

EXTENSIONNET

NEWSLETTER OF THE AUSTRALASIA-PACIFIC

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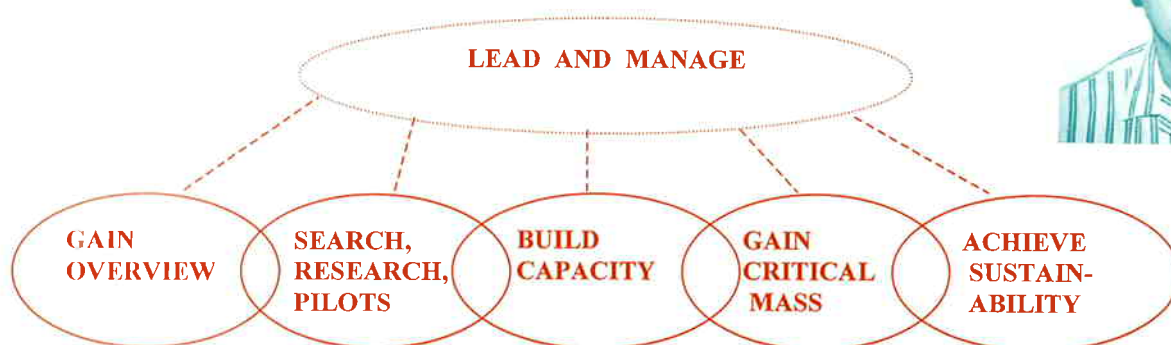
The Rural Innovation Management (RIM) Model - An Introduction

Peter Van Beek - © SyTREC¹

Version 1

At its core, the Rural Innovation Management (RIM) model envisages innovations to progress through five phases as shown in figure 1.

Figure 1 The core RIM model – version 1



The practical value of the model stems from the guidance it provides when selecting and linking suitable methods used in each phase, and when intervening during transitions. Appropriate intervention can greatly assist in more effective development and adoption of innovations, or in more clearly articulated decisions to stop further developments. Intervention takes place mainly during the transitions between phases when major changes need to occur in key aspects such as: emphasis of the main work; the people involved; organisational support needed; forces and motives driving people; funding / resources used; scientific methods used; legal and emotional ownership; daily

control; operational / administrative arrangements; length of time required; approximate number of people involved; and outcomes and results.

Use of the Model

To date, the RIM model has been used as:

- an *overview* to check in which phase an innovation is, and the progress made within that phase;
- a *framework* in which to link the wide range of activities, skills, techniques and methods necessary for developing and implementing innovations of substance;
- a *template* to check if developments during previous

phases have been appropriate, and if current arrangements, skills and capacities are suitable; and

- a *guide* for strategic and tactical management.

A potentially important use of the model, highlighted during the pilot-workshops, is to provide a long-term framework for individual R and D projects. Most successful rural innovations have taken fifteen years or more for their initiation, development, evolution and general adoption. However, current project-funding is based largely on three-year cycles. Single three-year projects are unlikely to reach sustainability because their funding mostly ends before phase V

(Continued on Page 3)

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From the Chair

John Bourne

There were several items of interest from the recent Committee of Management meeting:

- Firstly arrangements are well in hand for the **National Forum for 1999** in Perth, WA. The dates are the **11th and 12th November**. Sally Marsh outlined some of the initial planning and we can be assured of an excellent forum. I would urge everyone to plan now for a trip to WA in November, and I am sure we will be hearing a lot more of the preparations during the next few months. (See Page 6 and Insert)
- Amabel Fulton from Tasmania has recently proposed that APEN initiate an **annual Extension Award**. The concept has been discussed several times at the Committee of Management meetings and received enthusiastic support. The details of how such an Award would work are still being considered but if you have any suggestions, I am sure Amabel would be glad to hear from you. (See Page 5)
- The Private Sector working group led by Peter Davies is continuing to look at opportunities for **greater involvement of the private sector in APEN**. Peter reported that he had spoken further with David Heinjus from Clare in SA. David was a keynote speaker at the Roseworthy Forum, talking about the Property Management Planning Program as a model for private and government sector partnerships. The working group is interested in seeking funding to progress this initiative and has approached RIRDC to see what opportunities may be available.
- Horrie Poussard is now back in Australia after his time in Vietnam, **welcome home Horrie**. He will be taking back the position of treasurer from Bob Edgar, probably in the new financial year, when he and Bob are able to get together to arrange a change-over.

From the Editor

Elwin Turnbull

This edition includes two articles of greater length than normal. The first by Peter Van Beek is a popular topic of conversation and application for those associated with Peter in his teaching and consultancy work. It is a very useful model of the process of intervention that a change agent aspires to because it covers the whole continuum from initiation towards an end goal of a flexible and more sustainable use of technology. As such the RIM model gives us a total road map to allow constant critique and questioning of direction as we move through projects in communities.

The second article by Manir Ahmad, Andrew Davidson and Tanvir Ali is of interest because it shows in objective terms the paradox when extension is funded by private enterprise that the welfare component of government funded extension is no longer a priority. Lost is the mixed bag of productivity and social equity goals that government funded extension has traditionally had to deal with. The recent conference in Roseworthy and the ongoing strategic planning of the APEN Private Sector Working Party are ways we are attempting to adjust to this new scenario in our profession. **If any members have ideas or needs they feel could be met by our APEN network please get into contact with Peter Davies at 03 5881 2314.**

To be a network we need more articles for this newsletter so please send me your observations on the pleasures and trials of your day to day life in the profession of extension. Also if like Peter Van Beek you have a model or approach which you are finding very useful please let us know about it. Send the articles to either Rosemary Currie or Elwin Turnbull.

I'm looking for someone to take over the Editor's job as my two year term comes to an end at the next AGM. – Interested? It's very rewarding!

Continued from Page 1

can be completed. Understanding how far an innovation has progressed within the context of the RIM model may thus be extremely valuable to people who apply for, or make decisions about, funding for sequential projects.

The RIM model and its associated management processes are thus particularly useful for:

- senior field-people who need to understand the wider context of their activities;
- regional managers who need to select methods and staff; and
- program managers and funders of rural R and D who need a long-term framework for their decisions.

Basic assumptions

The Rural Innovation Management (RIM) model is based on the following assumptions:

- managing the development of a potential innovation starts when an idea for something new is acted upon;
- the innovation then often develops through five distinct, but overlapping phases (or can be terminated at any point);
- during these phases, development work consists of sets of diverse but complementary activities;
- in the areas of overlap between phases (the transitions) major changes occur in many key aspects and major decisions are made, currently often by default; and

- strategic intervention during transitions can assist in more effective development and adoption of an innovation, or lead to more clearly articulated decisions to stop further development.

Version 3

The original model in figure 1 benefited greatly from contributions by many people during consultancies, courses and workshops (see Origin and Development), resulting in more detailed versions. Version 3 (figure 2) is the current working version which pays particular attention to the Initiation processes and the intervention between phases. As such it is comprehensive, but rather complex.

The phases

Initiation

An innovation is here seen as something new and potentially useful to an individual or group. Ideas for innovations can come from flashes of insight, careful situation analyses, policy decisions, research, literature and market searches, or general learning. However, the RIM process starts when someone decides to turn the idea into reality. From then on, there is an increasing need to be clear about what the innovation really is. The perception of what the innovation is often changes considerably during its development.

Phase I - Gain overview

The main aims in phase I are to obtain an overview of the relevant situation(s), and to identify or confirm relevance, opportunities and potential problems. Methods suitable for use in phase I include: Rapid Rural Appraisal, Participatory Rural Appraisals, Rapid Multi-perspective Appraisals, archive studies, public meetings, focus groups, scientific analyses, surveys, problem - tree analyses. (NB most methods can be used in several phases.)

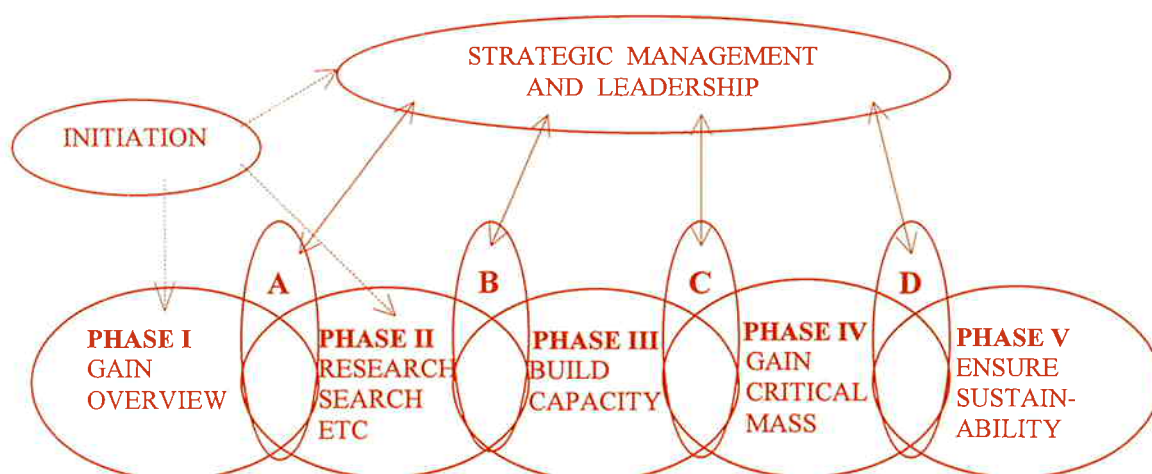
Phase II - Search, research, develop pilot products, and conduct marketing studies

The aim of phase II is to develop the innovation and associated activities far enough to gain clarity about its possible value(s) and chances of success. Phase II can include: searching and researching; developing pilot products and conducting preliminary market studies; and assessing effectiveness, social impacts, ecological effects, marketing and economic viability. Methods suitable for use in this phase include: literature searches; traditional laboratory and on-station research; farming systems research, on-farm research, participatory research; pilot studies; building prototypes; using test sites and technical reference groups; Local Consensus Data (LCD) and Best Practice Groups; and marketing studies.

Phase III - Build capacity

The aim of phase III is to build enough capacity to produce or provide the

Figure 2 The Rural Innovation Management Model – Version 3



innovation en-masse. This involves: assessing and / or developing the capacity of existing exchange and distribution agents to extend the product and of stakeholders to use it; assessing the need to bring in new ones; building alliances; establishing linkages; and, where needed, develop or acquire new resources. An important part of this phase is the design of a monitoring system, including performance indicators.

Suitable methods include: Knowledge Systems analysis; selecting and / or setting up extension systems such as Training and Visit; developing appropriate extension methods and techniques such as functional groups or demonstration sites; training staff; conducting detailed market analyses; and liaising with commercial, educational and other organisations.

Phase IV - Gain a critical mass

The aim of phase IV is to ensure that sufficient adoption is achieved within appropriate time limits to create an effective demand for the innovation from key-market segments. This involves implementing extension / consulting / teaching / development projects; using many extension methods and techniques; monitoring progress; and evaluating results. Methods used or developed during phase III continue or are applied in phase IV. However, due to changes in the environment or the innovation, other methods may become more suitable.

Phase V - Ensure long-term sustainability of the innovation

The aims of phase V are to ensure that the innovations can be adapted to diversity and changes in the environment, and to make them independent from external funding. Flexibility thus needs to be incorporated from the start. The ultimate aim of the RIM process is to make the innovation part of mainstream activities, and no longer considered to be innovative. Methods suitable for use in this phase include: incorporating into technology eg seeds

or machinery; including in curricula; commercialising; building local farmer / community organisations or setting up functional groups and transferring ownership of the innovation to these organisations.

Phase V includes transferring the management of the innovation to permanent management entities. The RIM process is ended once management is transferred. Ultimately new technologies and developments are likely to overtake most innovations.

The transitions

Transitions between the phases are the times when major changes occur. The RIM model derives its practical value from the assumptions that these can be managed and that this will increase effectiveness of progress. Aspects in which changes are likely to occur are:

- *emphasis of the main work* (the nature of what is / will be achieved in this phase)
- *actors* (the people actively involved, eg researchers, extensionists, commercial people)
- *driving forces or motives* (what motivates the actors eg publications, profit, keeping jobs)
- *main methods* used or needed (traditional science, extension, marketing)
- *funding / resources* used (what funds or resources the actors use / need, which can be little in the earlier, but very substantial in the later phases)
- *organisational support* (needed and provided / not provided)
- *ownership* - legal, commercial and emotional (who can cut the project short by withdrawing necessary resources, support or enthusiasm)
- *control* (who controls / should control the daily work)
- *operational / administrative arrangements* (what are / should be the optimum operational or administrative arrangements; these can become very complex in the later phases)

- *length of time* (how long does / will this phase last, eg 1, 2, 4, 8 years; this can be long during phase 2, but often needs to be short during phase 4)
- *number of people involved* (few (<5) in earlier phases, some (5-12), many (13-36), a lot (37-108), or masses (>108) in later phases; this number effects communications and other aspects)
- *outcomes and results* (what are / will be the desirable outcomes or results of this phase in terms of technical products and scientific, social and commercial developments).

Management methods which can be used during the transitions, include: completing an evaluation of the previous phase; Soft Systems Methodology; strategic planning methods; project and change management; and designing evaluation and monitoring for the next phase. Techniques used in the design of individual projects include: problem-tree analysis, to analyse specific tasks or challenges; Log-frame, to design specific and targeted activities; and IMPROVE, an integrated monitoring and evaluation model.

Leadership and management

RIM processes can benefit from informed leadership, and from management at three levels. Leadership is seen as developing and fostering a vision and supporting initiatives at appropriate times and levels of management.

The three management levels are seen as:

- strategic** - maintaining long term progress in the face of changing environments, maintaining visions;

- tactical** - short term interventions to effect the changes in aspects discussed before; and

- operational** - on-going day-to-day management of the project at ground level, doing the work.

Following the decision to act, the key-roles of strategic management are seen as: initiating phase I, or verifying data from that phase, and managing the

progression of the innovation through subsequent transitions and phases. The ultimate aim is to ensure that the emerging innovation becomes self-sustaining.

Strategic management involves:

- identifying appropriate times for transformations;
- involving existing and new stakeholders in reviewing the progress of the innovation through the RIM processes, and re-visioning;
- supervising transitions; and
- harmonising subsequent operational and tactical management.

The role of tactical management is to: implement the changes during transitions; ensuring an appropriate mix of methods for each phase; and linking methods across phases. The role of operational management is to ensure that the selected methods are used correctly and achieve, at the least, the minimum specified results within budget, resources and time.

Origin and development

The model has its origin in a description about how research in secondary industries leads to the development of pilot products and building of special factories (the reference has been lost). The concept was transformed into RIM version 1 and used in 1995 and 1996 in the International Courses in Rural Extension in the Netherlands. It proved to be very useful as a framework for arranging the wide range of methods and techniques needed in Participatory Technology Development. It was then used to look

at similar processes in rural innovations in Australia. This led to identifying gaps in the overall extension system (Van Beek, 1996).

Version 1 was also applied during consultancies in Australia with the Tasmanian DPIF and CSIRO. These involved technical innovations and a complex computer-based simulation program. The applications showed the model's usefulness in identifying the current phase of development, and in indicating changes in management needed to progress the innovations.

During two pilot-RIM workshops, the model was applied to: the Property Management Planning Program; a rural development project on the Eastern Darling Downs; and the use of self-managing groups in dealing with changes. Participants especially developed the model's potential to guide intervention during transitions, and refined the initiation processes. This, and its application to tactical management of development processes at community level, lead to version 2 (Colles et al, 1998). Subsequent desktop comparisons with case histories (Paine 1997, Röling and Wagemakers 1998), and reflections led to the current version 3.

The RIM model forms the framework for an accredited twelve-day workshop of the Rural Extension Centre. Participants focus on learning about, selecting, applying and linking key-processes used at strategic, tactical or operational management levels. They can select particular phases, methods and levels of management to suit their needs and projects.

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Acknowledgments

I thank the following persons for their many and extremely valuable contributions to the development of the model. Their combined contributions have made the model sufficiently robust to be presented more widely and, hopefully, contribute to managing other innovations.

- Dr Frans Doorman, co-leader, and Mr Ruud Ludeman, course director, 1995 IAC course;
- Mrs Mona Dhamankar, co-leader, Mr Bert Huizinga, course director, 1996 IAC course;
- Ms Ruth Nettle and Dr Peter Carberry, leaders of projects in which the model was tested;
- Mr Malcolm Letts, Mrs Margaret Cruickshank, Mr Ed Colless, and Mr Dick Fell participants in the first pilot RIM workshop; Mrs Cheryl Sisson, Mrs Merrin Brown, Ms Sue Heisswolf and Mr Phil West, participants in the second RIM pilot workshop of the Rural Extension Centre and
- Dr Jeff Coutts, Director of the Rural Extension Centre, The University of Queensland, Gatton Campus.

However, the responsibility for shortcomings in the material presented remains entirely mine. Peter Van Beek

APEN Award for Innovation in Extension

As part of its charter of promoting excellence in extension, the national committee is offering an award for innovation in extension. The award is open to individuals from the Australasia Pacific region and people of all ages and professions are invited to nominate before the closing date of August 20, 1999. The winner of the award will be presented with a plaque, and provided with flights, accommodation and registration to participate and present at the WA 1999 APEN National Forum in November.

Nomination forms can be obtained from the APEN Secretariat.

Improving the Interpersonal - an APEN training program A Personal Response

Penny Wolf and Sam Reinholdt, CFA

In early December last year, the APEN Melbourne Chapter ran a two-day training workshop on improving interpersonal relationships. The workshop aimed to provide participants with the skills to develop better interpersonal relationships and work at deeper levels of group process and management.

The workshop presenters/facilitators were **Bevan Bessan**, a consultant from Western Australia, who works with a range of industry groups; and **Lyn Sykes**, a consultant from Dubbo, who works with rural families and groups to encourage the development of good communication skills. Most participants in the workshop were employed to work with groups of people where behaviour change is a desired outcome.

The workshop covered areas such as:

- establishing the foundations for effective working relationships,
- developing guidelines for working within groups,
- building trust through communication,
- tips on questioning,
- recognising different behavioural styles,
- working with self esteem,
- dealing with agendas in groups,
- facilitation skills and
- dealing with conflict management and resolution.

Lyn and Bevan referred to the 'six pack of skills' that move people from talk to action. They modelled their sessions very much along this line, and facilitated participant interaction at numerous points during the workshop.

They opened the workshop and each session with a purpose that involved

their stated objectives, a discussion of group expectations and ground rules or guidelines.

Throughout the workshop, participants were encouraged to:

- listen and consider other viewpoints,
- to identify differences and similarities in their viewpoints,
- look for common ground and reconnect these to the purpose.

Lyn and Bevan ran the sessions by summarising progress, maintaining focus and relevance and restating objectives. At the completion of each session they:

- summed up,
- reflected and
- acknowledged the contributions of the group.

CFA's approach to Community Education is based very much on this interactive approach. The workshop provided us with a valuable opportunity to discuss our work practices with a number of extension professionals. In sharing our common experiences, it became clear that ;

we were all in the business of helping people make decisions and live with them.

1999 National Forum in Perth

Planning is now well underway. Scheduled for the **11th and 12th of November**. Agriculture WA will be also be holding a meeting in conjunction with the Forum on the 10th November.

Mark the dates in your diary and plan to make the trip Way Out West!

Ryegrass Endophyte: An Essential New Zealand Symbiosis – "Harnessing the good, avoiding the Bad, and Turning Around the Ugly"

Notice of Major Symposium

Ryegrass endophyte has a major impact on farm production and profits, affecting pasture persistence, animal health and animal production. There is a lot of research being done on this subject, and many advances have been made in recent years. The Ryegrass Endophyte Symposium will be of interest to farmers, farm advisers, veterinarians, seed industry representatives, and agribusiness companies.

This is your only opportunity to catch up with all the information on ryegrass endophyte, and pick up ideas to improve animal or plant production on your (or your client's) farm.

Speakers will include; Dr Syd Easton, Mr Lester Fletcher, Dr Barry Smith, Dr Reg Keogh, Dr Dave Clark, Dr Chris Morris, Dr Brian Tapper – and papers also from farmers, veterinarians, seed industry representatives and other researchers.

Programme: Twenty spoken papers will be presented, with panel discussion after each of four sessions. Sessions will cover:

- Endophyte and sheep production.
- Endophyte and dairy production.
- Endophyte basic science.
- Selected endophytes - a solution?

When: Friday 8 October 1999.

(immediately following the New Zealand Grassland Association Annual Conference on 5-7 October).

At: War Memorial Theatre, Napier.

Registrations: Registration can be made on the registration form for the 1999 New Zealand Grassland Association Annual Conference. For registration forms contact:

The Secretary

New Zealand Grassland Association

C/- AgResearch Grasslands

Private Bag 11008

PALMERSTON NORTH

For more information contact:

Dr Derek Woodfield, Chairman, Organising Committee,

Telephone: (06) 356 8019

email: woodfieldd@agresearch.cri.nz

Is Privatisation the Solution for Agricultural Extension in Pakistan?

Munir Ahmad*, Dr. Andrew P. Davidson** and Dr. Tanvir Ali*

* University of Agriculture, Faisalabad, Pakistan

** University of New England, Armidale, NSW

Traditionally governments have been and still are performing a dominant role in providing extension services to farmers. This service is important given that agriculture makes a significant contribution to a country's economic well-being, particularly in developing countries such as Pakistan. In 1987 the FAO conducted a study to determine the share of various organisations involved in extension worldwide. According to the results of the survey, 81 per cent of extension work is conducted through a ministry or department of agriculture, at the national, state, or provincial level (Figure 1). This is beginning to change, however, with the private sector assuming a larger role. The private sector's share, only five per cent in 1987, is estimated at double that now. While this trend is more common in Western countries such as Australia and New Zealand, the privatisation of extension services is increasing in developing countries as well. Pakistan is no exception.

As in many other countries, Pakistan is looking for alternative extension paradigms that are more cost-effectiveness and client-oriented. To this end, the government is looking to privatise the provision of agricultural extension services in an attempt to better disseminate agricultural technologies and information to farmers. Currently, the public and private sectors are working parallel to each other in the process of agricultural extension. Unfortunately, there is little information in Pakistan to substantiate whether or not the private sector is more capable. This study was conducted to help address some of the paucity of empirical information in determining the comparative effectiveness of public and private extension in Pakistan.

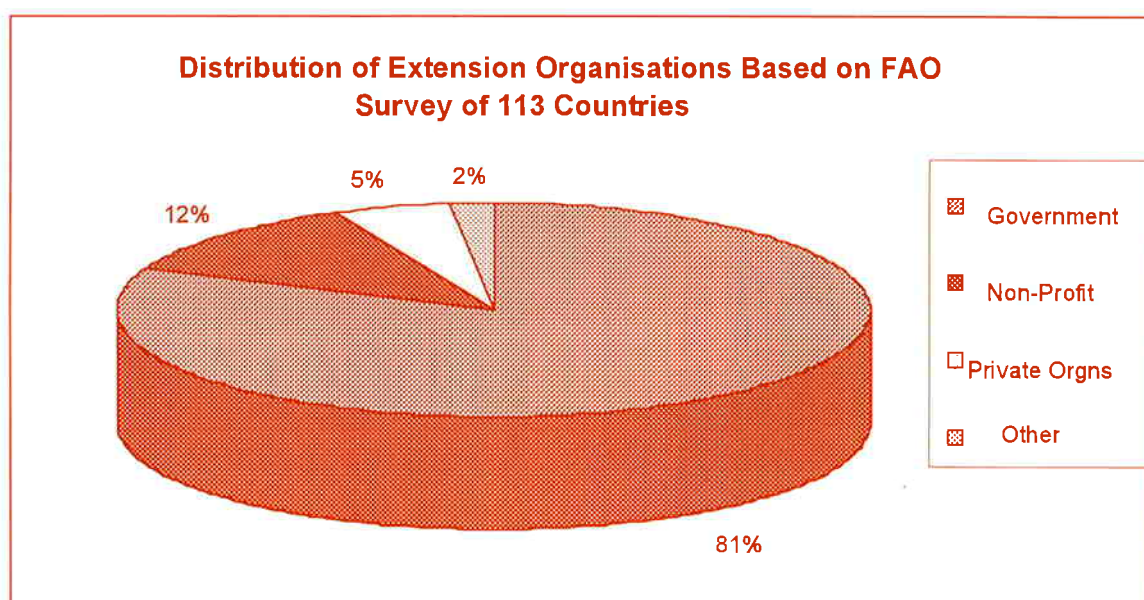
The T and V System: Public Extension in Pakistan

The implementation of the T and V system was an effort to reform and improve the effectiveness of public

extension services in Pakistan during the late 1970s. The T and V system is a system of extension based on two step flow of information, from contact farmers to the rest of the community. However, there is no hard and fast rule that determines the number of an extension worker's contact farmers nor who those farmers will be. Among other things, it depends on an extension worker's mobility, the density of population in the area, the types and diversity of crops, the types of farming systems, and so on. Usually, on average, the number of contact farmers in a group varies from eight to ten.

Despite initial successes, there are some serious problems with this type of extension. In general, too few farmers have access to extension personnel and the T and V system relies primarily on the 'trickle-down' of information from the contact farmers to the wider farming population. In addition, this system

Figure 1 Distribution of Extension Organisations Based on FAO Survey of 113 Countries



Source: Swanson et al. 1990 quoted in Umali and Schwartz 1994.

has proven to be very rigid in its day-to-day functioning such that extension personnel have little operative freedom and latitude in the field. In short, extension personnel are directed to visit contact farmers in a predetermined visit schedule that cannot be deviated from. Lastly, the Pakistani bureaucracy itself tends to be very inflexible and top heavy, with promotion based on seniority rather than merit.

The Emergence of Private Sector Extension in Pakistan

In 1980, the Pakistani government announced the National Agricultural Policy in its effort to reform and re-direct its efforts in agricultural extension. The Agricultural Policy shifted the job of input delivery away from the public to the private sector. It was considered by many to be a breakthrough by ensuring the inclusion of the private sector in the development of agriculture in Pakistan. In 1988, with the success of the privatisation of input distribution, the government's National Commission on Agriculture forcefully recommended the involvement of the private sector in the process of agricultural extension.

In light of the recommendations forwarded by the Commission, multinational agricultural input-supplying agencies such as Ciba-Geigy began to take part in extension work, in addition to selling insecticides. Currently, Ciba-Geigy -- the leading international firm in Pakistan -- is offering a total package of plant protection for the farmers. In this way, the private corporate sector has taken a strong initiative in contributing to the process of agricultural extension in Pakistan.

Given the severe financial situation of the Pakistani government and the poor performance of the public sector, it is not surprising that many are embracing privatisation as a solution to agricultural extension's poor performance. A key question remains, however: How do the farmers -- the beneficiaries of the extension service -

- feel about this change? In other words, **is the private sector more effective in delivering extension services to farmers than the government?** The present study was an attempt to answer this question. While the privatisation of agricultural extension services may be good for 'big' farmers, concern remains over 'small' farmers who constitute 81 per cent of the farming community and still are living at subsistence level? Therefore, to answer this question, it is crucial to determine the views of the farming community about the performance of both sectors involved in extension.

Methodology

A cross sectional research design was used for this study. For this purpose, the data were collected in one Tehsil (sub-division) of Faisalabad Division, Punjab, Pakistan. The sample size for this study consisted of 156 respondents. The sample was drawn from two different farming populations as follows:

Contact farmers (cotton growers) of both organisations (i.e. public and private sectors) in the study area, as well as cotton growers who are contacted by neither agency.

Discussion

It was found that both sectors continue to depend on the contact-farmer approach based on the classical diffusion theory of innovation, from contact farmers to rest of farming community. This study also examined the various sources used by the non-contact farmers for obtaining information, especially for cotton protection measures. Overall, the

problem of getting needed information to the majority of farmers remains a problem in Pakistan. The 'trickle down' of information from contact to non-contact farmers -- 81 per cent of the farming community -- is still problematic. Interestingly, pesticide dealers emerged as the main source of information (see Table 1) for non-contact. On the other hand, the perceived effectiveness of pesticides dealers was the lowest of all.

Both sectors were found to be biased towards farmers that are better educated and have larger landholdings than average farmers (see Figure 2). On average, contact farmers had 11 years of education (83 per cent had 10 or more years), while non-contact farmers had only 7 years (28 per cent had no education). Similarly with respect to landholdings, on average contact farmers owned slightly more than 93 acres (79 percent owned 25 acres or more), while non-contact farmers owned about 16 acres (63 percent owned less than 12.5 acres).

The analysis of the data indicates that the Department of Agriculture is slanted most heavily towards better-educated farmers. This is due to the fact that it needs to disseminate information to a large number of farmers while also registering a high adoption rate in its recommendations. Educated farmers are easier to work with and have a higher propensity (and, in general, financial ability) to adopt. Ciba-Geigy, on the other hand, provides its services primarily to farmers with large landholdings. This is not surprising given that Ciba-Geigy, as a private-for-profit firm,

Name of Source	Contact Farmers	Non-Contact Farmers
Department of Agriculture	8	15
Ciba-Geigy	10	8
Both sectors	77	0
Pesticide dealer	0	38
Neighbours	0	11
No source of information	0	3
Reported no attack	5	25
Total	100	100
(n=)	(52)	(104)

must be concerned with preserving and extending its market share and, invariably, larger landowners are in a better financial position to adopt its products. Unfortunately, the majority of farmers – smaller and less educated farmers – are still ignored.

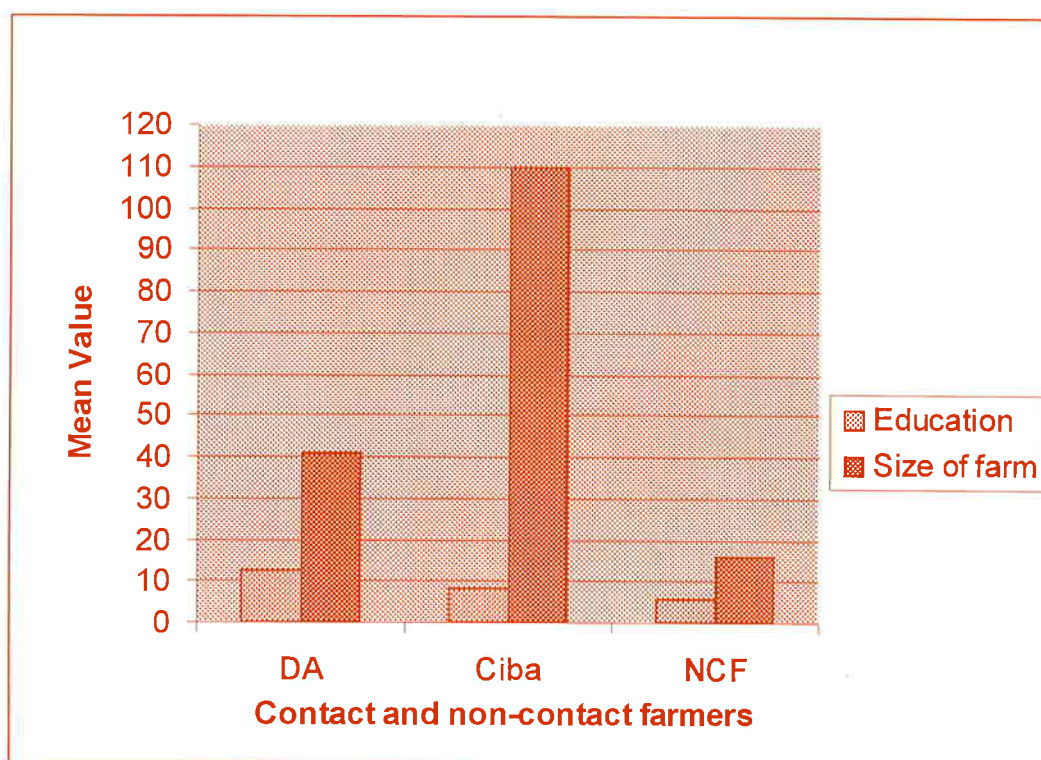
Worldwide, there is a growing consensus in favour of the privatisation of extension services. Considering the present situation in Pakistan, it is not recommended at the moment. If privatisation is to continue, it should be done slowly and cautiously, with care taken in monitoring its impact. If extension services are turned over to the private sector on a large scale, there is a high risk that smaller farmers, particularly in more remote areas of the country, will be left behind. Private firms contact and provide services to only those farmers that have the capacity to purchase their products and contribute to company profits. Thus, the shift

toward privatisation can further widen the existing information and economic gap between farmers and cause increased social disparity. At the same time, private agencies should not be barred from undertaking extension activities. Nonetheless, there needs to be checks on them to make certain that their extension messages and recommendations are correct and appropriate. Without these checks, there is a chance that some unscrupulous firms may sell farmers inappropriate technologies simply to increase sales. This can be both financially devastating and physically hazardous for the farmers. Furthermore, if the privatisation of extension is to be increased, there needs to be alternative strategies in place to ensure that non-contact farmers also have access to important agricultural information and technologies. Presently, with the exception of a few non-governmental organisations, there are none.

Conclusion

This research, based on empirical evidence from one area of Pakistan, suggests that both the public and private sectors share commonalities in work patterns in the sense that both continue to use contact farmers. This method, in turn, revolves around the trickle down of information, from the contact farmers to remainder of the farming community. To the contrary, impressionistic evidence suggests that the contact farmers have little to do with less educated and more resource poor farmers. While Ciba-Geigy may be more effective in getting its message out to contact farmers, the majority of farmers are still largely ignored – outside of the system. Thus, the findings of this study negate the utility of the contact farmers' approach. But while we recognise the need to reform Pakistan's agricultural extension system, privatisation is not necessarily the solution.

Figure 2. Mean Education and Size of Farm of Respondents by Source of Contact



DA = Department of Agriculture

NCF = Non-contact farmers contacted by neither agency

MURRAY DARLING BASIN COMMISSION

Tools to Investigate and Plan for Improved Management of Dryland Salinity, Phase 2

The Tools for Salinity project aims to provide extension material for the management of dryland salinity throughout the Murray Darling Basin. Tasks involved in the project include:

- Finalising an extension folder containing fact sheets on the causes and management of dryland salinity. These are to be prepared in liaison with recognised dryland salinity experts throughout Australia. It will also be presented to extension providers to give them a chance to refine material and comment on its usefulness.

- Providing extension and training to implement the information contained in the above fact sheets. This will involve conducting numerous training workshops for major stakeholders including government agencies, CMCs, landcare coordinators, rural merchants, agricultural consultants, financiers, local government, natural resource management educators, key farmers and community representatives.

The MDBC has chosen a consortium headed by PPK Environment & Infrastructure to conduct the project. Sabina Douglas-Hill of PPK Adelaide heads the Consortium Team, with three section heads:

- Phil Dyson, of Phil Dyson & Associates Pty Ltd, of Bendigo who will be responsible for collating accurate extension information.
- David Bennett of Hassall & Associates Pty Ltd, of Sydney will be responsible for finding, engaging and classifying the clients, recording salinity skills and course attendance; and
- Peter Box of Integra, Benalla, will be responsible for the training and extension component.

Currently Hassall & Associates is attempting to establish lists of people that will need to be contacted during the project. Hassall & Associates is particularly keen to ensure the cooperation of the State departments involved. Major tasks at the moment include:

- a) Ensuring the full collaboration of all the current participants in research, extension and application of salinity management;
- b) Defining and obtaining an estimate of the size of the target audience.
- c) Compiling an address and recording database, much of which can be made available to all involved. This task also involves the establishment of contact confidentiality procedures; and
- d) Collecting and disseminating information with the maximum efficiency.

Hassall & Associates is keen to obtain contact details from anyone interested in participating in the project. If you wish to be a part of the project could you please provide your contact details (name, phone/fax number, address, the organisation that you work for and your position within that organisation) to Kathryn Page either by: e-mail: (kpage@hassyd.aust.com), phone: 02 9241 5655, or mail: GPO Box 4625, Sydney NSW, 1044.

AVAILABLE FROM THE APEN Secretariat

"Partnerships in Extension – Extending the Boundaries" Proceedings of the National Forum of the Australasia Pacific Extension Network, December 2nd and 3rd, 1998, University of Adelaide Roseworthy Campus, John Bourne and Rosemary Currie (Editors) \$15.00 for members, \$17.50 non members, post and handling incl.

"Managing Change- Building Knowledge and Skills," 1997 Conference Proceedings, \$65 for members, \$68.50 for non members, post and handling included.

"Journal and Reference Lists in Agricultural Extension and Rural Development," 1997, \$14.50 for members, \$16.50 for non members, post and handling included.

See Web Site: <http://life.csu.edu.au/apen/> for a complete list of publications available

APEN NEWS Committee of Management - Personal Profiles**Sally Marsh**

I am employed as a Senior Research Officer with the Agricultural and Resource Economics group at the University at Western Australia. My current research interests include: adoption and diffusion of agricultural innovations, agricultural extension policy, extension for sustainable agriculture, and evaluation of extension. I am an active member of a group working on a GRDC-funded project, "Sustainability and Economics in Agriculture". I contribute to teaching in the Agricultural and Resource Economics group at UWA in a number of units relating to agricultural extension. I also have a 780 hectare crop/livestock farm near Badgingarra, 2 hours north of Perth.

**Elwin Turnbull**

I grew up on a 2000 hectare stud Hereford and Dorset property in Victoria. After Rural Science and Agricultural Economics at UNE, I worked in agricultural economics and government policy for 5 years with the Victorian pig and poultry industries. Then in farm business management extension for 8 years in the mixed farming and dairying areas around Wodonga followed by a period as a Research Economist at a Research Station. I joined the University of Western Sydney, Hawkesbury in 1985 because of the learning approach and the innovative work on human activity systems in agriculture. My research Masters involved applying action research to the development of the Australian lamb industry. I am now working on ways of improving learning systems for rural development in Australian and overseas contexts. I support students with the design and conduct of industry projects and facilitate senior students in their awareness of extension. I am an active member of the Centre of Systemic Development and editor of the APEN Newsletter. Recently I have been managing a University Links project with the University of Natal and am working on project with the Department of Livestock Services in Nepal which will take me to Nepal for several months over the next 4 years. This project is working with developing a Systems Learning Approach to community and livestock sector development in the Central and Western regions. My current fascination is with methods for the evaluation of extension and University curriculum.

**John Bourne**

My background includes extension, technical and policy development in both production agriculture and natural resource management. Firstly with the Queensland Department of Primary Industries based in southern Queensland, I was involved in general field agronomic advisory work and then R&D in conservation farming systems and also efficient use of water in irrigated crops. More recently I have been with Sustainable Resources Group in Primary Industries and Resources South Australia. For about half of this time have been involved in policy development, administration in relation to NHT and LWRDC funding, and training of Sustainable Resources people to improve both technical and extension skills. For the last four years I have been on secondment from PIRSA to the Cooperative Research Centre for Soil and Land Management based at the Waite Institute in Adelaide. This involved the development of products of CRC research programs, in particular practical field tests and management options for major soil degradation issues such as sodicity, acidity and salinity. I have been involved with APEN since the initial breakfast meeting to set up a network, held as part of the extension conference held on the Gold Coast in 1993. I have been SA Chapter contact and over the last 3-4 years a member and then Chair of the Committee of Management. This has been an exciting time and very rewarding in being able to watch APEN grow to where it is today, a recognised body representing the discipline of extension. I live at Uraidla in the Adelaide Hills, and am married with three teenage children who take up all of my spare time.

WA Chapter Report

The WA Chapter held its Annual General Meeting in April. The meeting was preceded by a talk and discussion, led by Michael Rowe, on the subject of "Evaluation in Extension - State of Play in Australia". Michael has recently taken on a position within Agriculture WA which will see him responsible for promoting and developing evaluation within the Sustainable Rural Development program.

The AGM resulted in some new office bearers and committee members. Amanda Miller is the new Chair, Vanessa Stewart the new Vice-Chair, Fionnuala Frost the incoming secretary and Sally Marsh remains as treasurer. Committee members are Jon Warren, Sally-Anne Penny, Juana Roe, David Bicknell and Kathryn Egerton-Warburton.

The AGM committed the Chapter to hosting the 1999 National Forum in Perth, and planning is now well underway for this event which has been scheduled for the 11th and 12th of November. See box, Page 6

AUSTRALASIA PACIFIC EXTENSION NETWORK (Inc) A0029919PWeb Site: <http://life.csu.edu.au/apen/>**APEN Secretariat**

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