	0	98	9
WAIRARAPA	75	3		72	41	0	41	-31
WELLINGTON	2	0		2	0	0	0	-2
NELSON	372	40		332	277	0	277	-55
WESTLAND	328	40		288	116	0	116	-172
N. CANT'Y	245	17		228	201	19	220	-8
S. CANT'Y	69	7		62	60	0	60	-2
OTAGO	388	2		386	315	0	315	-71
SOUTHLAND	100	22		78	68	0	68	-10
NZ	4858	250		4608	3606	99	3705	-903

Footnote: explanation of abbreviations  
DOC = Department of Conservation.  
MOF = Ministry of Forestry.  
FOR. CORP = Forestry Corporation.



Dr Russell Ballard

ate a better environment to operate in," he said.

"We'll be creating an atmosphere within the Ministry of Forestry that we are a servicing ministry to the forestry sector. They will be our clients and we'll be treating them like clients. It's a change of mood and emphasis that I can already see happening in other parts of the public service.

"I really like the American attitude of treating each client as someone really important."

Dr Ballard considers that the major role of the Ministry of Forestry will be to "enhance and protect the ability of the forestry industry to do business".

"New Zealand must position itself for a major export drive as our new radiata pine resources are harvested in the 1990s," he said. "We'll be competing against other timbers and timber exporters in Chile, Canada, the United States and Russia. To be competitive the industry must become more productive. To do that it must have available the best research, advisory, and training services. We'll provide them."