

INTRODUCTION

EDITORIAL

FINANCIAL STATEMENTS

APPENDICES

OUR ZOOS

YESTERDAY

TODAY

TOMORROW





OUR MISSION

TO FACILITATE VISITOR  
AND COMMUNITY  
EDUCATION,  
BIOLOGICAL RESEARCH  
AND WILDLIFE  
CONSERVATION.

[RETURN TO HOME](#)

# 1917-2007

## ZOOLOGICAL PARKS BOARD OF NSW



### YESTERDAY

1916

#### OCTOBER

Taronga Zoo officially opens with the transfer of 228 mammals, 552 birds and 64 reptiles after the collection outgrew the original site at Moore Park.

PHOTOGRAPH COURTESY  
ZPB ARCHIVES

1939

#### MARCH

New lion and tiger exhibits were completed in 1939, eradicating the use of bars, visitors viewed the animals from above.

PHOTOGRAPH COURTESY  
ZPB ARCHIVES

1977

#### FEBRUARY

Western Plains Zoo opens to the public. The first Australian open range zoo.

PHOTOGRAPH COURTESY  
ZPB ARCHIVES



## TODAY

1994

2003

2006

MAY

Western Plains Zoo  
awarded Best Major  
Tourist Attraction  
in Australia.

PHOTOGRAPH COURTESY  
NATALIE BOOG, LIFE IS A ZOO,  
CITRUS PRESS

JANUARY

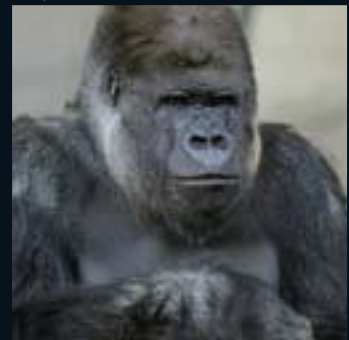
Conservation education  
experience Backyard to  
Bush opens with  
an emphasis on  
'hands-on' learning.

PHOTOGRAPH COURTESY  
GARY RAMAGE

OCTOBER

Wild Asia precinct  
opens which is shortly  
followed by the arrival of  
five Asian Elephants for  
a conservation  
breeding program.

PHOTOGRAPH COURTESY  
JAMES MORGAN



## TOMORROW

2007

### DECEMBER

Great Southern Oceans mega-exhibit due to open with a new 1,000 seat Seal Theatre.

PHOTOGRAPH COURTESY  
JEFF DARMANIN  
- THE DAILY TELEGRAPH

2008

### SEPTEMBER

Redevelopment of Education Centre to accommodate an extra 140 students per day

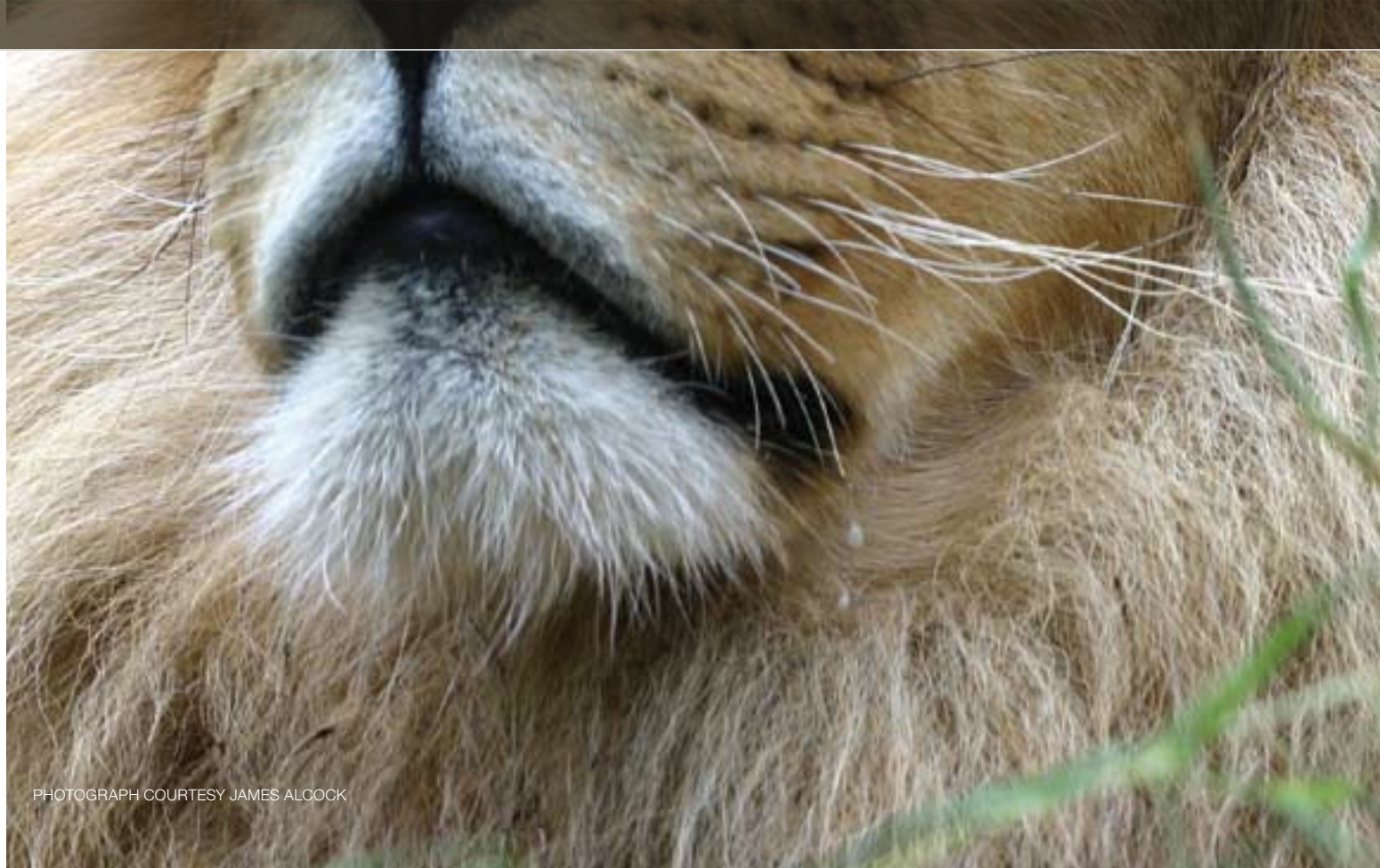
PHOTOGRAPH COURTESY  
BLAXLAND STUDIOS

2010

### FEBRUARY

New African Tropical Savannah precinct to open to the public with 15 new exhibits

PHOTOGRAPH COURTESY  
RICK STEVENS



PHOTOGRAPH COURTESY JAMES ALCOCK



A LIVING LEGACY

OVER MANY YEARS,  
OUR ZOOS HAVE  
BEEN ESTABLISHED AS  
AUSTRALIAN ICONS  
AND OUR AIM IS TO  
BUILD ON THIS LEGACY



TODAY'S CHALLENGES

RECENT HISTORY  
HAS SEEN THE ZOOS  
FURTHER DEVELOP  
THEIR RESEARCH,  
CONSERVATION AND  
EDUCATION ACTIVITIES





PHOTOGRAPH COURTESY JEFF DARMANIN - DAILY TELEGRAPH

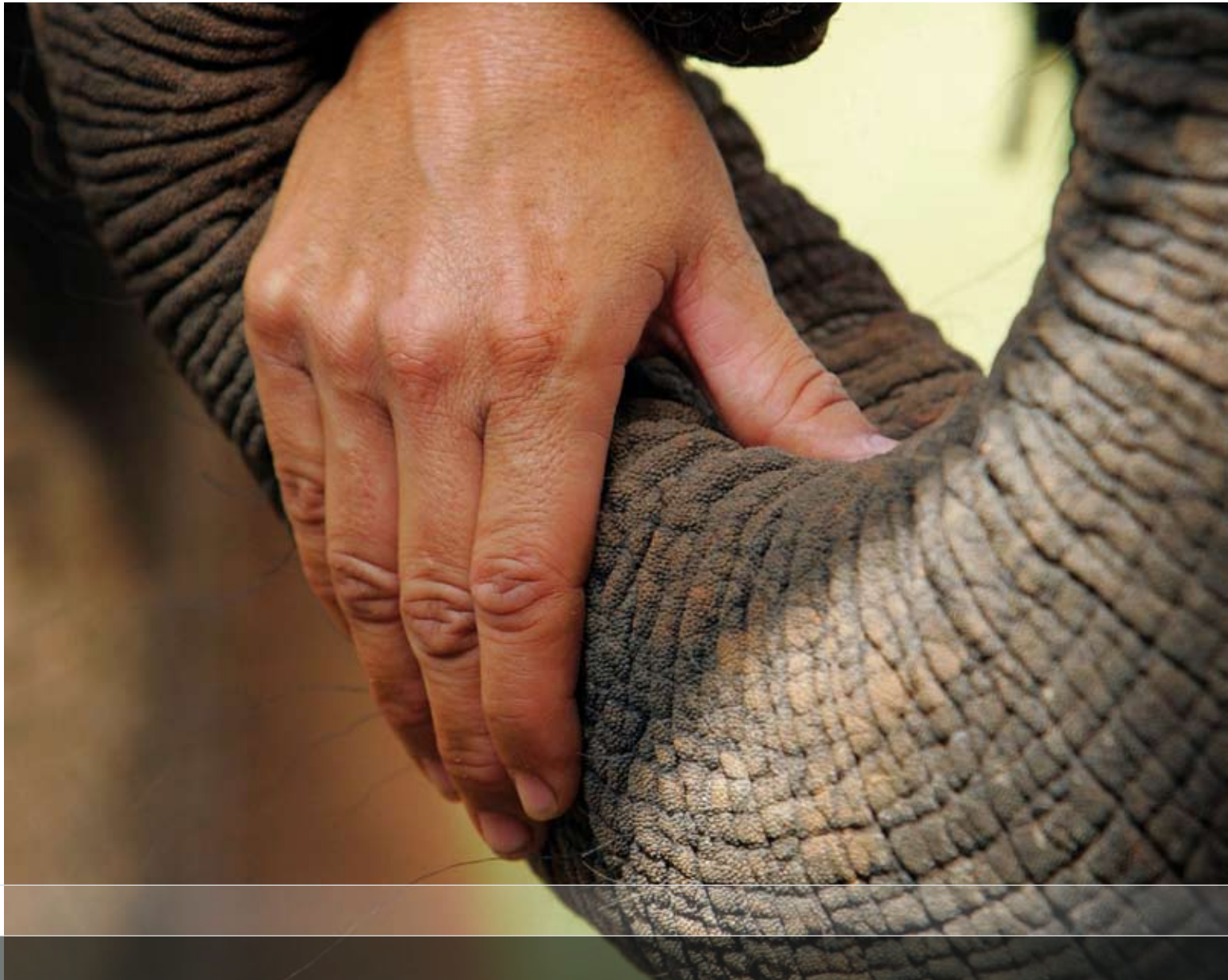


PHOTOGRAPH COURTESY NATALIE BOOG, LIFE IS A ZOO, CITRUS PRESS



LOOKING AHEAD

WE LOOK FORWARD  
TO INSPIRING FUTURE  
GENERATIONS BY  
HELPING TO PRESERVE  
OUR WORLD'S  
PRECIOUS WILDLIFE



## CONTENTS

<b>CHAIRMAN'S REPORT</b>	<b>11</b>	<b>OUR BUSINESS ENTERPRISE</b>	<b>46</b>
<b>APPOINTED BOARD</b>	<b>12</b>	The Taronga Foundation	48
<b>SENIOR MANAGEMENT TEAM</b>	<b>14</b>	Marketing	52
<b>ORGANISATIONAL CHART</b>	<b>15</b>	Media Relations	54
<b>DIRECTOR AND CHIEF EXECUTIVE'S REPORT</b>	<b>16</b>	<b>OUR PEOPLE</b>	<b>62</b>
<b>HIGHLIGHTS OF 2006-07</b>	<b>17</b>	Human Resources	64
<b>YEAR IN BRIEF – FINANCIALS</b>	<b>18</b>	Occupational Health and Safety	66
<b>YEAR IN BRIEF – VISITATION</b>	<b>19</b>	Association of Zoo Friends (NSW) Inc	67
<b>OUR ANIMALS PLANTS AND PHYSICAL ASSETS</b>	<b>20</b>	Our Customers	69
Life Sciences Divisions	22	Market Research	69
Capital Works and Infrastructure	30		
Asset Maintenance Services	31		
Facilities Branch	32		
<b>OUR CONSERVATION, RESEARCH AND EDUCATION</b>	<b>34</b>		
Conservation and Research Programs	36		
Education Programs	41		

RETURN TO HOME

## VISION

TO INSPIRE  
AUSTRALIANS AND OUR  
VISITORS TO DISCOVER,  
EXPLORE, DELIGHT IN  
AND PROTECT OUR  
NATURAL WORLD

## MISSION

We will demonstrate a meaningful and urgent commitment to wildlife, our natural environment and the pursuit of excellence in our conservation, recreation and scientific endeavours.

Through effective communication and example we will promote positive and measurable conservation outcomes. We will inspire active and enjoyable learning experiences and be a catalyst in creating understanding and wonderment of our natural world.

By encouragement and demonstration, our Zoos will lead individuals and communities in the wise and sustainable use of natural resources for the benefit of future generations.

## AN OVERVIEW

The Zoological Parks Board of NSW (ZPB) operates Taronga Zoo in Sydney and Western Plains Zoo in Dubbo, catering for local, interstate and international visitors.

The ZPB is constituted under the *Zoological Parks Board Act, 1973*, as a statutory authority owned by the people of New South Wales and comes within the administration of the Minister for Climate Change, Environment and Water.

Amended legislation in 1992 defined the ZPB's responsibilities in education, conservation, research and recreation (see Appendix 1).

COVER IMAGE:

## Asian Elephant

### *Elephas maximus*

In November, Taronga Zoo welcomed five Asian Elephants to commence the first Australasian Regional Conservation Management Program for this endangered species. With as few as 34,000 elephants remaining in the forests of south and south-east Asia, it is estimated that wild populations have collapsed by up to 80 per cent over the last 60 years and by 2050 populations may no longer be sustainable. The young male, 'Gung' (pictured), will play a vital role in the breeding program and enjoys plunging into the deep ponds of his new home at Wild Asia.

PHOTO COURTESY JEFF DARMANIN  
- THE DAILY TELEGRAPH

THIS PAGE: In 1916, Taronga Zoo cared for a small exotic menagerie including 228 mammals, 552 birds and 64 reptiles. Today, Taronga is home to 3957 animals and visitors can learn about some of the smallest living animals such as Feather-tailed Gliders and Bandicoots to statuesque Asian Elephants.

PHOTO COURTESY JEFF DARMANIN  
- THE DAILY TELEGRAPH



## TARONGA ZOO

### Symbol

Platypus *Ornithorhynchus anatinus*

### Opened

October 1916. Site 28 hectares.

### Animals

From the Old Moore Park Zoo, founded by the Royal Zoological Society of New South Wales in 1881. The collection now includes approximately 3,957 animals from 371 species/sub-species.

### Contact

Bradleys Head Rd, Mosman  
PO Box 20, Mosman NSW 2088  
Tel: (02) 9969 2777 Fax: (02) 9969 7515  
Hours: 9.00am to 5.00pm daily  
Website: [www.zoo.nsw.gov.au](http://www.zoo.nsw.gov.au)



## WESTERN PLAINS ZOO

### Symbol

Giraffe *Giraffa camelopardalis*

### Opened

February 1977. Site 788 hectares.

### Animals

Exhibited in open range facilities. The collection now contains approximately 877 animals from 99 species/sub-species.

### Contact

Obley Road, Dubbo  
PO Box 831, Dubbo NSW 2830  
Tel: (02) 6882 5888 Fax: (02) 6884 1722  
Hours: 9.00am to 5.00pm daily  
Website: [www.zoo.nsw.gov.au](http://www.zoo.nsw.gov.au)

The Hon Phil Koperberg MP  
Minister for Climate Change, Environment and Water  
Parliament House  
Macquarie Street  
Sydney NSW 2000

Dear Minister

It is a great pleasure to present the 34th Annual Report of the Zoological Parks Board of New South Wales (ZPB), which includes the statement of accounts, for your presentation to the NSW Parliament. This report covers in full the ZPB's activities for the year ended 30 June 2007 in accordance with Section 20 and 37 of the *Zoological Parks Board Act 1973* (as amended), and the *Annual Reports Statutory Bodies Act 1984* (as amended).

Yours sincerely,

**Leonard F Bleasel AM**  
Chairman, Zoological Parks Board of NSW

25 October, 2007

It is with great pleasure that I submit the 34th Annual Report of the Zoological Parks Board of NSW (ZPB).

October 7, 2006 marked a special zoo day with Sydneysiders celebrating 90 years of Taronga's inspirational presentation of wildlife on its famed harbour-side location.

Since its embryonic beginnings at the Botanic Gardens in the 1850s and subsequent development at Moore Park in the 1870s, Taronga has been a major element of Sydney life. The courageous and farsighted establishment of Taronga Zoo in 1916 enabled the state and city to initiate a conservation endeavour that today displays over over 371 species and approximately 3,957 animals while our commitment to breeding, research and in-situ programs ensures our recognition as a premier global wildlife agency.

A major celebration was the November welcome of five Asian Elephants to the Zoo. Unlike the original elephant which was transported by barge, the four females and one male from Thailand arrived aboard a Russian Ilyushin airfreighter, delighting visitors and supporters.

Our commitment to the first Australasian Conservation Management Plan for the endangered Asian Elephant remained focussed despite delays caused by a small group of animal activists. The Program is complemented by in-situ conservation projects including the Convention on the International Trade of Endangered Species, Monitoring the Illegal Killing of Elephants program, microchipping Nepalese domestic elephants to help prevent the illegal import of wild elephants from Myanmar and the creation of an Elephant Veterinary and Quarantine Centre at Kanchanaburi in Thailand.

During its nine decades, Taronga has inspired Sydneysiders and visitors. Many children have enjoyed their first animal encounter at our Zoo and this year the ZPB's commitment to conservation education saw a record 124,000 students participating in formal education programs delivered by our Zoos.

In the future, the next Master Plan project, the \$54 million Great Southern Oceans, is nearing completion in late 2007. The 1.1 hectare mega-exhibit will showcase marine mammals and sea birds and be home to the world-renowned Australian Marine Mammal Research Centre (AMMRC). This important endeavour will show visitors more about vital research being conducted into the impacts of global warming on the inhabitants of our oceans.

It is pleasing to note the increasing community support for The Taronga Foundation which enjoyed a record year with \$4.77 million raised at successful events such as the 7th annual 'Establishment Dinner', hosted by, Rove McManus, and an 'Intimate evening with John Cleese', at Dubbo, which raised \$75,000.

Western Plains Zoo also celebrated its 30th Anniversary. Successfully promoted as a 'Slice of Africa in our own backyard', Western Plains Zoo continued its focus on exotic species' conservation with a world-first harvesting eggs from a Black Rhinoceros in October for In Vitro Fertilisation. Staff also celebrated numerous births including a male Southern White Rhinoceros, a female zebra and a Przewalski's Horse.



On behalf of the Board, I would like to welcome new Board Member Ian Cox representing Zoo Friends' Dubbo branch and also extend my gratitude to The Taronga Foundation's Governors and Patrons who selflessly devote their time and efforts towards the Zoos' many conservation initiatives.

Finally, I would like to extend my congratulations and thanks to all ZPB staff who maintain such a high standard of excellence in our endeavours for wildlife. As we begin a new chapter in Taronga and Western Plains Zoos' history, it is enormously encouraging to have such dedication and wide-ranging talents at our two great zoos

A handwritten signature in black ink, appearing to read 'L. Bleasel'. The signature is fluid and cursive, written over a light grey grid pattern.

Leonard F Bleasel AM  
Chairman, Zoological Parks  
Board of NSW



Mr Leonard Bleasel



Mr Richard Humphry



Ms Gae Raby



Councillor Allan Smith



Dr Anthony English

Section 6 of the Act stipulates the criteria under which the members are appointed. The Board met six times during the year and the number of meetings attended by each member is shown in brackets.

**Mr. Leonard Bleasel AM**

JP FAIM FAICD (6)

Ministerial Appointee. Chairman of the Zoological Parks Board of NSW. Mr Bleasel was the Managing Director and Chief Executive Officer of The Australian Gas Light Company (AGL) until his retirement in February 2001. He is also Chairman of ABN AMRO Australia Holdings and the YWCA of Sydney Advisory Committee. Mr Bleasel is a Director of QBE Insurance Group, O'Connell Street Associates and a Member of the Advisory Board of The Salvation Army and the Advisory Committee of Westmead Children's Hospital.

*(Term of appointment expires 30/6/10)*

**Mr Richard Humphry AO**

FCA FAICD AFIN MACS (5)

Ministerial Appointee. Deputy Chairman and Chairman of the Finance and Capital Works Committee. Director, HSBC Bank Australia, United Group Ltd, ASX Australian Clearing House Ltd, MBF Ltd and Trustee of the International Accounting Standards Foundation. Former Managing Director and CEO of the Australian Stock Exchange (ASX) and Director-General of the NSW Premier's Department. Former Auditor-General of Victoria, following 20 years experience in the Australian Federal Public Service and 13 years in the banking industry.

*(Term of appointment expires 30/6/08)*

**Ms Gae Raby (5)**

Ministerial Appointee. Chair of the Audit Committee, member of the Finance and Capital Works Committee. Ms Raby has extensive experience in the development and delivery of large government programs and the management of State owned enterprises. Ms Raby has executive experience in public policy, finance and the machinery of Government, and advises agencies on governance arrangements. Director on the Landcom Board.

*(Term of appointment expires 30/6/10)*

**Councilor Allan Smith (4)**

Representing Dubbo City Council. Elected member of Dubbo City Council since 1991. Mayor of Dubbo and Deputy Chair of Orana Regional Development Board. Executive member of Local Government Association of NSW and Chairman of the Roads and Transport Advisory Council of NSW. Former official with the Shop, Distributive and Allied Employees' Association.

*(Term of appointment expires 30/6/09)*

**Dr Anthony W English AM**

RFD, BVSc (Hons.) PhD FACVSc (5)

Ministerial Appointee. Chair of the Zoological Committee. Retired and now Honorary Associate Professor in the Faculty of Veterinary Science, University of Sydney and inaugural Director of the University of Sydney's Wildlife Health and Conservation Centre. Dr English is founder and Past President of the Australian Association of Veterinary Conservation Biologists, and Past Chairman of the World Association of Wildlife Veterinarians. He is a Fellow and Life Member of the

Australian Veterinary Association and a Fellow of the Australian College of Veterinary Scientists. Dr English was appointed a Member in the General List of the Order of Australia in the Queen's Birthday Honours in 2006, for services to veterinary science in the field of wildlife health and population management, and for service to the Australian deer industry.

*(Term of appointment expires 30/06/09)*

**Mr Ian Cox, MACEL (6)**

Representing Zoo Friends, Western Plains Zoo. Mr Cox is a retired Secondary School Deputy Principal with a background in science education. He is currently casual teacher at the Wambangalang Environment Centre, Dubbo. Mr Cox has been a member of Zoo Friends, Western Plains Zoo, for 19 years, has been former Vice President of Zoo Friends Council and is currently Chair of the Education Sub-Committee of Zoo Friends Volunteers, Dubbo.

*(Term of appointment expires 30/06/09)*

**Mr William (Bill) McLaughlin (6)**

Ministerial appointee. Chair of the Marketing Committee. Mr McLaughlin is a partner in Bill and Elaine McLaughlin Enterprises, a marketing consultancy. He retired from full time employment as Group Manager, Corporate Affairs of AGL in 2002, after 22 years with that organisation. He has extensive experience in corporate marketing, advertising and stakeholder management. He is also a Director of Lifeline, Hawkesbury to Harbour.

*(Term of appointment expires 01/12/08)*





Mr Ian Cox



Mr William McLaughlin



Councillor Martin Skipper



Ms Catherine Strassberg



Mr Richard Morecroft

**Councillor Martin Skipper (6)**

Representing Mosman Council. Member of the Marketing and Audit Committees. Cr Skipper has been Chair of the Business and Marketing Advisory Group of Mosman Council since 1999 and has extensive experience in marketing and communications in both global manufacturing and the maritime industry. Previous Board member of Bounty Voyages and Community Advisory Committee member of Sydney Harbour Federation Trust. Currently Ship's Master with Defence Maritime Services.

*(Term of appointment expires 30/06/09)*

**Ms Catherine Strassberg (5)**

Representing Zoo Friends, Sydney. Member of the Zoological, Audit, and Finance and Capital Works Committees. Ms Strassberg has been a member of Zoo Friends since 1995 and former member of the Zoo Friends Council where she was Acting Treasurer. Ms Strassberg is an account consultant and member of the Australian Society of Certified Practising Accountants.

*(Term of appointment expires 30/6/09)*

**Mr Richard Morecroft (5)**

Ministerial appointee. Member of the Marketing Committee. Mr Morecroft has over 25 years experience as a broadcaster with the ABC television network. For two decades he was the principal presenter for ABC NSW nightly news as well as presenting a range of current affairs, education and natural history programs. Mr Morecroft is also the author of several books, including wildlife publications for adults and children. Through his media consultancy he is involved with media skills training and conference hosting.

*(Term of appointment expires 30/6/08)*

**BOARD COMMITTEES**

**Finance Committee (6)**

Chairperson – Mr Richard Humphry. Members – Mr Leonard Bleasel, Ms Gae Raby. Monitors financial performance, including occupational health and safety, environment, human resource management and capital works programs.

**Audit Committee (3)**

Chairperson – Ms Gae Raby. Members – Ms Catherine Strassberg, Cr Martin Skipper. Monitors and covers issues relating to internal control systems, risk management systems, financial reporting and other financial responsibilities.

**Marketing Committee (6)**

Chairperson – Mr Bill McLaughlin. Members – Mr Richard Morecroft, Cr Martin Skipper. Monitors all marketing activities including communications, sponsorship, Taronga Foundation, customer service and tourism development.

**Zoological Committee (6)**

Chairperson – Dr Anthony English. Members – Ms Catherine Strassberg. Monitors collection management, wildlife conservation, research and veterinary services. Also consists of the following observers from appropriate specialist fields:

- Dr Chris Dickman – School of Biological Sciences, The University of Sydney
- Dr Ronald Strahan AM – Royal Zoological Society of NSW (retires June 2006).

**Ethics Committee (6)**

Chairperson – Dr Tracey Rogers (retired December 2006), Mr William Meikle, Acting Chair from January 2007. Statutory committee through which all research projects involving animal research must be approved. Constituted in accordance with the *Animal Research Act 1985* and consists of the following representatives:

- Dr Tracey Rogers (Chair until December 2006)
- Dr Frances Hulst
- Dr Benn Bryant
- Mr William Meikle (Acting Chair from January 2007 and appointed in May 2007)
- Justice Michael Foster QC (Independent representative)
- Mr Harvey Lie (Independent representative)
- Ms Cecily Stuart-Prentice – Fund for Animals (animal welfare representative)
- Ms Julie Hughes – Fund for Animals (animal welfare representative) (retired February 2007)
- Dr Rebecca Spindler (appointed May 2007)
- Mr Tony Gregory (animal welfare representative) (appointed May 2007).

## SENIOR MANAGEMENT TEAM



**Guy Cooper FAIM, LAAI**  
Director and Chief Executive



**Bettina Sammut**  
**BA, Cert (PR), Grad Cert (HRM)**  
General Manager,  
Human Resources



**Steven Skarott BCom**  
General Manager,  
Marketing, Guest and  
Commercial Operations



**William Meikle BSc, MSc**  
General Manager,  
Scientific Research and  
Wildlife Conservation



**Cameron Kerr**  
**BSc (Hon), MCom**  
General Manager, Life Sciences  
& Environmental Education



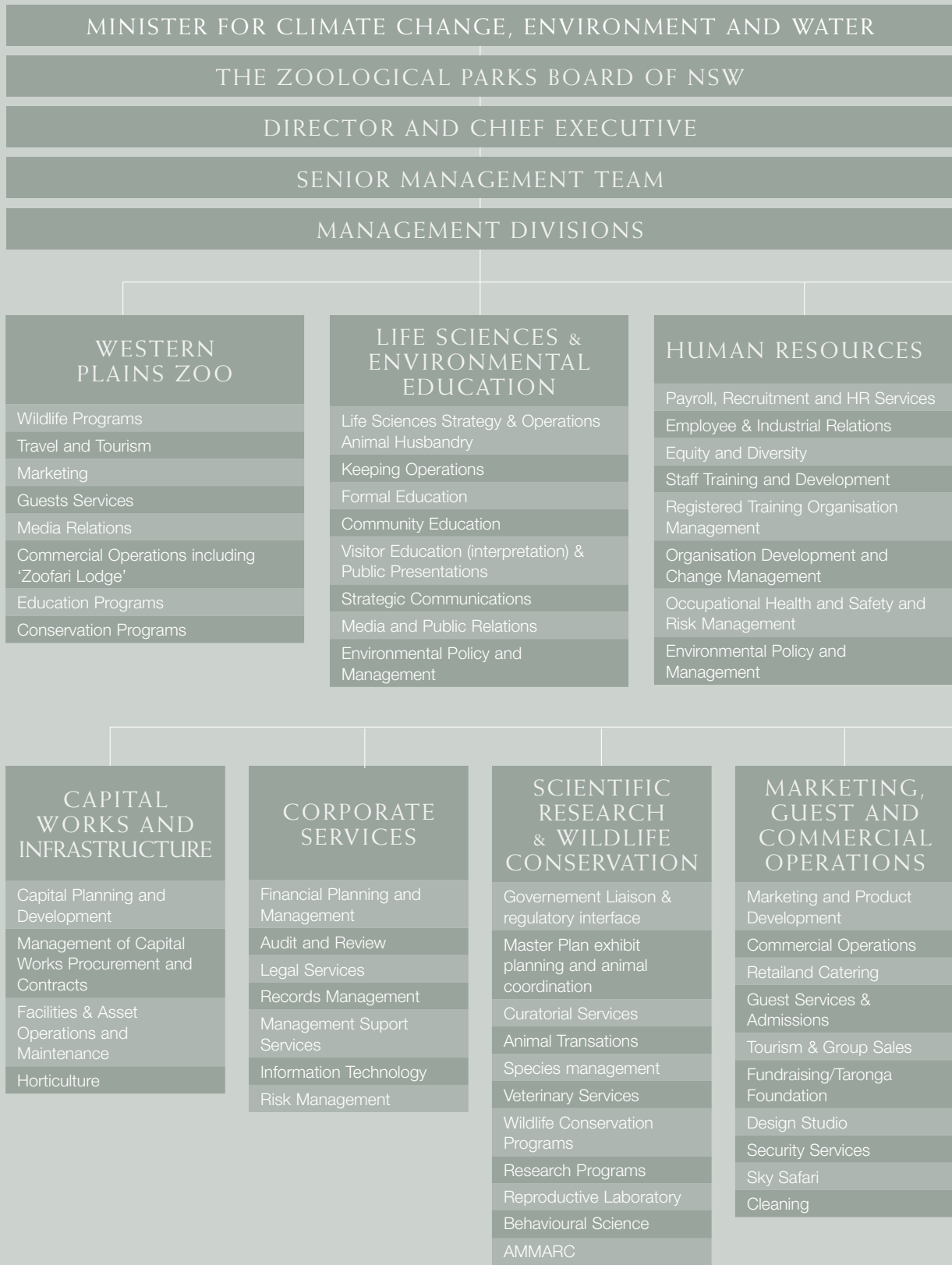
**Alex Halliburton BLA (Hon)**  
General Manager, Capital Works  
and Infrastructure



**William Garton BSc MBA**  
General Manager,  
Western Plains Zoo



**Hunter Rankin BCom, FCPA**  
General Manager, Corporate  
Services, Finance and Legal





It is fitting that while celebrating the birthday milestones of 90 years on Taronga's site and 30 years at the city of Dubbo, the arrival of our five Asian Elephants set the year apart. Together with three for Melbourne Zoo, these five special animals form the nucleus of the first Australasian Conservation Management Plan for this endangered species.

Their arrival from Thailand and quarantine in Cocos (Keeling) Island was greatly anticipated by our 60,000 Zoo Friends and the community. The outstanding management of the animals and their quick assimilation into their new purpose-built exhibit is an enormous credit to all our staff, particularly those stayed so long in Thailand. We are extremely grateful for the overwhelming government and community support for this project.

Western Plains Zoo continues its world-leading status for breeding endangered Rhinoceros. The Zoo holds a very significant proportion of the world's

Southern Black Rhinos in conservation programs and a male Southern White Rhinoceros was born in October. Two Black Rhinoceros bred at Western Plains were transferred to Monarto Zoo through the Australasian breeding program.

The Zoos breeding successes also included Taronga's first Dhole pup, the first Binturong baby and an Andean Condor. Western Plains welcomed a female Giraffe and a valuable addition to the regional Zebra herd.

With 50% of the world's frogs forecast to disappear in our lifetime, Taronga established the Booralong Frog breeding program building on the success of its Corroboree Frog program. An intital 34 Booralong Frogs were collected from NSW's South Western slopes for an insurance breeding program to guard against a total collapse of the species in the wild from habitat loss and the cytrid fungus.

Significantly a new Scientific Research and Wildlife Conservation Divison was created to provide greater focus and increased investment in Australasian and global Zoo-based and field projects, with Dr. Rebecca Spindler appointed Manager, Research and Wildlife Conservation.

In year six of our 12-year redevelopment program, a record \$35M was invested in improved facilities for animals, staff and visitors. This excellent performance was achieved while attendances and revenues grew by 6% and 9% respectively, along with strong revenue growth supporting our conservation and education programs. It is a credit to all staff that overall Zoo expenditure was held below the original forecast. The renowned "Zoofari Lodge" at Western Plains substantially increased revenues and won Inland Tourism's "Unique Accommodation" award.

Over 103,000 students visited both Zoos as part of school programs during the year, with the "Zoomobile" outreach program visiting a further 34,000 students from hospitals, preschools, isolated schools and remand centres, as well as community events, nursing homes, and other cultural institutions.

Particular thanks again go to The Association of Zoo Friends' 60,000 members for their tremendous support and generous \$255,000 donation to the Silvery Gibbon exhibit and its linked conservation project, helping build a rescue and rehabilitation centre for confiscated gibbons in Java. Zoo Friends' Fellowships went to 15 staff to attend national and international conferences, workshops or study tours including a Cheetah conference in South Africa. Our Volunteers gave their time unstintingly, amounting to over 61,500 hours for both Zoos including the unique "Early Morning Walk" program at Western Plains.

Against the IUCN forecast that up to 30% of the world's species will disappear by the year 2050, never before has the role of zoos and staff expertise and experience been so critical.

I again extend my congratulations and appreciation to all our staff, volunteers and supporters for their enthusiasm and commitment throughout this milestone year. They are aware of the challenges, of the importance of their efforts and they are dedicated to working on behalf of the world's wildlife.

Guy Cooper  
Director and Chief Executive

## OUR ANIMALS, PLANTS AND PHYSICAL ASSETS

The arrival of a male Sumatran Tiger 'Satu' from Stuttgart Zoo from Germany to Western Plains Zoo.

The birth of a female Asiatic Dhole 'Kirri', the first Dhole to be born at Taronga Zoo.

The birth of two male Red Pandas. 43 cubs have been born at Taronga since the breeding program commenced in 1977.

The successful breeding of the Helmeted Honeyeaters, Victoria's most endangered vertebrate.

The birth of a male Southern White Rhinoceros at Western Plains Zoo, increasing the herd size to four females and six males.

The establishment of external koala browse plantations with the University of Western Sydney and John Moroney Correctional Centre.

The arrival of 'Tiquie' the Brazilian Tapir from Adelaide Zoo to Taronga.

## OUR BUSINESS ENTERPRISE

The Taronga Foundation Establishment Dinner raised a record \$201,100 for the Master Plan and other conservation projects.

Media Relations saw an increase of 22.92% increase in their overall estimated media coverage value.

'An Intimate Evening with John Cleese' hosted at Dubbo raised \$75,000 and a net return of \$25,000 for The Taronga Foundation's endeavours.

The ANZ Zoofari Elephant Ball raised more than \$270,000 for the Masterplan and conservation initiatives.

Taronga Zoo welcomed Bing Lee as a Crown Sponsor of the endangered Francois Langurs.

Taronga Zoo visitors took advantage of the 90 cent entry offer on the day of their birth to celebrate the Zoo's milestone birthday year.

More than 33,000 tickets sold for the 12th Twilight at Taronga Concert Series.

## OUR CONSERVATION, RESEARCH AND EDUCATION

The Zoo Wildlife Clinics treated over 900 native animals. This included numerous endangered and vulnerable marine turtles.

The arrival of five Asian Elephants, Porntip, Pak Boon, Thong Dee, Tang Mo and Gung as part of the first Australasian Breeding Program for the species at Taronga Zoo.

Taronga Zoo welcomed 90,000 students as part of a school excursion, the highest number since the 2000 Olympics.

In a world first, Western Plains Zoo veterinarians and international reproductive specialists from Berlin successfully harvested eggs from a Black Rhinoceros in a move towards developing In Vitro Fertilisation for rhinoceros species.

At Western Plains Zoo 34 endangered Malleefowl chicks were released into the Nombinnie Nature Reserve in conjunction with the Department of Environment and Conservation and Charles Sturt University.

## OUR PEOPLE

15 staff were awarded Zoo Friends Fellowship grants to the value of \$40,000.

The Zoological Parks Board established an Aboriginal apprenticeship position.

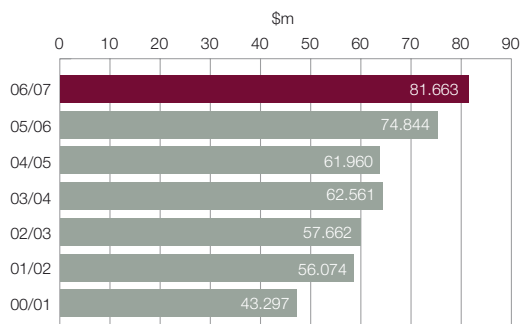
ZPB Education Officer, Col Hardy featured in the Queen's birthday Honours and awarded a Medal of the Order of Australia for his services to country music and the community through the delivery of outreach zoological education programs in regional areas.

Long service awards were awarded to 38 ZPB staff in the last year, with one employee receiving his 40 year long service award.

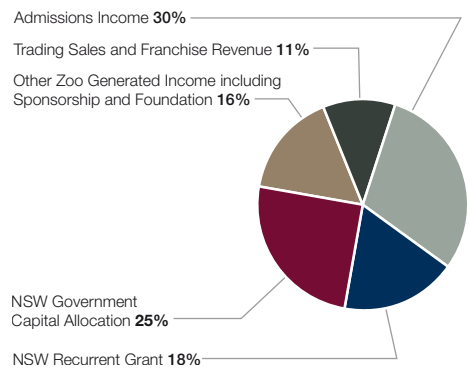
166 staff delivered educational lectures, public presentations, scientific papers, workshops and conferences in Australia and internationally.

29 OHS& E training courses were conducted for staff at Taronga and Western Plains Zoos.

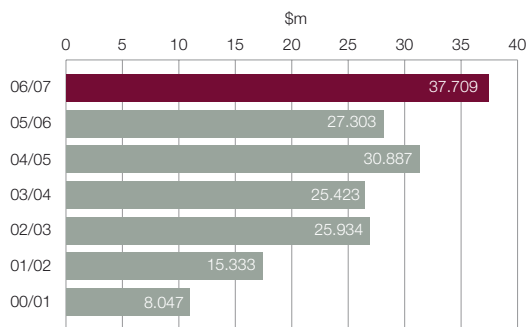
**Total Income**  
(Total revenue \$81.663 million)



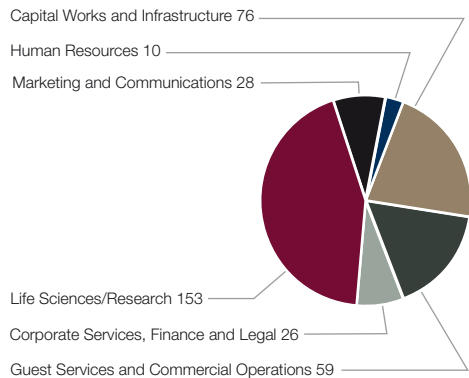
**Sources of Income for Board Programs**  
(Total revenue \$81.663 million)



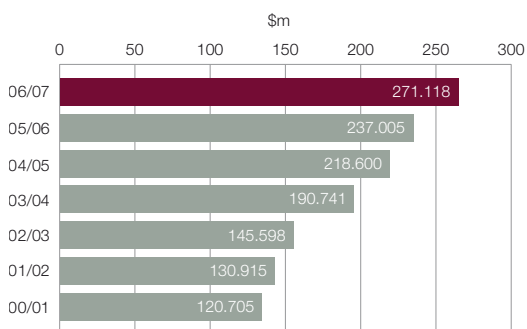
**Expenditure on Capital Development and Maintenance**  
(Total expenditure \$37.709 million)



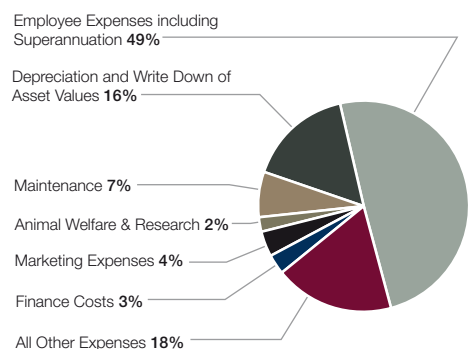
**Allocations of Staff by Board Program**  
(Total 352 – includes education staff largely funded from other sources. Figures as at 30 June 2007.)



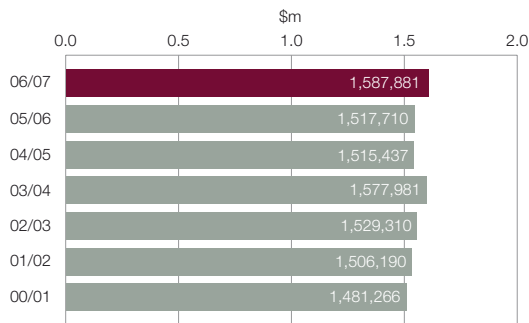
**Total Assets**  
(Total \$271.118 million)



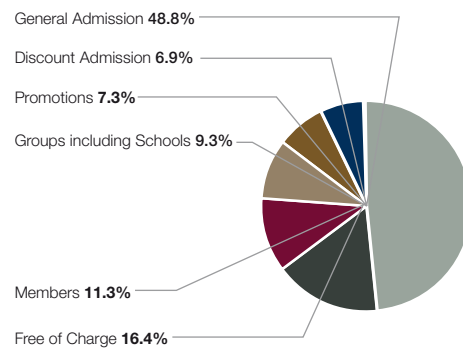
**Allocation of Recurrent Resources to Expense Types**  
(Total resources 64.7 million)



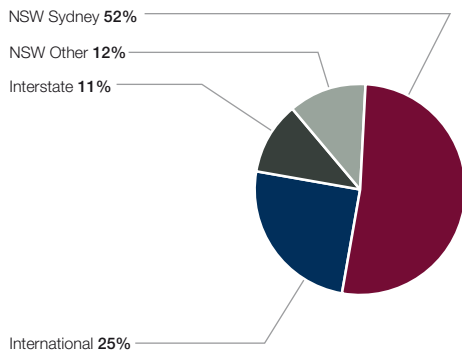
**Total Visitation**



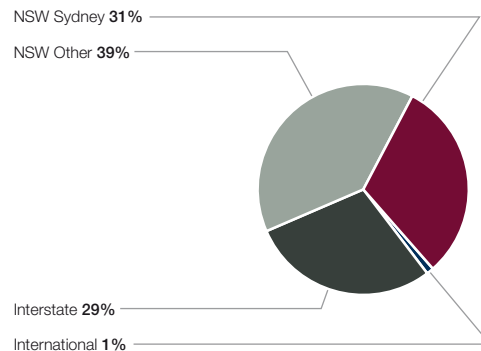
**2005/06 Visitor Ticketing Mix**  
(Consolidated figures for both Zoos)



**Origin of Visitors**  
Taronga Zoo



**Origin of Visitors**  
Western Plains Zoo

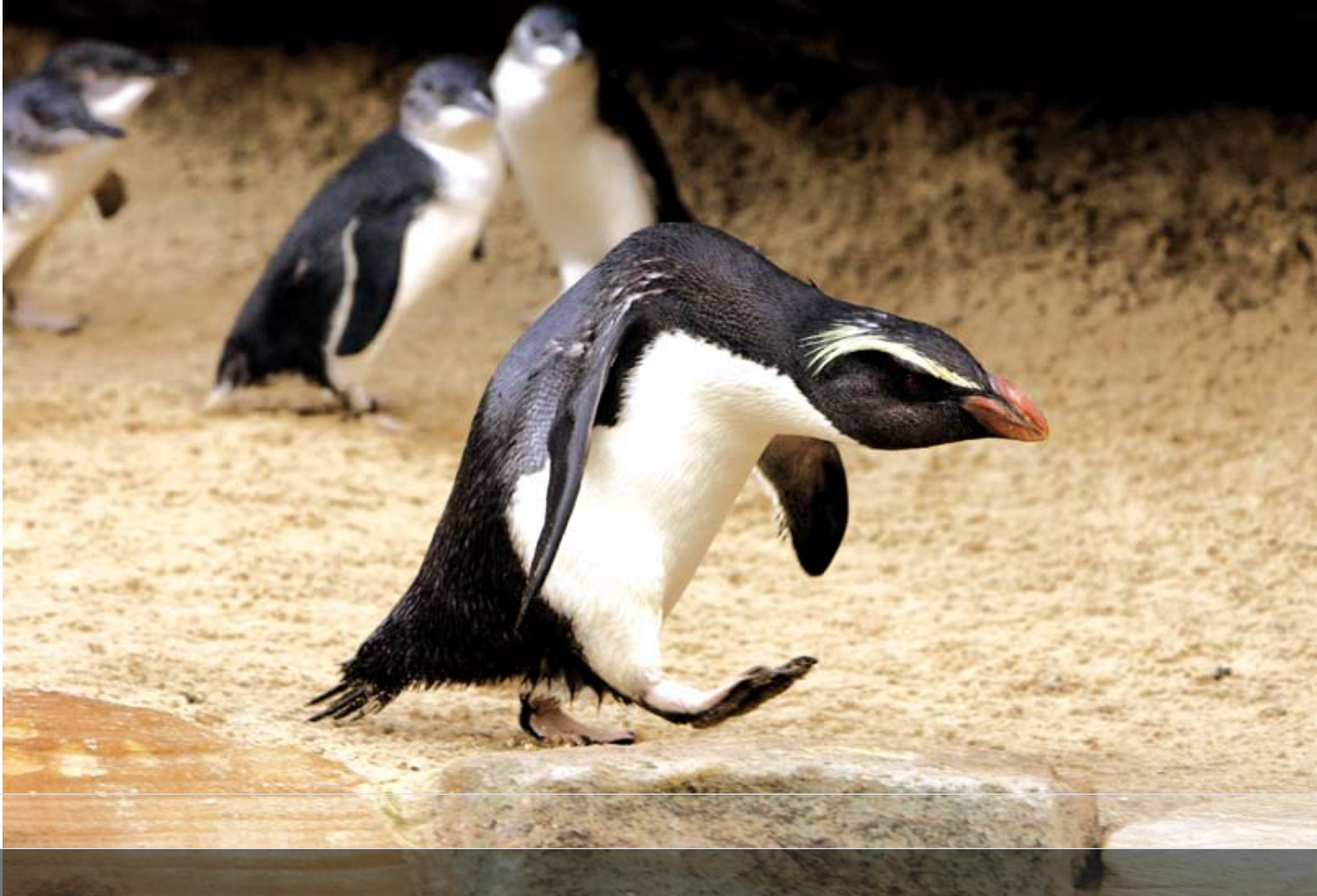


**2006/07 Visitor Attendance**

		2006/2007	2005/2006	Variance	Variance %
Consolidated Result	Paid Attendance	1,273,862	1,238,786	35,076	2.8%
	Paid and FOC Attendance	1,608,706	1,517,710	90,966	6.0%
		<b>2,882,568</b>	<b>2,756,496</b>	<b>126,072</b>	
Taronga Zoo	Paid Attendance <sup>1</sup>	1,148,403	1,039,122	35,696	3.4%
	Paid and FOC Attendance <sup>2</sup>	1,367,329	1,280,458	86,871	6.8%
		<b>2,444,147</b>	<b>2,319,580</b>	<b>122,567</b>	
Western Plains Zoo	Paid Attendance <sup>3</sup>	199,044	199,664	(620)	-0.3%
	Paid and FOC Attendance <sup>4</sup>	241,377	237,252	4,125	1.7%
		<b>440,421</b>	<b>436,916</b>	<b>3,505</b>	

1 Paid attendance at Taronga Zoo includes Zoo Friends and Twilight Concerts  
 2 Includes Function guests  
 3 Paid attendances at Western Plains Zoo includes Zoo Friends and Zoofari guests  
 4 Includes Function guests

# OUR ANIMALS, PLANTS AND PHYSICAL ASSETS



## PRINCIPAL AREAS OF ACTIVITY

- Managing a diverse wildlife collection for conservation and education
- Animal Records and Identification
- Veterinary Services
- Wildlife Rehabilitation
- Australian Registry of Wildlife Health
- Collection-based Research
- Animal Watch and Behavioural Enrichment
- Asset Management
- Capital Works and Planning
- Contract Maintenance
- Horticulture

## GOALS

### Animal Collection

To ensure that our animals receive the very best care and are displayed to provide inspiring experiences that promote learning and empathy for wildlife and the environment.

### Physical Assets

To achieve the highest design, construction and maintenance standards in order to enhance visitor experiences and safeguard the wellbeing of animals, visitors and staff.

### Horticulture

To develop the Zoos' landscapes and botanic displays, interpreting ecological relationships between plants and animals and contributing to the conservation of plants.



Taronga Zoo welcomed 'Mr. Munro', a male Fiordland Crested Penguin, which washed ashore, was rehabilitated at the Wildlife Hospital before being introduced to the Zoo's two females. Taronga is the only zoo in the world to display Fiordland Penguins. It is hoped the addition of Mr. Munro will allow us to learn more about the breeding and brooding habits of this endangered species.

PHOTOGRAPH COURTESY RICK STEVENS

## OBJECTIVES

### Animal Collection

- To maintain best-practice in animal care and husbandry
- To display a diverse and inspiring representation of wildlife that is also used as a conservation resource
- To apply the World Zoo Conservation Strategy and the ZPB Mission Statement
- To informatively and thoughtfully present the animals to visitors
- To present the world's premier display of Australian native fauna
- To cooperate with other conservation, education and research organisations to protect biodiversity.

### Physical Assets

- To achieve exhibit design excellence and world best-practice in animal presentation and welfare as well as visitor and staff amenities and safety
- To ensure a holistic and consistent approach to overall site design, exhibits and logistics for visitors
- To implement best practice in asset procurement, operation and maintenance.

### Horticulture

- To provide a stimulating and diverse botanic experience in line with exhibits that showcase bio-geographic regions
- To conserve and restore plant communities
- To help provide dietary and enrichment browse for the animals.

## PERFORMANCE INDICATORS

	06	07
<b>Collection species which are classified as threatened</b>		
Taronga Zoo	25.6%	26%
Western Plains Zoo	43.9%	43%
<b>Threatened species in conservation programs</b>		
Taronga Zoo	46%	44%
Western Plains Zoo	47%	50%
<b>Collection in conservation programs</b>		
Taronga Zoo	12%	11.5%
Western Plains Zoo	20%	23%

## LIFE SCIENCES ACTIVITIES AT TARONGA ZOO

### Herpetofauna

A new, large male Saltwater Crocodile arrived in July. Measuring over four metres in length, this animal is the giant of the reptile world. To the delight of his keepers, he settled in quickly with the Zoo's long-term resident female crocodile.

The past year saw the successful breeding of a number of animals, including Arafuran File Snakes, Inland Taipans, Veiled Chameleons, Rhinoceros Iguanas, Lace Monitors, Bearded Dragons and White-lipped Tree Frogs.

The Herpetofauna Division's involvement in the conservation of Australia's threatened frogs continues to expand. Early in 2007, Taronga Zoo received an additional 150 Corroboree Frogs, which form part of a critically important breed for release conservation program and are currently displayed within the Corroboree Frog Facility. This facility is very popular with visitors and earned the 2007 ARAZPA Exhibit Award for the best small-scale exhibit. Additionally, two keepers each spent one week in a remote area of Kosciuszko National Park,



assisting staff from the Department of Environment and Climate Change (DECC) to survey the remaining populations of this declining species. More recently, the Division has become involved in a husbandry project for the critically endangered Booroolong Frog. This stream-dwelling species is restricted to the western slopes of the Great Dividing Range in NSW, and has disappeared from 90% of its former range. Taronga Zoo will be investigating its captive husbandry requirements with a view to breeding this frog in captivity which has not been done before.

## ANIMAL PRESENTATION

### Bird Show

The QBE Free Flight Bird Show has proven to be a powerful tool for engaging visitors and communicating important wildlife conservation messages.

In conjunction with the Marine Mammals staff, the Bird Show team attended five presentation workshops at the National Institute of Dramatic Art (NIDA). These workshops have had an enormous impact on the quality of presentations by the Divisions.

The Bird Show entered the third year of its partnership with QBE and celebrated with 'QBE Zoo Month'

throughout May. QBE show bags were given to participants in every show and QBE also supported a competition that had an enormous response.

The Bird Show team celebrated the hatching of the second only successfully parent incubated and reared Andean Condor chick in Australasia and the first male to hatch successfully in the region in over 27 years. Hatched in January, the young male is already bigger than his mother and can be seen on display with his parents, distinguishable by his brown plumage.

At the end of 2006, the Bird Show team initiated an idea, in cooperation with The Taronga Foundation, to raise money for conservation projects. The idea was to train parrots to stand on donation boxes at the end of the show to receive donations from Zoo visitors and deposit them into the boxes. The money raised supports the Zoo's Little Penguin recovery project in cooperation with the National Parks and Wildlife Service (NPWS). It was hoped that the team would raise around \$5,000 a year, however, since

LEFT: In 1916 'Jessie', Taronga Zoo's original female Asian Elephant arrived from Moore Park on an open top barge across the Harbour. She was 64 when she died having lived one of the longest lives of a zoo elephant.

PHOTOGRAPH COURTESY ZPB ARCHIVES

RIGHT: In 2006, five Asian Elephants arrived in Sydney after being transported from Thailand via the Cocos (Keeling) Island aboard a Russian Ilyushin Il 76 airfreighter. The elephants now reside at a purpose-built harbourside home.

PHOTOGRAPH COURTESY HELEN PANTENBURG

TOP RIGHT: Miya, a young Australian Sealion displays some graceful aquatic skills during training for her transfer to the Taronga's new Great Southern Oceans exhibit which will be dedicated to marine mammal conservation, research and breeding programs.

PHOTOGRAPH COURTESY RICK STEVENS





commencing in late December, over \$20,000 has been raised, these funds have already provided support for new penguin breeding facilities.

The Bird Show has also been training a young female Andean Condor, 'Lesley' and went to tender for the construction of a new launching tower for this bird of prey to make her debut in the QBE Bird Show for the 10th anniversary which will be celebrated in September, 2007.

### **Marine Mammals**

The rapidly approaching opening of the 'Great Southern Ocean' exhibit, in late 2007, is the main focus for the Marine Mammals Department. Keepers are working with all of the seals in preparation for the move to their new exhibit, which will include the new 'Seal Discovery' show. Work has also commenced for the new seal swim program and training for close encounters is nearing completion with seals and trainers enjoying the interaction. Zoo visitors are sure to enjoy it even more. Everyone is excited about 'Great Southern Oceans' and understands there is plenty of work still to be done in readiness for the animals and Zoo visitors.

Marine Mammals continues to be a feature for media and VIP visits. The arrival of Munro, the male Fiordland Crested Penguin, has been one of the highlights with many Zoo visitors asking

to see him after the massive amount of media attention received.

Staff members are also concentrating on developing and improving their public presentation skills in readiness for 'Great Southern Oceans'. The presentation training with NIDA will ensure that the new show will be spectacular and educational.

The Marine Mammals Department continues to work with the Australian Marine Mammals Research Centre (AMMRC) on marine research. The current focus is training the seals for whisker measurement and monitoring to determine diet.

### **Birds**

The Bird Unit manages a very diverse and, in many cases, rare and endangered species in the collection. This year Helmeted Honeyeaters, Victoria's most endangered vertebrate was successfully bred. Three years ago Taronga Zoo acquired two breeding pairs and this year a single chick was hatched, has fledged and is thriving. This chick will be transferred to Healesville Sanctuary in Victoria as part of a highly managed Recovery Program. There are only 200 captive and wild Helmeted Honeyeaters surviving.

Regent Honeyeaters, another important program species, have produced nine chicks this season.

The extensive 'Wetland Ponds' are thriving this year with 36 Water Whistling Ducks breeding, bringing the collection to over 80 birds. There has been some breeding activity with the 18 year old Black-necked Storks, however no young eventuated.

The Sun Conures have been breeding and over 20 of these birds are now on display in the colourful and noisy South American aviaries.

The Australian Cassowary has returned to the collection and will be on display later this year in a new exhibit below the Rainforest Aviary.

Taronga's last remaining Chilean Flamingo has retired from public display and has taken up residence in a 'nursing home' aviary at the Bird House. This bird is one of the original Chilean Flamingoes that came to Taronga Zoo in 1948.

Success continued with the breeding of managed species important to the region including Fruit Doves, Nicobar Pigeons, Eastern Whipbirds, Regent Bower Birds, Noisy Pittas and White-browed Woodswallows.

### **Exotic Animals**

It has been an exciting year for the Exotic Fauna Division. Following the opening of 'Wild Asia' last year, the Asian Elephant conservation program has taken centre stage in this area

following the long awaited arrival in Sydney of elephants 'Gung', 'Pak Boon', 'Porntip', 'Thong Dee' and 'Tang Mo' from Thailand.

The elephants and their team of keepers have settled in extremely well to their new home and are making full use of all of the facilities. 'Wild Asia' is now proudly home to more than 600 animals of 40 different species.

The 'African Waterhole' received a significant facelift in December and also some notable acquisitions such as 'Tique' a female Brazilian Tapir and three Ostrich. Very unfortunately, 'Kua' a female Greater One-horned Rhinoceros, imported from San Diego Zoo, died of a gastro-intestinal impact.

Considerable effort from the Zoo's horticulture team has the 'African Waterhole' currently looking its best. Work on the adjacent heritage listed Himalayan Tahr Mountain provided a welcome face lift to this historic facility and was in time to welcome several new Tahr babies born this year.

The passing of Zoo celebrity 'Charity', the male Giraffe, was a sad event. However, 'Charity' had a very long life at the Zoo where he had been a wonderful ambassador for the Giraffe species through his involvement in thousands of 'Giraffes in Focus' presentations.

Of particular note was the successful breeding of the Asiatic Dholes and Red Pandas within a year of their arrival at Taronga. Both species are part of regionally managed breeding programs and both programs are coordinated by Exotic Fauna Division staff. Other notable successes over the past year have included the rearing of over 60 new birds in the 'Wild Asia' wetlands, the birth of a Binturong and twin Barbary Sheep.

Taronga's Western Lowland Gorilla family continue their international influence with females 'Safiri' and 'Angkuka', who were on loan to Adelaide Zoo, being successfully transferred to breeding groups in Germany and Portugal. The two male gorillas 'Shabani' and 'Haoko', who had been occupying the bachelor accommodation next to the main exhibit, departed for Japan, following final clearance on their export papers.

### **Australian Mammals**

Highlights from 'Australia's Nightlife' exhibit this year include the births of two Yellow-bellied Gliders, along with a tripling of the Plains Rat population. An all-female group of Red-tailed Phascogales arrived from Alice Springs early in 2007 providing yet another entertaining and important educational display.

Platypus keepers have had an exciting 12 months with Taronga's most recent male offspring being relocated to Melbourne Zoo to be paired with a captive born female Platypus. The installation of camera equipment in one of the female Platypus's nesting boxes has provided valuable information and new insights into the behaviours required for Platypus nest construction and maintenance.

Major renovations have occurred across the Division, behind the scenes as well as on display. The food preparation kitchen in 'Australia's Nightlife' has undergone a major upgrade including fireproofing, new paintwork, flooring and shelving. This area daily hosts numerous guest tours. Work has also been completed on facilities for the new Brush-tailed Rock Wallaby breeding colony, as well as at the Goodfellow's Tree-kangaroo exhibit,

prior to the much anticipated arrival of a female Tree-kangaroo from the USA.

Keeping staff have been busy providing expertise and assistance to a number of research projects including studies on native Water Rats and Brush-tailed Possums, as well as delivering public presentations on a diverse range of wildlife and conservation subjects.

### **'Backyard to Bush'**

Over the last 12 months 'Backyard to Bush' has had many exciting interpretation improvements and animal additions.

'Backyard to Bush' has increased its potential to deliver educational messages with bright, fun displays and interpretations. Eye-catching directional signs have been strategically placed around the area to help visitors fully explore 'Backyard to Bush'.

The dripping tap display is an engaging way for visitors to learn about the impact of leaking taps and the glasshouse has come to life with colourful, interactive graphics that challenge visitors to become detectives and find six different species of stick insects, which are naturally camouflaged amongst the foliage.

The new butterfly garden demonstrates how anyone can easily attract butterflies to their own backyard. A movie about Aboriginal Dreamtime stories now plays throughout the day in the underground wombat burrow and adds a sense of culture and history to the bush section.

Animal additions have also enhanced the experience for Zoo visitors. In the urban house, new Children's Python and Bearded Dragon exhibits provide messages about responsible pet ownership. Visitors in the farm area

are welcomed by seven free-ranging Saxony Ducks and many new turkeys. The most exciting arrival in the farm this year was two miniature pigs – ‘Max’ and ‘Star’. They have been trained to sit, stay, and walk around the farm.

The native animal collection has also increased. ‘Blush’, the Red Kangaroo now plays an important role in the Education Centre, along with three new Ringtail Possums and a Bilby.

The Wombat Breeding Action Plan continues and wombat mating has been recorded, however, no joeys have been born yet. As part of the breeding plan, another male and female wombat have been acquired. These new arrivals are currently being introduced into the wombat group.

## LIFE SCIENCES ACTIVITIES AT WESTERN PLAINS ZOO

Major animal news at Western Plains Zoo included:

- arrival of a young male Sumatran Tiger ‘Satu’ from Stuttgart Zoo, Germany, as part of the global captive management plan to be paired with a female at Taronga Zoo in spring 2007. Two young male Sumatran tigers on temporary display were transferred to Orana Park Zoo in Christchurch, New Zealand,
- the unexpected death of male Asian Elephant, ‘He-man’, Australia’s oldest bull elephant, due to toxins produced from an acute gastrointestinal infection,
- birth of a filly Przewalski’s Horse ‘Suren’ and arrival of female from Werribee Open Range Zoo in support of the regional management program for this species,

- release of 34 Malleefowl chicks at Nombinnie Nature Reserve, continuing a collaboration with the Department of Climate Change, Environment and Water and Charles Sturt University (Griffith), in which eight of the chicks were radio-tracked for a month,
- transfer of two male Southern Black Rhinoceros to Monarto Zoo, a new participant in the United States Species Survival Program (SSP), through which Western Plains Zoo’s population is managed – Australia holds a quarter of the SSP program population,
- additions of two Ring-tailed Possums, a Short-beaked Echidna and a Galah, to the Armati Education Centre collection to assist in the delivery of the ZPB education messages,
- transfer of five Bridled Nail-tail Wallabies to Fleay’s Native Fauna Reserve in Queensland and the completion of current participation in the Queensland Recovery Program for that species,
- death of eight year-old Rothschild’s Giraffe breeding bull, ‘Nakuru’, due to a serious foot condition – ‘Nakuru’ has six living offspring and another two calves are expected from pregnant females,
- birth in October of a male Southern White Rhinoceros ‘Jabari’ to dam ‘Intombi’, which increases the herd size to four males and six females,
- transfer of three Ostrich to Taronga Zoo and a return delivery of two female Scimitar Horned Oryx to Western Plains Zoo,



TOP RIGHT: STUART KOZLOWSKI HERPETOFAUNA KEEPER, TARONGA ZOO  
 “As a youngster I would visit Taronga Zoo and spend hours in the reptile house watching all the snakes and lizards, I remember thinking how great it would be to work in such a remarkable place, I guess you could say my dream has come true, and I feel honoured that my job allows me to be a part of several conservation projects including the Corroboree and Green and Golden Bell Frog Breeding Programs, hopefully these special projects will allow future generations to be fascinated by wildlife just as I was.”

PHOTOGRAPH COURTESY JAMES ALCOCK

RIGHT: In September, Taronga’s spring baby boom began with the Zoo’s unique bright green Veiled Chameleons breeding for the first time in an Australian Zoo. The Veiled Chameleons produced four youngsters measuring just five centimetres in length.

PHOTOGRAPH COURTESY MARK BAKER

- birth of a female Plains Zebra foal 'Pundamilia', a much needed addition to the regional zebra population,
- transfer of the young male Bongo 'Ekundu' to Monarto Zoo in September,
- a mixed year for the Addax herd with the birth of a female calf in September, the transfer of female 'Chari' to Werribee Open Range Zoo, and the death of the young male 'Chad' due to a leg injury,
- arrival of a new Barbary Sheep ram and Scimitar Horned Oryx buck from Monarto Zoo to provide new breeding stock for their respective herds,
- the arrival of an Arabian Camel from Coffs Harbour Zoo to increase the display group,
- death of Black and White Ruffed Lemur 'White Tail' aged 20 years – 'Whitetail' was originally born at Cincinnati Zoo and acquired from Melbourne Zoo in 1999,
- transfer of three Australian Pelicans to Currumbin Sanctuary in Queensland,
- development of a breeding action plan for the Common

Hippopotamus, combined with exhibit works, to facilitate the regional breeding recommendation,

- birth of a female Giraffe 'Asmara' – the second offspring of ten year old 'Tuli',
- transfer of five Blackbuck to Werribee Open Range Zoo; and
- deaths of three African Wild Dogs – female 'Akili' due to multi organ cancer, male 'Jelani' due to leg injury and male 'Ashur' from degenerative paralysis condition.

### Animal Watch and Behavioural Enrichment Program

This program monitors and maintains Zoo animal well-being by collecting behavioural data and facilitating the implementation of a Zoo-wide environmental enrichment program. Assistant Behavioural Biologist, Madelon Willemssen joined the Animal Watch staff in July. Senior Keeper, Vera Nedved, and specially trained volunteers, assisted with monitoring the five new Asian Elephants at Taronga Zoo.

Significant projects this year included:

- close behavioural monitoring of the five Asian Elephants by direct observation and from footage of eleven cameras covering the exhibit.

All elephant activity is monitored including use of pools, wallows and mounds, substrate preferences when resting, proximity and interactions,

- a new male Binturong was observed during introduction to the resident female. The female remained dominant, the male spending most of his time apart from her atop a tree until she came into oestrus when interaction increased and mating was observed, followed by the birth of a Binturong cub; and
- A new male Fiordland Crested Penguin was monitored during his introduction to the Little Penguin exhibit and its residents. Some initial aggression and climbing skills necessitated exhibit modification. The Zoo's two female Fiordland Crested Penguins were then re-introduced and frequent interactions and mating were observed.

### Veterinary Services at Taronga Zoo

The highlight this year was the arrival of five Asian Elephants. Taronga's Veterinary team played a significant role in the successful outcome of this



LEFT: Western Plains Zoo welcomed a stripy new arrival, a female Plains Zebra foal 'Pundamilia', a much-needed addition to the regional zebra population. The foal was the second born in two years to the main breeding pair, 'Kampala' and 'Tano'.

PHOTOGRAPH COURTESY SHALLON MCREADDIE

RIGHT: In 1977, the first of Western Plains Zoo's zebra herd takes its initial steps into its new open range home.

PHOTOGRAPH COURTESY ZPB ARCHIVES

TOP RIGHT: 'Cess' the Short-beaked Echidna, was bought to Taronga Zoo's Wildlife Hospital for expert veterinary treatment due to severe cuts to his snout and a broken foot after being hit by a car on a Hunter Valley road.

PHOTOGRAPH COURTESY RICK STEVENS



project. In line with a rigorous approach to preventative medicine, a program for the elephants commenced soon after their arrival. In addition to routine examinations and disease screening, radiographic evaluation of the elephant's lower limbs commenced to establish baseline information for each animal. Reproductive evaluation to assess reproductive tract development and health has commenced. A critical objective of the captive management program for elephants is breeding. Preparation for this has commenced through serum hormone monitoring and reproductive assessments using ultrasound.

Other events for Taronga's Veterinary and Quarantine Centre were:

- the diagnosis of avian polyoma virus in newly acquired Red-browed Finches while in quarantine. This disease could pose a risk to our collection and was identified through rigorous quarantine screening,
- Osteochondritis dissecans, a developmental defect in cartilage, was diagnosed in the Snow Leopard cubs. Surgical repair of the defects in both animals was successful,
- 'Charity', one of the oldest known captive male Giraffes, aged 24 years, had been treated for arthritis for a number of years. 'Judy', a 49 year old Orang-utan was suffering from age-related degenerative

disease. Sadly the health of both these favourite animals deteriorated necessitating humane euthanasia;

- Zebra 'Zuri' had suffered numerous intermittent bouts of colic. Surgical exploration of his abdomen was elected. This is a complex and potentially risky procedure. 'Zuri' made a full recovery,
- a newly acquired Red-tailed Black-cockatoo was diagnosed with a rare condition known as Proventricular Dilatation disease. The cause is thought to be viral and was likely introduced into Australia with imported exotic parrots,
- two male Western Lowland Gorillas were transferred to Japan. Pre-export quarantine isolation and testing requirements were rigorous necessitating two general anaesthetics for each animal; and
- 'Kua', a four year old female Greater One-horned Rhinoceros died after a short illness. Necropsy revealed an intestinal impaction.

### Veterinary Services at Western Plains Zoo

Quarantine is the cornerstone of a zoo's preventative health program and Western Plains Zoo's quarantine program is no exception. A variety of animal species underwent quarantine in the Zoo's purpose-designed Veterinary

and Quarantine Centre this year prior to their accession to the collection. These included a young male tiger from Stuttgart Zoo in Germany. This is the first imported international animal to undergo post arrival quarantine (PAQ) in the Zoo's facility.

Recent advances in zoo animal contraceptive management were applied to a number of species held at Western Plains Zoo this year. The gonadotrophin releasing hormone analogue deslorelin was applied for contraception and/or aggression amelioration in lioness, lemurs, African Wild Dogs and Water Buffalo. Immunological contraception was applied effectively to a male Giraffe. Western Plains Zoo has particular expertise in Giraffe anaesthetic management and three young males were safely anaesthetised for castration this year.

Chronic health issues can be problematic for wildlife residents in zoos. These cases often require significant ongoing veterinary intervention for their management. Osteoarthritis, an age related degenerative condition, is one such disorder which affects several older animals at Western Plains Zoo including an Asian Elephant, a Giraffe and a Patagonian Cavy. These animals are all currently under veterinary care to ensure their comfort and mobility is maintained.

Dora, the Greater One-horned Rhinoceros, received significant veterinary attention this year for the management of his chronic foot lesions which have now significantly improved. Adult male Greater One-horned Rhinoceros are particularly susceptible to this damaging and potentially serious foot condition.

The nutritional management of the collection animals is an important aspect of Western Plains Zoo's Veterinary Services. Animal diets are continuously evaluated and adjusted by the Zoo's vets. This encompasses regular laboratory analysis of hay and other feedstuffs to ensure nutritional quality is maintained. Obviously animals require effective dentition to ensure they are able to derive maximum benefit from their food. A specialist veterinary dentist, Dr David Clarke, donated his services to Western Plains Zoo this year to perform root canal therapy on a lioness, an African Wild Dog, a Maned Wolf and a White-fronted Lemur.

Western Plains Zoo's Wildlife Clinic offers a specialised veterinary service to wildlife carers and the general public. Access to the free-ranging wildlife cases presented to the clinic gives the Zoo's veterinarians a window into non-captive wildlife health, providing a sentinel service for the detection of epizootics of wildlife disease. Interesting wildlife cases presented by members of the public this year included an investigation into an unusual and aggressive disorder causing extensive erosion of the soft tissue of the face of free ranging Koalas.

Also noteworthy were a series of femoral fractures in young wombats which were surgically repaired and the animals released.

Western Plains Zoo's veterinary team is well placed to contribute to multi-agency responses to wildlife crises and was asked in December to attend bushfires in the Pilliga State Forest where a genetically important population of Koalas live.

### **Animal Records and Identification**

Since 1985, Taronga and Western Plains Zoos' animal collection records have been maintained on an internationally available computer database known as Animal Records Keeping System (ARKS), which is administered by the International Species Information System (ISIS). From 2000, zoos worldwide have been working towards replacing ARKS with a new web-based application, the Zoological Information Management System (ZIMS). The ZIMS development stage is estimated to be completed by the end of 2007 and it is likely that the first Australasian zoos (Zoos South Australia and Auckland Zoo) will start testing the application mid-2008. The ZPB will have access to ZIMS sometime after testing has been completed. Several staff members from the ZPB have been involved in the development of this important software. ZIMS' significant improvements include:

- increased functionality, analysis and reporting of data,
- incorporation of a wider range of animal collection types including aquariums, museums and scientific materials,
- enhancement and integration of the veterinary management of zoological collections,
- use of global instead of national standards,

- use of the most up to date technology; and
- access to the global sharing of real-time, web-based animal collection information in a single database system.

### **Wildlife Rehabilitation**

The Taronga Wildlife Hospital treated 900 sick, injured or orphaned native animals brought to the Zoo after being rescued by members of the community, government wildlife authorities or wildlife rescue groups.

Numerous marine turtles, classified as endangered and vulnerable, were admitted for treatment from a wide area of coastal New South Wales. They included 15 Green Turtles, five Hawksbill Turtles, two Flatback Turtles and one Loggerhead Turtle. Many of these turtles were treated for intestinal impaction due to ingestion of marine debris. New facilities which include pools with heating and filtration systems for marine turtles are currently under construction.

Other significant wildlife cases included the treatment of five Powerful Owls, two Fiordland Crested Penguins, Little Penguins, Peregrine Falcons, a Ground Parrot, a Superb Lyrebird, a Westland Petrel, Gould's Long-eared Bats and a Tiger Quoll.

Involvement in national and international training programs continued with Taronga's Veterinary Clinic Acting Divisional Manager, Libby Hall, umpiring and teaching at three National Oiled Wildlife Exercises in Queensland. This was at the request of the Queensland Department of Conservation to improve preparedness for oil spills in Australian waters in conjunction with the National Plan to



Combat Pollution of the Sea by Oil. Libby was also involved in the New Zealand Oiled Wildlife National Plan and lectured at the Oiled Wildlife Course run by Massey University, New Zealand. She was the key note speaker at the New Zealand Wildlife Conference. This ongoing involvement continues to highlight Taronga Zoo staff's expertise and world wide reputation in this area of wildlife rescue and rehabilitation.

The Wildlife Rehabilitation Program, in conjunction with the Australian Bird and Bat Banding Scheme and NSW DECC, continued to permanently identify released birds to enable post release monitoring and assessment of rehabilitation techniques and treatment regimes for injured wildlife.

Community involvement in the release of rehabilitated wildlife enabled increased educational opportunities and promoted a wider understanding of the pressures faced by urban wildlife. There was extensive media coverage of wildlife rehabilitation and release and acknowledgment that the Zoo continues to provide this valuable community service.

### Australian Registry of Wildlife Health

The Registry's aim is to contribute to the field of wildlife health surveillance for the benefit of human health, domestic animal health, the agroecology, biodiversity conservation, and wildlife welfare and management in Australia. The Registry operates as a resource centre, maintaining information relating to healthy and diseased native fauna and zoo animals, and a diagnostic centre, investigating outbreaks of sudden death or disease on behalf of wildlife managers, conservation departments, threatened species

programs, wildlife rehabilitation groups, the RSPCA and zoos.

The Wildlife Health Investigation Manual launched in 2005 and now updated is in the 3rd print run. The manual has sold over 500 copies both nationally and internationally to all levels of people working with wildlife including wildlife carers, government environmental/conservation agencies, private veterinarians, zoos and aquaria and educational bodies. Reprints have been possible due to funding by the Commonwealth Department of Agriculture, Fisheries and Forestry.

Another achievement this year is the publication of the paper called "Wild Bird Highly Pathogenic Avian Influenza (HPAI) Surveillance: sample collection from healthy, sick and dead birds", a joint publication of the United Nations: Food and Agriculture Organisation (UN FAO), the ZPB and the Wildlife Conservation Society.

This document was written to assist in occupational health and safety relating to handling sick birds. It contains triggers for the initiation of an avian influenza disease investigation, details for disease notification and methods for collection of appropriate information and samples to aid an investigation. The original protocol, developed by the Registry's Dr. Karrie Rose, was picked up from the Registry website by the UN FAO in mid-2006 and has since been translated into many languages for use globally.

In the past year Dr Cathy Shilton from the Northern Territory and Dr Jeanine Peters from Cornell University have been the acting veterinary pathologists while Dr Karrie Rose was on maternity leave and their contribution to the work of the Registry is appreciated.



TOP RIGHT: Porn tip, the matriarch of the Asian Elephant herd puts her best foot forward all in the name of research as Senior Veterinarian, Larry Vogelneust makes an x-ray record of the health and structure of her feet and toes. PHOTOGRAPH COURTESY TOBY ZERNA, THE DAILY TELEGRAPH

RIGHT: Young female cheetah, 'Asali' enjoys participating in one of her favourite pastimes, chasing a lure which encourages her to run up to 50 kilometres per hour over a hectare course. Cheetahs are amongst the fastest of all mammals. PHOTOGRAPH COURTESY NATALIE BOOG, LIFE IS A ZOO, CITRUS PRESS

## CAPITAL WORKS AND INFRASTRUCTURE (CWI)

### Capital Works and Planning at Taronga Zoo

NSW Treasury's budget review of the Master Plan Program in 2006 reaffirmed the direction of the Master Plan implementation. Capital works continued to be implemented in accordance with Taronga Zoo's Master Plan Implementation Strategy and the NSW Government Procurement Policy Reform. The ZPB undertakes the capital works program with accreditation and support from the Treasury. ZPB officers worked closely with the Department of Commerce in procurement reform and risk management. The ZPB is represented on the NSW Government Construction Procurement Reference Group and has officers participating in the NSW Gateway Review System.

Major projects undertaken in this financial year included:

#### Great Southern Oceans

This \$54 million project comprises various themed exhibits for marine animals such as seals, penguins and pelicans, a new seal theatre, marine life support systems and facilities for the Australian Marine Mammal Research Centre. The 'Great Southern Oceans' construction steadily progressed into its second year of implementation and it is expected that it will be completed in late 2007. Substantial commissioning of the facilities including fit out and water quality control systems will follow and lead to animal occupancy.

#### Lower Entry Building Redevelopment

The Lower Entry Building Redevelopment project involves the refurbishment of the heritage building, restoring it to a Zoo entrance with amenities and a retail shop for visitors, plus landscaping. This project is part of the overall visitor management planning at Taronga Zoo. The project, estimated to cost \$3.5 million, is expected to be completed in 2007.

#### Wild Asia – Elephant Section Occupancy

The \$40 million 'Wild Asia' precinct opened in July 2005 and the elephant section was enhanced according to the outcome of the Australian Administrative Appeals Tribunal on elephant importation in 2006. The final work met the extra requirements in the decision that the Tribunal made under section 43 of the *Administrative Appeals Tribunal Act 1975*. The work included some minor enclosure material upgrade, extra outdoor exhibit landscaping and additional monitoring equipment. The work was completed before the arrival of the elephants from Thailand in November.

#### Male Elephant Holding Facility

As part of the decision of the Australia Administrative Appeals Tribunal on elephant importation, Taronga Zoo was required to construct a holding facility at the historic elephant enclosure

(adjacent to the Elephant Temple). Development, planning and design have progressed and a development application (DA) was made in early 2007. It is expected that construction will commence in late 2007 following the determination of the DA.

#### Taronga Zoo Upper Entrance Precincts and Car Park

Consent for the DA for the Upper Entrance Precinct was granted in September. This is part of a \$52 million development project for Taronga Zoo's entrances. The upper entrance precinct is divided into the outer plaza (including carpark) and the inner plaza in the upper entry area. The construction of the outer plaza will take priority and includes the car park structure, together with the associated landscaping and services required to be completed prior to commencement of the inner plaza. The inner plaza comprises new buildings, alterations to and refurbishment of heritage buildings, extensive landscaping, paving and installation of services. It is expected that construction of the outer plaza will commence in early 2008.

#### Taronga Zoo Wastewater Treatment Plant Upgrade under Water Savings Fund

In November the ZPB applied for the NSW Government Water Savings

RIGHT: As a result of the Depression in the 1880s a colourful shanty town, known as Curlew Camp was established on what is now the land adjacent to the Zoo's southern perimeter boundary. What distinguished it from other temporary 'towns' was the presence of two of the greatest Australian painters of their day, Arthur Streeton and Tom Roberts, who created historic impressionist paintings at the site. PHOTOGRAPH COURTESY RODNEY CHERRY (COLLECTION: ALBIE THOMAS)





Fund to upgrade the Taronga Zoo Wastewater Treatment Plant as an initiative to reduce potable water consumption in metropolitan Sydney. In March, the Minister for Water Utilities, the Hon David Campbell MP, announced the award of the grant of \$630,000 to upgrade the facility. The project includes the installation of a second 500 kL stormwater holding tank, the upgrade of the micro-filtration treatment units and other ancillary work. The project will provide a reliable recycled water supply to ensure estimated long term average savings of 200 kL/d of potable water annually. The project is expected to be completed in early 2008.

#### **Koala Browse Plantations**

Two plantations have been established under agreements with the University of Western Sydney, also as part of the University's Hawkesbury Campus Water Recycling Scheme and the

Sydney Water's Richmond Water Re-use Project. Another plantation with four areas within the grounds of the John Morony Correctional Centre (JMCC) was established with the joint cooperation of the Department of Corrective Services. Under the cooperation of the two organisations, the JMCC inmates will undertake various plant care activities with horticultural guidance provided by ZPB officers. The two schemes provide for 17,000 trees for browse feed for animals such as Koalas, Giraffes and various macropods and will be ready for harvest to commence in late 2007 or early 2008.

#### **High Voltage Network Upgrade**

The implementation of the Master Plan projects has necessitated an upgrade of the 11kV high voltage electricity system at Taronga Zoo. An increase of 33% to Taronga Zoo's power supply was achieved in November working

with Energy Australia on the relocation of the switch room to a new kiosk compound. This upgrade also involved the change of leased locations, various switchgear upgrades, supply route changes, substation replacement and emergency support. Power supply is now more reliable and will support the future Master Plan projects implemented at Taronga Zoo.

#### **Infrastructure and Facilities Maintenance**

In support of the NSW Government Total Asset Management Policy, the ZPB Asset Maintenance Strategic Plan (AMSP) was submitted in to Treasury to report the maintenance program and commitments for Taronga and Western Plains Zoos. With a structured asset



TOP: Three young orphaned Long-nosed Bandicoots were given a second chance at life after being rescued and bought to Taronga Zoo's Wildlife Hospital for expert care. PHOTOGRAPH COURTESY DANIELLE MCGILL

LEFT: The area known as Curlew Camp. Taronga Zoo matched a \$300,000 grant to upgrade the area which included directional and educational signage so locals and visitors can learn about the unique historical features of the area such as the artists' rock engravings at Little Sirius Point. PHOTOGRAPH COURTESY JIM TRIFYLLIS, THE DAILY TELEGRAPH

RIGHT: Guy Cooper and artist Ken Done inspect the upgraded public foreshore walking track and including the area known as Curlew Camp. PHOTOGRAPH COURTESY TARONGA ZOO VISITOR EDUCATION DEPARTMENT



ANTHONY DORRIAN, UNIT SUPERVISOR,  
WESTERN PLAINS ZOO  
Involvement in the re-development of Western Plains Zoo's African Savannah exhibit over the last 6-12 months has been very rewarding. We now have a diverse group of animals in this extensive exhibit including Giraffe, Eland, Zebra and Forest Buffalo, with a White Rhino near by. And it's not over yet, with plans to bring a Hippo to the area.  
PHOTOGRAPH COURTESY JAMES ALCOCK

hierarchy and maintenance regime developed, the ZPB's maintenance obligations and planning is now clear and explicit. Funding is yet to be allocated for the full program.

The approved Asset Maintenance Program for this year included the following main achievements:

- The ZPB has adopted a Computerised Maintenance Management System (CMMS) based on an established propriety software system. Substantial planning and development has been undertaken this year to enable

data population and Zoo-wide implementation next year.

Maintenance of various areas including the following significant projects for animal welfare, visitor facilities' enhancement and Occupational Health and Safety:

- the Himalayan Tahr exhibit was upgraded with new flooring and horticulture works,
- the Yellow-footed Rock Wallaby exhibit received fence-work and general upgrading,
- the historic Spider Monkey exhibit was painted and upgraded throughout,
- roof replacement for the Bird House and the building housing the office of the Australasian Regional Association of Zoo Parks and Aquaria (ARAZPA) was completed,
- new timber decking and re-turfing at the Concert Lawns was finalised; and
- toilet upgrades were completed at the Administration Building, Taronga Centre Harbour View Terrace and Concert Lawns.

Maintenance of services including repairs and upgrades to audio-visual equipment, public address system, generators, potable and recycled water pipelines, pumps, mechanical and electrical building services and refrigeration, security equipment, hotwires, lifts and escalators. These maintenance works have been implemented via scheduled and emergency breakdown works.

### Facilities Branch

The Asset Operations and Horticulture group has carried out numerous exhibit, grounds maintenance and general

maintenance activities. Some of the significant projects include:

- the refurbishment of the African Lion exhibit,
- refurbishment of picnic laws including new garden beds, stair restoration and re-turfing,
- significant re-planting in various locations throughout the Zoo grounds,
- the resurfacing of the Giraffe, Ostrich and Rhinoceros exhibits; and
- as part of Sydney Water's 'Every Drop Counts' project, additional recycled water points to many high water using exhibits were initiated.

After several years of not having trade apprentices the Facilities Branch, in conjunction with Human Resources, had a major recruitment of apprentices. New apprentices were appointed in carpentry, plumbing and electrical. An Aboriginal horticulture apprentice was appointed to replace the former horticulture apprentice who had completed his apprenticeship. These new apprenticeships show the Zoos' commitment to training its own future trades people.

The development of a fleet management plan will ensure that the ongoing needs of the organisation's plant and vehicle requirements are appropriate and suitable under the five-year management plan.

### Heritage Management

Measures to manage, conserve and maintain the ZPB's heritage portfolio continued to be taken in accordance with the ZPB Heritage Asset Management Strategy. CWI has an

in-house heritage specialist building the heritage management capacity within the division by providing specialist input and accounting for conservation management responsibilities.

Works to the ZPB's heritage portfolio of items have included:

- a new colour scheme for the historic balustrades was prepared and the staircase at Hallstrom Square was the first to receive a fresh 'old' look,
- new wrought iron entrance gates to the 'Elephant Temple' have been expertly and painstakingly reconstructed,
- the Spider Monkey exhibit has been given a new colour scheme,
- the Aldabra Tortoise shelter was rebuilt to its original design using traditional mock rock construction techniques,
- Taronga's Floral Clock's traditional planting was designed to celebrate the Zoo's 90th birthday,
- condition audits for a number of items such as the sandstone perimeter wall and some ferro-cement animal enclosures were undertaken enabling the prioritising of future maintenance and works programs; and
- maintenance programs were implemented for recently restored heritage items.

The 2006 NSW Heritage Office Annual Heritage Forum for State Government Agencies was held at Taronga Zoo in November. The ZPB Chief Executive, Guy Cooper, spoke to delegates from over 50 agencies about the ZPB's approach to heritage planning and facilities management responsibilities under the NSW Heritage Act.

### Capital Works and Planning at Western Plains Zoo

The major project Capital Works project undertaken at Western Plains Zoo was the construction of the new breeding complex and exhibit holding facility for the Greater One-horned Rhinoceros at a total cost of \$750,000. These works included animal security fencing of the two hectare holding yards, a new night yard with enclosed shelter, a computerised irrigation system, total substrate modifications and sowing of the whole area with selected ground cover and seed.

The other major Capital Works project was a night holding facility for the White Rhinoceros. These works included supply, erection and painting of 400m of animal security fencing around the perimeter of the off-exhibit facility. Total cost of completed works was \$150,000.

### Asset Maintenance Programs at Western Plains Zoo

Maintenance projects completed this year to the value of \$450,000 included:

- upgrading of the fencing and service roads around the Zoo grounds,
- substrate upgrade and additional heating in the Elephant exhibit,
- upgrading of the 'South America' night yard substrate,
- the replacement of the Common Hippopotamus exhibit ramps,
- repairs to wallow fillers, raceway ramps and heaters in the Black Rhinoceros exhibit as well as exhibit fencing repairs in the White Rhinoceros exhibit,
- irrigation upgrade and maintenance around the Zoo grounds,
- servicing of the backflow prevention valve,
- replacing septic tanks at the Zoo's Midway Kiosk,
- construction of a feeding platform at the Giraffe exhibit,
- painting the Veterinary Hospital, Food Preparation area and the Staff Amenities building,
- the replacement of the flooring structure at the Food Preparation area and in the 'Zoofari Lodge' kitchen; and
- replacing the air conditioner in the 'Savannah Room'.

# OUR CONSERVATION, RESEARCH AND EDUCATION



## PRINCIPAL AREAS OF ACTIVITY

- Conservation and Research Projects
- Species Management Programs
- Australian Shark Attack File (ASAF)
- Australian Marine Mammal Research Centre (AMMRC)
- Australian Wildlife Health Network (AWHN)
- Australian Registry of Wildlife Health
- The Australasian Conservation Genetics Centre (ACGC)
- Public Education
- School Education

## GOALS

### Conservation and Research Programs

To advance understanding, appreciation, preservation, and protection of biodiversity through leadership, partnership and example.

### Education Programs

To inspire and empower people to contribute to conservation by providing experiences that provoke empathy and respect for the environment through knowledge and appreciation of living things.

In October, Western Plains Zoo veterinarians and reproductive experts from Berlin performed a world first by successfully harvesting eggs from a Black Rhinoceros for the purpose of In Vitro Fertilisation or IVF. This technology is particularly important to ensure the viability of the international captive breeding program for the species. Western Plains Zoo is home to 12 Black Rhinoceros and the breeding program for this highly endangered species has produced 10 calves in the last 10 years.

PHOTOGRAPH COURTESY NATALIE BOOG, LIFE IS A ZOO, CITRUS PRESS

## OBJECTIVES

### Conservation and Research Programs

- To contribute to the conservation and preservation of endangered Australian wildlife, and
- To contribute to the preservation of selected endangered species of exotic wildlife.

### Education Programs

- To develop awareness to inspire people to make a personal contribution to conservation,
- To extend the concept of our audience beyond the boundary of our Zoos, and
- To adopt an integrated approach to Zoo education programs.

## PERFORMANCE INDICATORS

	06	07
<b>Students visiting on a School Excursion</b>		
Taronga Zoo	89,175	90,2335
Western Plains Zoo	14,760	12,873
<b>People participating in Public/ Outreach Education Programs</b>		
Taronga Zoo	26,125	32,495
Western Plains Zoo	650	720
<b>Publications in referred journals</b>	33	22
<b>Conference and Workshop Proceedings delivered by Staff</b>	25	38
<b>Educational Lectures and Public Presentations delivered by Staff</b>	143	166



ADY D'ETTORE, (LEFT)  
SENIOR MARINE MAMMALS KEEPER  
"Working with Leopard Seals for over 20 years has been a challenge, a privilege and an absolute joy. I am still in awe over these seals. At so many levels these animals are true ambassadors of the seal world. Everyday I come to work I still acknowledge what gift I have been given to work with such magnificent animals."

MICHAELA CIAGLIA,  
RESEARCH ASSISTANT, AUSTRALIAN MARINE  
MAMMAL RESEARCH CENTRE  
"Working with the animals is just an added bonus. It is the opportunity to work among a bunch of highly talented individuals which inspires me everyday. Being part of an International collaboration undertaking climate change research in the Antarctic is another of the many 'perks' of my job."  
PHOTOGRAPH COURTESY JAMES ALCOCK

TOP RIGHT: The ZPB supports the work of the 21st Century Tiger project which supports conservation work with remaining tiger populations in the wild.  
PHOTOGRAPH COURTESY NATALIE BOOG,  
LIFE IS A ZOO, CITRUS PRESS

## CONSERVATION AND RESEARCH PROGRAMS

### Taronga Zoo Species Management and Research Projects

#### Australian Shark Attack File (ASAF)

Since 1984, the ZPB has supported the development and maintenance of the ASAF, which is held at Taronga Zoo. Summary information can be accessed on the Zoo's web page and is accessible to the general public. The ASAF Cooperates with the International Shark Attack File. John West, Manager, Life Sciences Operations, is the coordinator of the Australian file and is also a member of the International Shark Attack File Committee.

There were 12 new shark attack cases recorded this year. An average of three hours per week is spent investigating and updating the file when new shark attack cases are reported and responding to enquiries from the media and public. During this year there were over 325 written and telephone requests for information from the media, university researchers, government agencies, book publishers, international and general public enquiries. Mr West was invited by the NSW Minister for Primary Industries (DPI) to participate in a regular review by a scientific panel of shark experts on current best-practice in mitigating the risk of shark attacks in NSW.

#### Australian Marine Mammal Research Centre (AMMRC)

AMMRC is a joint initiative of the ZPB and The University of Sydney. Research programs include:

#### Human Influences and Global Change on Polar Top Order Predators: Past and Present:

This study integrates a scientific and educational/outreach program that discusses the influences of human activity on Antarctic seal populations both in the past, due to whaling, and in the present, due to climatic warming, and establishes baselines for future monitoring.

#### Factors which Influence Acoustic Surveys of Marine Mammals:

Investigations into whether acoustic surveys offered promise for estimating the distribution and abundance of Antarctic pack-ice seals. To predict the area surveyed transmission loss and measurements of received background levels were modelled. To identify the number of seals calling behaviour was modelled.

#### The Antarctic Pack Ice Seal Program:

Leopard Seals occupy a high trophic level within the Antarctic ecosystem and have a potential role as an indicator species for assessing that ecosystem's changes. This project looks at the health status, foraging behaviour and satellite-tracked movements of Leopard Seals. This work is also important in clinical applications for captive and stranded Leopard Seals in Australia. This program was the recipient of the 2006 ARAZPA Research Award.

#### Reproductive and Stress Hormones in Marine Mammals:

This program is developing non-invasive techniques to determine reproductive and stress hormones in whales, dolphins and Antarctic seals. Its long-term focus is to develop non-invasive techniques that can be used with these animals worldwide.





Dr Carolyn Hogg received the Frederick Franklin Award for Innovative Research from the International Society of Marine Mammalogy for the whale hormone program.

#### **Vocal Behaviour in Seals:**

The AMMRC research team is investigating vocal recognition in the Australian Fur and the Antarctic Leopard and Weddell Seals. This research assesses vocal recognition patterns in these species, as well as describing calls and geographic variation between populations.

#### **Sydney Harbour Little Penguin Project**

The third and final year of planned releases of captive bred Little Penguins from the Taronga Zoo colony to the Sydney Harbour release site occurred. These introductions were undertaken in accordance with decisions made by the DECC Recovery Team for the species

Six Zoo-bred Little Penguins were released into the Little Penguin population in Sydney Harbour as part of the collaborative program with the DECC. The captive-bred chicks were released at approximately eight weeks of age after fledging and were micro-chipped for future monitoring.

#### **Asian Elephant Conservation**

The importation of eight Asian Elephants, three for Melbourne Zoo and five for Taronga Zoo under a Cooperative Conservation Program for this endangered species was completed in November. Life Sciences staff members, together with the Thai mahouts, cared for the elephants in Thailand and, subsequently, on Cocos Keeling Islands where the elephants completed a further three months quarantine prior to transfer to the mainland. The elephants were transferred by road and air. The Illushyn aircraft, which was only able to move four animals at a time, required flights to be duplicated for each transport leg. A carefully prepared transport plan was successfully executed and the elephants were transported safely, an excellent reflection on the expertise and dedication of the staff involved.

In May the ZPB agreed to partner an elephant conservation program with Fauna and Flora International (FFI) in Cambodia. The additional support will enable an expansion of the Cambodian Elephant Conservation Group, a long term capacity-building program providing basic field training for Cambodian government wildlife managers and aimed at stabilising or increasing wild populations. Working with Government agencies (Department of Nature Conservation

and Protection and Forestry Administration) in 15 communities, a 'pro-conservation' attitude is being developed through increasing wildlife science knowledge, community engagement and conflict resolution leading to tolerance towards elephants, improved protection of stocks and increased reporting of poaching or land grabbing.

#### **Western Plains Zoo Species Management and Research Projects**

##### **Brush-tailed Rock Wallaby**

Western Plains Zoo's participation in the NSW Brush-tailed Rock Wallaby Recovery Program has seen exciting progress with the upgrade of off-exhibit breeding yards in preparation for receiving the first wallabies. One male and four female wallabies will form the nucleus of the Zoo's breeding unit and their offspring will be targeted by the Recovery Program for future release at several sites in NSW national parks. These wallabies are being managed as part of an Australian Species Management Program (ASMP) breeding program.

##### **Rhinoceros Research**

Western Plains Zoo's ongoing research collaboration with the Institute for Zoo and Wildlife Health (IZW) in Berlin yielded some exciting outcomes this year including the world's first



collection of oocytes (eggs) from a living Black Rhinoceros. This result is the culmination of three years of work. The goal of this project is to use the oocytes for the development of in vitro fertilisation (IVF) techniques for rhinoceros. IVF would offer significant potential for rhinoceros conservation by allowing genetically important infertile females to breed where ovarian function is normal. This is particularly pertinent to ex-situ management of the critically endangered Northern White Rhinoceros in which the handful of captive females, held in world zoos, are infertile due to uterine pathology. This collaborative research program with the IZW was formally recognised this year by receipt of the 2007 ARAZPA Research Award.

Other significant research projects underway at Western Plains Zoo include investigations into sperm sex sorting techniques in rhinoceros (in collaboration with The University of Sydney) and research into potential nutritional causes of the skew towards male calves observed in captive Black Rhinoceros breeding programs (in collaboration with Victoria University, Wellington). An investigation into the role of dietary magnesium in the development of a syndrome of neurological dysfunction observed in White Rhinoceros is also being undertaken in collaboration with The University of Sydney.

#### **International Rhinoceros Foundation**

The ZPB displays three species of rhinoceros in cooperative international breeding programs and these are flagship species of Western Plains Zoo. The International Rhino Foundation (IRF) is closely associated with the programs. The ZPB is a founding and on-going member of the IRF which was initially created in 1989 to assist in the conservation of Black Rhinoceros in Zimbabwe. It has since expanded its involvement to encompass all five species of rhinoceros. The IRF provides technical, administrative and financial services and support for programs that emphasise intensive management and scientific research both in the wild and in captivity. The ZPB supports and cooperates with the IRF activities directed towards rhino conservation including the coordinated global captive breeding programs for Black, White and Great One-horned Rhinoceros.

#### **Galapagos Tortoise**

Western Plains Zoo continues working toward the region's first breeding of Galapagos Tortoise. Investigations into female reproductive status by serial ultrasound examinations have yielded important data which has been integral for the strategic management of these animals for breeding. We are hopeful that our efforts will be rewarded with reproductive success over the ensuing breeding season.

#### **Hippopotamus**

The current Regional Captive Management Plan for Common Hippopotamus highlights that Western Plains Zoo is one of only two zoos in the region that has the capability to attempt breeding of Common Hippopotamus. As regional numbers are aging and the Federal quarantine approval process to import this species is currently suspended, achieving breeding success is vital. Western Plains Zoo staff have prepared a breeding action plan and the preferred pair of male 'Happy 2' and female 'Rumbin' have been introduced for mating. Exhibit modifications have also been implemented to provide an improved environment for rearing a potential offspring. It is hoped these efforts for this ARAZPA co-ordinated program will be successful.

#### **Przewalski's Horse**

In support of the ASMP regional management program for this species a filly, 'Suren', was bred and a young filly from Werribee Open Range Zoo also joined the herd. In the 25 years of participation in this internationally linked program, Western Plains Zoo has produced 33 foals.

#### **Bridled-Nailtailed Wallaby**

After ten years Western Plains Zoo's participation in the Queensland Bridled Nail-tailed Recovery Program has concluded. The focus of the

recovery team is now on acquiring and preparing release sites for wallabies and the seven collection animals have been transferred to a Queensland facility.

**Reproductive Laboratory at Western Plains Zoo**

The services provided to the region's zoos and wildlife workers continued to grow this year. The Laboratory was integral to research projects as diverse as investigations into the adrenal status of Asian Elephants (in collaboration with Zoos Victoria), the reproductive physiology of Julia Creek Dunnarts (in collaboration with the University of Queensland and the David Fleay Wildlife Park), the reproductive physiology of male Ringtail Possums (with the University of Queensland and the Queensland Parks and Wildlife Service) and the captive management of Southern Hairy-nosed Wombats (with the University of Queensland, Queensland Parks and Wildlife Service, Dreamworld and Rockhampton Zoological Gardens).

Western Plains Zoo's reproductive biologist, Tamara Keeley, was awarded a research grant from the Morris Animal Foundation to pursue her PhD research into the development of



assisted reproductive technology for the maintenance of genetic diversity of the Tasmanian Devil.

**General**

The ZPB provided assistance, by way of funds, staff or supplies, to a number of conservation-related activities including:

**Yadua Taba Island Fijian Crested Iguana Reserve:**

The Fijian Crested Iguana is a critically endangered lizard, and today is secure on only one island, the tiny and uninhabited Fijian Crested Iguana Sanctuary island of Yadua Taba.

The Taronga Foundation supports ANU student Susan Morrison by providing funds for field equipment, while the ZPB provides co-supervision by Dr Peter Harlow, Manager of the Zoos' Herptofauna Division. Ms Morrison's field project on Yadua Taba Island is to gather biological data on reproduction, diet, juvenile recruitment, habitat capacity and specific habitat threats. This type of data will be essential for reintroducing this species to islands with restored forest habitat in the future.

**Urban possums:**

Ms Nichola Hill, a post-graduate student at Macquarie University, continued undertaking her PhD



study on Brush-tailed Possums in a collaborative venture between Macquarie University and Taronga Zoo. This project supported by an Australian Research Council (ARC) linkage grant, funded by the ZPB, aims to improve understanding of possums in an urban environment by examining the population of possums in and around Taronga Zoo, including their ecology, behaviour, health status and interactions with people.

**Cuc Phuong Asian Turtle Conservation Program in Vietnam:**

The Cuc Phuong Turtle Conservation Center (TCC) located in Cuc Phuong National Park, Ninh Binh Province, Vietnam was established in 1998 by Fauna and Flora International (FFI). The Centre was transferred to park management at the end of 2001 and serves as the flagship for efforts in Vietnam to conserve turtles. The Taronga Foundation has contributed to the operating costs of the centre and the creation of a National Program Officer position to coordinate national rehabilitation and release programs and

LEFT: Originally Taronga's primates performed behaviours such as riding bicycles and hosting tea parties.

PHOTOGRAPH COURTESY ZPB ARCHIVES

RIGHT: In July, world renowned Primatologist, Dr Jane Goodall visited Taronga's chimpanzees declaring if she had to choose between living in the diminishing wild or at the zoo she would opt for Taronga. Taronga Zoo was one of the first zoos in the world to house chimps in a natural group situation and participates in Dr Goodall's 'ChimpanZoo' research, education and enrichment project as well as being a founding partner of the Ngamba Island Chimpanzee Sanctuary.

PHOTOGRAPH COURTESY RICK STEVENS

TOP LEFT: Taronga Zoo celebrated the birth of two Red Panda cubs, 'Jishnu' and 'Tenzin', in March. The Red Pandas at the Zoo are part of the international breeding program for this endangered species with 43 cubs born at Taronga since the program commenced in 1977.



HEATHER BROWNING-JONES, ZOO KEEPER, WESTERN PLAINS ZOO  
 "I love my job because it is always interesting! Every day brings fresh challenges, from training animals to creating new ways to keep them enriched, and you never stop learning about the animals you work with."

PHOTOGRAPH COURTESY SHALLON MCREADDIE

TOP RIGHT: Renae Zammit gets up close to 'Tiquie' the Brazilian Tapir, her calm and endearing nature means that Taronga's keepers are able to perform daily hands on health checks enabling them to monitor her wellbeing without any stress.

PHOTOGRAPH COURTESY JEFF DARMANIN, THE DAILY TELEGRAPH

provincial ranger training. In 2006 The Taronga Foundation provided funds to construct fence extensions to pond areas, build two larger, secure turtle breeding enclosures and a new large pond, plus construct a new Visitor Interpretation Centre.

**21st Century Tiger in situ conservation initiatives across South-east Asia:**

The Sumatran Tiger is a critically endangered species that inhabits

jungles and rainforests in increasingly fragmented pockets of Sumatra. Of the estimated 400 Sumatran Tigers still alive, most can be found in five national parks and two game reserves on the island.

The Kerinci Seblat Tiger Protection and Conservation Program was established in May 2000 as a partnership between Kerinci Seblat National Park and FFI. The Taronga Foundation and ZPB contributes to the operating costs of Tiger Protection and Conservation Units in and around the Kerinci Seblat National Park. The units collect intelligence on wildlife criminals, patrol, enforce laws, collect data and educate rangers and the community on species and habitat protection.

**Corroboree Frog Recovery Program at Kosciuszko National Park:**

The Corroboree Frog is one of Australia's most endangered species. This spectacular frog is only found high up in the Kosciuszko National Park in NSW and its numbers have plummeted from the thousands in the 1970s to perhaps only a few hundred frogs today. While drought and habitat loss are partly to blame for the reduction, a deadly amphibian chytrid fungus is thought to be the major culprit. Taronga Zoo, the Amphibian Research Centre, the DECC, the University of Canberra and Snowy Hydro Ltd, are working together to ensure a viable future for Corroboree Frogs in the wild.

The Zoo is participating in a project to hatch and raise Corroboree Frogs in captivity while the ZPB partners work to reduce the threats in Kosciuszko National Park. The plan is to ultimately return Taronga Zoo-reared frogs to the wild.

**Malleefowl:**

Western Plains Zoo has supported the captive breeding component of the NSW NPWS Malleefowl Conservation Program since 1990. The Zoo assists with the captive breeding and rearing of Malleefowl for release in western NSW and with teams from Victoria, South Australia and Western Australia has contributed to the National Recovery Plan for Malleefowl in Australia.

Western Plains Zoo, in conjunction with Charles Sturt University at Wagga and the NSW NPWS, has been involved in monitoring the release of captive-bred Malleefowl chicks into the wild using radio transmitters.

In late 2005, the release and monitoring of 15 Zoo-bred Malleefowl chicks fitted with radio transmitters at Nombinnie Reserve reported high survival results over the study period following intensive predator management programs. A further eight chicks fitted with transmitters were released in the same study location in October 2006. Charles Sturt University is continuing study the survival, movement and habitat usage by young Malleefowl.

Details of further research and conservation projects, including those approved this year by the ZPB Ethics Committee, can be found in Appendix 5 (Research Projects and Conservation Programs).

**Australian Wildlife Health Network (AWHN)**

Wildlife disease surveillance is coordinated nationally through the Australian Wildlife Health Network. The Network is co-hosted by the ZPB and New South Wales Department of Primary Industries. The network's aim is "to promote and facilitate



collaborative links in the investigation and management of wildlife health in support of human and animal health, biodiversity and trade". The network better prepares Australia for serious disease outbreaks in its wild and feral animal populations.

A priority for the network is to critically assess the risks posed by wild animals, particularly feral animals, in the advent of an exotic animal disease entering Australia. Other activities include:

- preparation of wildlife disease reports for the Office International des Epizooties and Animal Health Surveillance Quarterly;
- surveillance and dissemination of surveillance data;
- education and training in wildlife disease preparedness and response;
- facilitation of wildlife disease investigations; prioritisation of wildlife research questions, and development of protocols.

State and Territory co-ordinators report on six disease categories, which form the basis for general wildlife disease surveillance. The network has been involved with numerous wildlife mortality events, or suspected emergency animal disease events this year. It assists the National Wild Bird Surveillance Steering Committee

in management of avian influenza surveillance data, chairs the Australian Bat Lyssavirus focus group and represents Australia to a number of overseas committees.

### **The Australasian Conservation Genetics Centre (ACGC)**

In 2006, the ACGC, headed by Dr Karen Firestone, participated in a number of important field projects. Among these were two extended field trips to Western Province, Papua New Guinea in collaboration with WWF-PNG to collect samples of mammals for a study examining the phylogeographic history of trans-Torresian mammals; a field trip to the English Company Islands off of Arnhem Land sponsored by the Northern Territory Department of Natural Resources, Environment and the Arts in conjunction with the Gummur Marthakal Aboriginal Rangers to assess translocated populations of Northern Quolls; and another field trip to the Kimberley region of Western Australia to collect preliminary genetic samples for a study examining the genetic effects of Cane Toads on Northern Quolls.

A collaboration with the Tasmanian Department of Primary Industries and Water commenced to examine the presence of management units within Tasmanian Bettongs as a preliminary assessment for developing appropriate

conservation management strategies if foxes establish in Tasmania.

The ACGC awarded two ZPB Prizes for Conservation at the School of Biological Earth and Environmental Sciences Postgraduate Research Forum; one to Dan Rosauer for his work on 'Mapping phylogenetic diversity' and one to Dean Portelli for his work on 'The behavioural ecology and conservation of a mulga-dependent, cooperatively-breeding Australian passerine: The Hall's babbler (*Pomatostomus halli*).'

## **EDUCATION PROGRAMS**

### **Visitor Education**

The Visitor Education Division manages the concepts and content for all of the Zoos' visitor education activities. Effective education enriches the visitor's experience by making it more meaningful and enjoyable. Learning opportunities including keeper presentations and shows, animal labels, animal encounters, graphics and interactive displays give visitors first-hand experiences, a keener awareness and appreciation of the environment and environmental actions they can implement in everyday life.



Major activities undertaken at Taronga Zoo were:

- managing the development and installation of interpretive media for the new 'Great Southern Oceans',
- coordinating the development of the new seal show for 'Great Southern Oceans' Seal Theatre,
- developing heritage focus interpretive graphics for the Bear Museum, Moore Park Aviary, Rustic Bridge, Aquarium, Lower Entrance, Flamingoes, Education Centre Bell and Heman's tusk,
- developing new education signage for 'Wild Asia' (elephant toybox, Meet the Elephants and elephant enrichment), 'Backyard to Bush' (Phasmids, Butterfly Garden, Waterwise, Bottle Tree, Dripping Tap and directional signage),
- upgrading and refreshing interpretive media at Orang-utans, Gorillas, Platypus House, Rainforest Aviary, Koala Encounters 2, Top Entry and Fennec Fox,
- conducting staff evaluation and feedback sessions for keeper presentations and shows,
- conducting interpretation training workshops and induction to enhance keeper presentation skills and general staff knowledge for effective interpretation,

- developing educational content for the Zoo guide and map; and
- implementing the ZPB Education Strategy.

Public education programs offered by the Zoos' Education Centres included:

- **Zoo Adventures** – Zoo Adventures has performed very well at Taronga and Western Plains Zoos with both programs having excellent growth. Taronga Zoo had 1,533 children participate, a growth of 9%. Western Plains Zoo had 561 join the program, which is a growth of 34%. The children undertake Zoo tours, craft and conservation-related activities.
- **Roar and Snore** – Taronga's community education sleepover program continues to grow every year. Eclipsing the previous year by 23%, Taronga Zoo Roar and Snore this year hosted over 5,300 participants, running from October to May at maximum capacity with exceedingly positive feedback and highlighting the fine contribution made by the program's Discovery Hosts. The continued success of this unique, intimate and stimulating experience ensures that the Zoo's important conservation messages are imparted to more and more people every year.

- **Roar and Snore (Western Plains Zoo)** – Roar and Snore at Western Plains Zoo had an excellent year with significant growth. This year 1,604 people experienced the magic of the program, which is a significant 146% increase on last year. The new camp site and the increased contact animal collection have greatly enhanced the visitor experience.
- **Youth At The Zoo (YATZ)** – This year 254 students participated in the YATZ volunteering program at Taronga and Western Plains Zoos, compared with 180 last year. Students participate in a range of educational activities including assisting with zookeeping, animal handling, bush regeneration, behavioural enrichment and delivering an eco fair at Taronga in January to showcase environmentally friendly activities and actions. The ongoing success of the program is due to the sponsorship support offered by Boral.
- **Zoo Birthday Parties** – This year 1,103 children enjoyed a unique birthday party at 'Backyard to Bush', compared with 953 last year, which represents a 16% increase in participation.

- **Fearless at Taronga** – The last 10 phobia reduction programs have run at a 100 percent success rate, with participants either catching an escapee Huntsman Spider or holding a large Tarantula.

### Volunteers in Education

The Zoo Friends Volunteers are a vital component of the Zoos' visitor education programs, carrying out a wide range of educational activities and having a presence everyday in the Zoo grounds. From the more formal tours to the informal touch-tables and animal handling sessions, they communicate with tens of thousands of Zoo visitors every year. All Volunteers who handle animals are required to be trained and are authorised under the Animal Research Act.

Gold Tours, Aussie Walkabout, and various VIP tours at Taronga Zoo and Early Morning Walks and coach tours at Western Plains Zoo were conducted by Zoo Friends Volunteers.

Animal Encounters sessions at 'Backyard to Bush' and in the Australian section at Taronga were staffed daily by the Volunteers, providing close encounters with living animals which are a highlight of a Zoo visit for people of all ages.

The Volunteers' Speakers Panel provides trained guest speakers for community organisations such as Probus and Seniors' clubs.

### School Education

Formal education is a funded partnership between the ZPB, Department of Education and Training (DET), the Sydney Metropolitan Catholic Education System and corporate sponsors including St

George Bank and Boral, providing a service to a range of users including students, teachers, tertiary students, overseas students and community groups. All educators are qualified teachers and the ultimate goal is to achieve behavioural change to benefit the environment.

The Education team completed a Quality Teaching Project with a \$20,000 grant from the DET to critically examine the education practices of the team. This project has led to many refinements all geared to improving students' outcomes and maximising the impact of a Zoo excursion. The final report received high commendations from the funding body and has led to systemic changes in the Education team.

A total of 90,355 students visited Taronga Zoo as part of a school excursion. This is an increase of 1.5% on last year. This is a great result considering the increased transport costs for school groups and the opening of Sydney's Wildlife World at Darling Harbour.

A total of 13,245 students visited Western Plains Zoo. This is a small decrease in student numbers from the previous year and is attributed to the effects of the drought and the increase in rural transport costs.

At Taronga Zoo the students attend workshops in different learning venues depending on their stage and their study topic. Stage one to two students (infants school) have workshops at 'Backyard to Bush', stage three (primary school) have workshops at the village school in 'Wild Asia' and stage



RIGHT: This year 254 teenagers participated in YATZ (Youth at the Zoo) a fun, educational program for 13 to 18 year olds who are keen to take action to improve their local environment while increasing their knowledge of wildlife. PHOTOGRAPH COURTESY BLAXLAND STUDIOS

TOP LEFT: Taronga Zoo is actively involved in the conservation of Little Penguins and works in conjunction with the Department of Environment and Climate Change to breed penguins for a release program which helps strengthen the endangered Sydney Harbour population. Under the program, Little Penguins bred at Taronga are released to potential breeding sites to boost wild numbers of these charismatic birds. PHOTOGRAPH COURTESY RICK STEVENS

four to six students (high school) have workshops at the Education Centre. This ensures a strategic approach and enables the educators to build on meaningful animal and curriculum experiences as a student progresses through the school system, leading to an environmentally aware student.



**'Backyard to Bush'**

20,124 students had a workshop at 'Backyard to Bush', an increase on last year's total of 19,370. These workshops, designed for younger students, focus on connecting them with their local environment and wildlife, encouraging the utilisation of new skills to develop eco friendly gardens with frog ponds and lizard lounges at their school. The 'Animals of the Dreaming' workshops were well attended with over 4,000 students participating.

**'Wild Asia'**

The Village School located at 'Wild Asia' is a truly stimulating learning venue. Primary school students are able to immerse themselves in an Asian rainforest and learn about rainforest habitats and endangered animals. This year 3,215 stage three students participated in these workshops, with the topics covered including Rainforests, Endangered Species and Role of a Modern Zoo. A collective outcome group (COG) has been developed for each topic to ensure it meets the relevant key learning area syllabus requirements.

to enhance the diversity of animals available for workshops and programs. The centre has worked hard to develop ongoing links with local schools, offering a special return rate to promote repeat visitation. The overnight programs have progressed very well and run at capacity during terms three and four.

**Outreach Education**

At Taronga, the St George Zoomobile and the DET Zoomobile offer outreach programs to give a zoo experience to students and people who face difficulty attending the Zoos. The two vans enabled over 32,000 people to participate in the programs.

The DET Zoomobile delivered curriculum related and animal based workshops to 15,536 students. These students come from a variety of schools all over NSW including disadvantaged schools, remote schools, remand centres, hospital schools and special schools. In total the Zoomobile delivered programs to 210 schools.

Of the total –

- 4,500 students participated in the Outreach Animals of the Dreaming program, delivered in partnership with Col Hardy – a highly respected Aboriginal Elder from Brewarrina, who has been awarded the Order of Australia.
- 2,000 students participated in the senior science program Evolution of Australian Biota delivered in partnership with the Royal Botanic Garden and the Australian Museum; and



TOP LEFT: This year over 6,000 people enjoyed a wild sleepover at the Zoos' Roar and Snore program, this overnight adventure and behind the scenes look at our zoos ensures that important conservation messages are imparted to more and more people every year. PHOTOGRAPH COURTESY AMANDA COLE

LEFT: A Reticulated Python feels the stretch. Today Taronga is home to over 300 reptiles from more than 75 species including three reticulated pythons, the world's longest snake. PHOTOGRAPH COURTESY ZPB ARCHIVES

RIGHT: Taronga's Asian Elephants enjoy the deep river system of their new home, ANZ Wild Asia. PHOTOGRAPH COURTESY MARK BAKER – ASSOCIATED PRESS

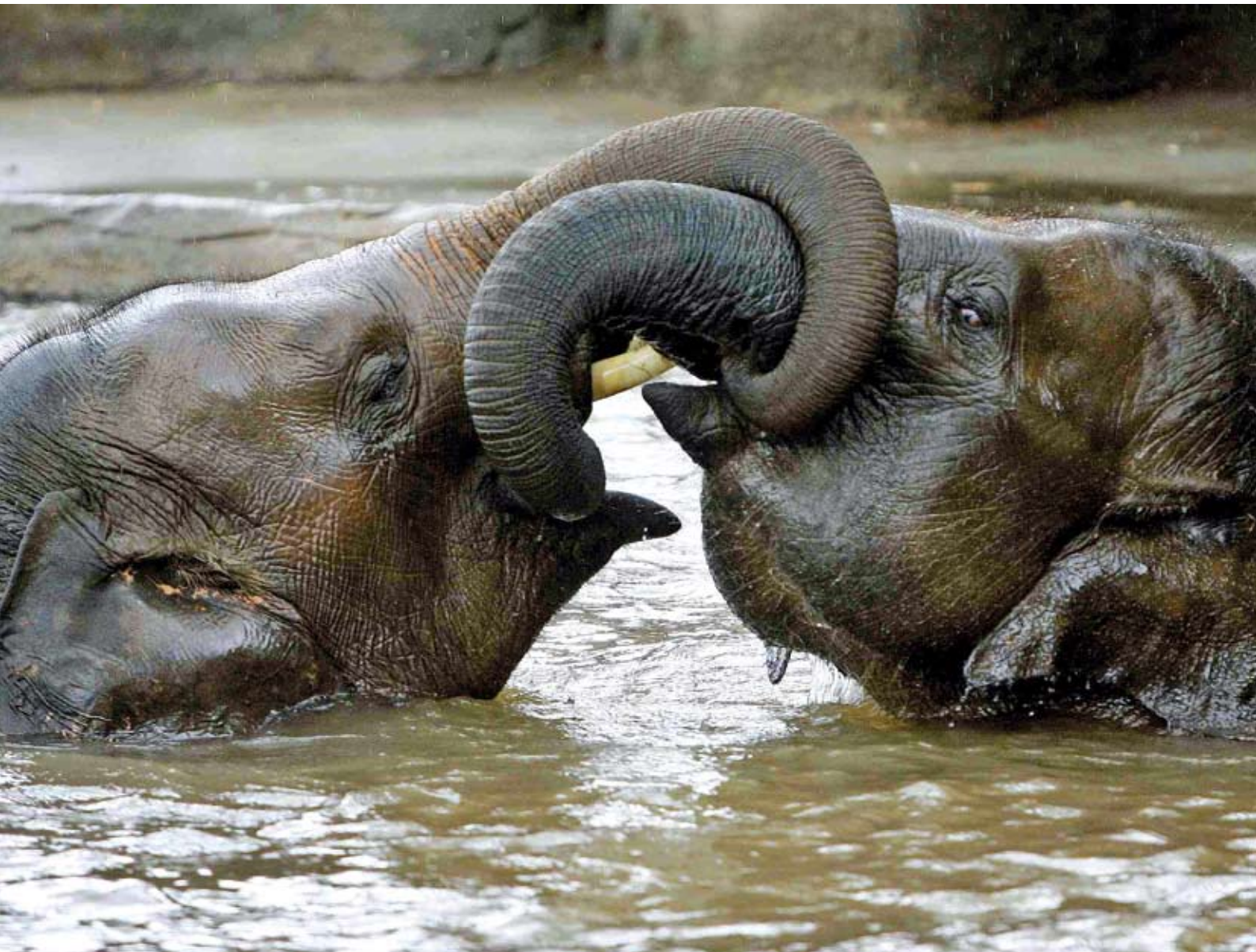
**Taronga Zoo's Education Centre**

This year 31,522 students attended workshops at the Education Centre. There has been an increase in the senior programs being offered, with Human Story, Zoo Marketing and Maintaining a Balance increasing in popularity. By far the most common workshop is Classification, where junior high school students are able to meet examples of different animal classes up close and explore the adaptations.

**Western Plains Zoo's Armati Environmental Education Centre**

Western Plains Zoo conducted workshops for 6,455 students. New animal enclosures were installed





- 2,000 students participated in the biodiversity workshops delivered in partnership with 12 NSW Department of Education Environmental Education Centres.

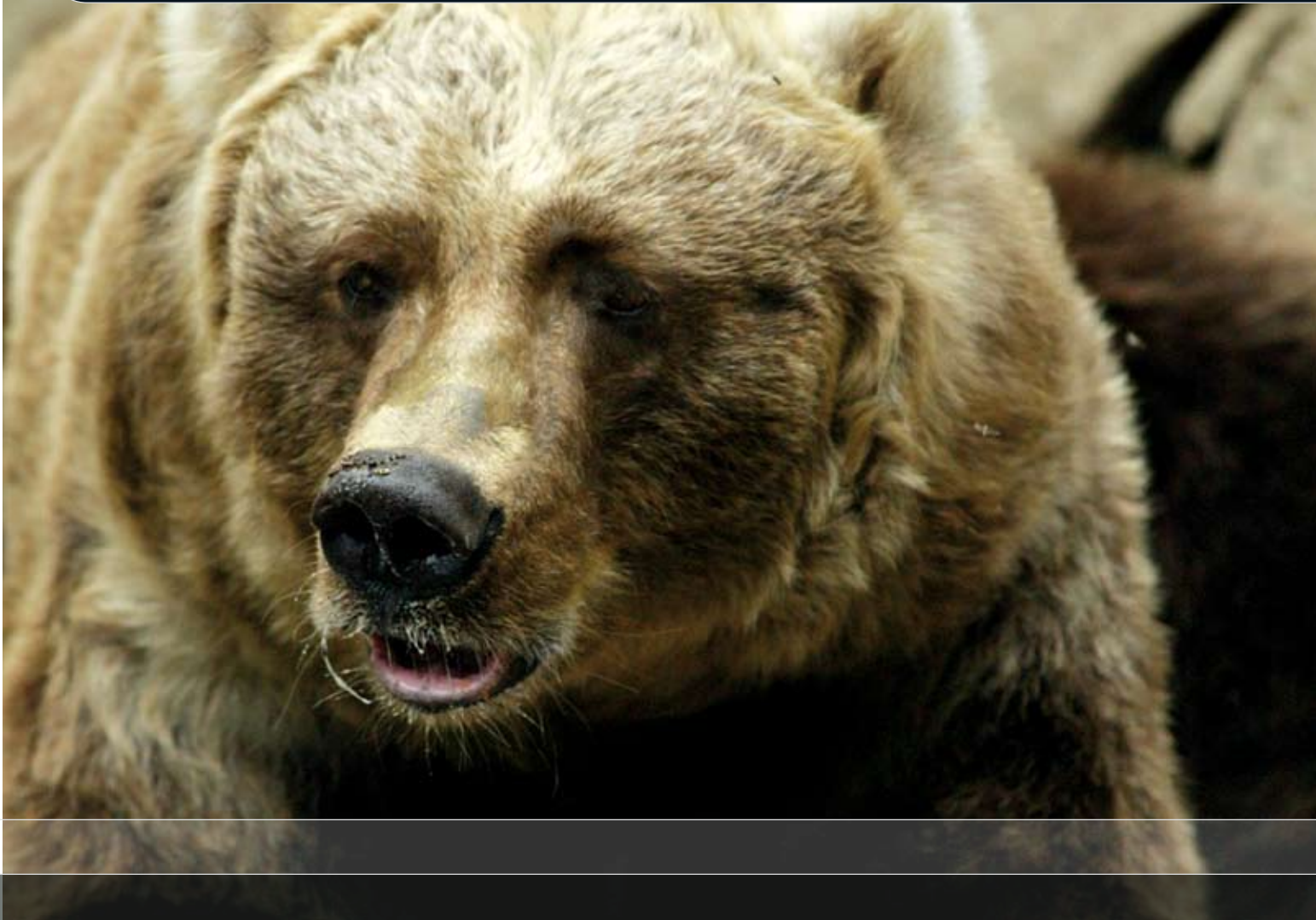
The St George Zoomobile delivered animal based workshops to 16,959 students, the highest number for an outreach program to educate in a year due to the increased involvement in weekend and school holiday programs. This program conducted workshops for pre-schools, day care centre, nursing homes, other cultural institutions and corporate groups and also participated in council days, fetes and community outdoor events.

### Other Education Programs

Additional programs offered and undertaken by the Zoo Education Division include:

- **Work Experience** – Placements for 295 students in year 11 and 12 were provided at Taronga Zoo and 41 at Western Plains Zoo;
- **Meet a Keeper** – 390 students at Taronga and 153 students at Western Plains Zoo participated in the meet a keeper day – a one day vocational education program designed to give students an insight into the animal care industry;
- **‘Zoonsnooz’** – This environmental education overnight program catered for 2,595 students at Taronga and 904 students at Western Plains Zoo. A further 692 students participated in the half night program Twilight Safari at Taronga Zoo;
- **Wildlife Workshops** – 745 students from overseas participated in this animal based language program,
- **Professional Development** – 364 teachers and principals received Zoo and Environmental Education in-service training, focusing on how the Zoos can complement and enhance student learning.
- **The Education Centre Library** – Provided Zoo staff, TAFE students and visitors with highly specialised information. The Library subscribes to 12 professional journals and sources information from the wider community to support staff undertaking research.

# OUR BUSINESS ENTERPRISE



## PRINCIPAL AREAS OF ACTIVITY

- Zoo Admissions
- Community Citizenship
- Commercial Services
- Corporate Relations
- Retail Services
- Catering Services
- The Taronga Foundation
- Marketing
- Corporate Partnerships
- Information Technology
- Animal Sponsorship
- Tourism
- Media Relations
- Graphic Design
- Benchmarking
- Records Management and Archives Office
- Risk Management

## GOALS

### **Organisational Capacity**

To develop and implement superior systems that enable the Zoos to adapt to new market conditions and identify new opportunities created by change.

### **Commerce**

To meet financial requirements by generating support and goodwill among our customers, supporters and stakeholders.

### **Community**

To ensure our Zoos play an active role in fostering community involvement by developing and participating in activities that create a sense of belonging and working towards common goals.

In January, Taronga's two giant Kodiak Bear sisters, Cynthia and Bethel celebrated their 30th birthday, making them two of the oldest Kodiak Bears in the world.

PHOTOGRAPH COURTESY WILL BURGESS-REUTERS

## OBJECTIVES

### Organisational Capacity

- To improve business effectiveness via simplification, speed and reduced costs
- To improve communication processes
- To develop systems to improve response capacity and effectively measure performance.

### Commerce

- To increase business volumes, market share and revenue through innovative and competitive commercial activities.

### Community

- To further develop our status as an important community asset and resource
- To achieve a greater awareness of our programs and activities in ethnic communities
- To achieve an increased sense of community pride and ownership of the Zoos
- To take a leadership role in the community in conservation and environmental endeavours.

## PERFORMANCE INDICATORS

	06	07
<b>Direct government support per visitor</b>		
Taronga Zoo	\$24.94	\$23.86
Western Plains Zoo	\$12.86	\$10.73
<b>Operating expenses per visitor</b>		
Taronga Zoo	\$35.12	\$36.23
Western Plains Zoo	\$53.91	\$53.35
<b>Capital expenditure per visitor</b>		
Taronga Zoo	\$15.31	\$23.69
Western Plains Zoo	\$0.86	\$3.45



### THE TARONGA FOUNDATION

The Taronga Foundation was established in 2000 to support the conservation efforts of the ZPB through fundraising and by raising awareness of the philanthropic aspects of Taronga and Western Plains Zoos. In this way, the Foundation hopes to inspire the community to actively support wildlife throughout the world, and help to protect it for future generations.

Our vision is to be recognised as a world leader in the development of philanthropic support for the conservation and presentation of Australian and exotic wildlife.

#### Taronga Foundation Governors and Patrons

- Maurice L Newman AC (Chair)
- Nigel Adams
- John Armati AM
- Frank Brennan
- Collette Dinnigan

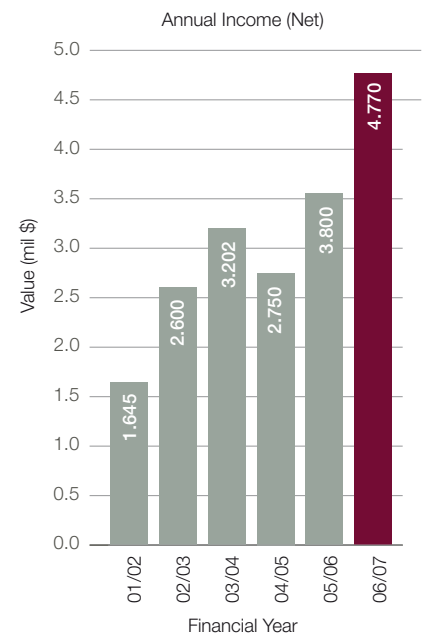


- Peter Fitzsimons
- Megan Gale
- Justin Hemmes
- Rebecca Hewitt
- Bradley Trevor Greive
- Lisa Ho
- Antonia Kidman
- Skye Leckie
- Justin Miller
- Richard Morecroft
- Don Olney
- Gretel Packer
- Anna Russell
- Deborah Thomas
- Max Walters AM MBE
- Sandra Yates AO
- Peter Young

LEFT: Award-winning television presenter, Rove McManus met 'Miya' an Australian Sea-lion before hosting The Taronga Foundation's annual Establishment Dinner which raised over \$200,000 for Great Southern Oceans and marine mammal conservation. PHOTOGRAPH COURTESY JAMES ALCOCK

RIGHT: Antonia Kidman and Mikey Robins have a wild encounter at The Taronga Foundation's inaugural Go Wild @ Cabana event. PHOTOGRAPH COURTESY THE TARONGA FOUNDATION

### FIVE YEARS OF THE TARONGA FOUNDATION



## THE TARONGA FOUNDATION CHAIRMAN'S REPORT

The Taronga Foundation celebrated a milestone year raising a very pleasing \$4.77 million which well and truly exceeded the financial year target of \$4.57 million. This success resulted in a record 29 percent net revenue increase from the previous year bringing the cumulative total raised by the Foundation to \$32 million towards its overall target of \$57.6 million.

These funds have helped support the Zoos' Master Plan redevelopments as well as many important wildlife conservation, education, research and breeding programs including the Australasian Asian Elephant Conservation Breeding Program by providing funds for further reproductive research technologies. Funds have also contributed to a wet lab for the internationally renowned Australian Marine Mammal Research Centre.

This year, The Foundation turned its attention to 'Great Southern Oceans', the next Master Plan project at Taronga Zoo, which is dedicated to marine mammal conservation and breeding programs and which will be home to Taronga's Little Penguins and Fiordland Crested Penguins as well as several seal and sea lion species. To raise funds and awareness of ocean creatures, The Taronga Foundation launched the Great Southern Oceans Appeal in March and created a dedicated appeal website [www.oceansappeal.org.au](http://www.oceansappeal.org.au). For the first time, this gave supporters the option of making online donations.

The annual Establishment Dinner was again a successful evening with MC, Rove McManus, encouraging guests to donate \$200,100 towards

the Great Southern Oceans Appeal. Other highlight events included the ANZ Zoofari Elephant Ball in November which raised a staggering \$380,000 for the Master Plan with guests among the first to welcome the five Asian Elephants to their harbourside home, whilst 'An Intimate Evening with John Cleese', held in Dubbo, was well received by the regional community, generating \$75,000 for The Foundation. Special thanks must go to Foundation Governors Bradley Trevor-Greive, Justin Miller, Gretel Packer and Deborah Thomas for their contribution to these fundraising events.

The Taronga Foundation also launched 'Friends of the Future' which recognises those who have made a future commitment to wildlife conservation during their lifetime by leaving a bequest to The Foundation in their will. This year, \$223,000 was received in bequests and a further 32 new bequests were confirmed.

The support from the community and response to The Foundation's public appeals continued to be very encouraging, generating a total of \$353,000. Four appeals were circulated this financial year, highlighting the arrival of five Asian Elephants to Taronga Zoo, Taronga's 90 year commitment to wildlife conservation, the construction of Western Plains Zoo's Greater One-horned Rhinoceros exhibit and Taronga's 'Great Southern Oceans' exhibit.

Corporate Partnerships also continued to be a solid base of funding for The Foundation this year especially with Bing Lee joining Taronga Zoo as a Crown Sponsor of the critically-endangered Francois Langurs, whilst Streets renewed and upgraded their commitment through their Principal sponsorship of 'Seal Beach' in the 'Great Southern Oceans' exhibit.



The on-going support of other Principal Partners ANZ, Coca-Cola Amatil and QBE must also be specially acknowledged.

The Taronga Foundation would not have such accomplishments without the support of our donors, sponsors, patrons and governors, the ZPB, ZPB Director and Chief Executive, Guy Cooper, and the amazing staff at both Zoos. I thank you all sincerely for your commitment, dedication and encouragement of The Taronga Foundation's work.

With increasing support for The Taronga Foundation each year I look forward to another successful 12 months ahead as we strive to support the conservation efforts of the Zoos and thereby inspire the community to create a better future for wildlife and future generations.

A handwritten signature in black ink, appearing to read 'Maurice L. Newman'.

**Maurice L. Newman AC**  
Chairman  
The Taronga Foundation



TOP LEFT: Comedian Mikey Robins and his wife Laura are amongst the first in Sydney to welcome the Asian Elephants to their Harbourside home at the ANZ Zoofari Elephant Ball which raised more than \$270,000 for the Masterplan.

PHOTOGRAPH COURTESY  
THE TARONGA FOUNDATION

LEFT: MC of The Establishment Dinner, Rove McManus meets some special guests on the evening.

PHOTOGRAPH COURTESY  
THE TARONGA FOUNDATION

## The Taronga Foundation Events

Highlights of a very successful year include new events such as Go Wild @ Cabana and the launch at Icebergs Dining Room and Bar of the 'Great Southern Oceans' Appeal. Established events such as Zoofari and the Establishment Dinner exceeded their targets and achieved their highest revenues to date. Actor, John Cleese, lent his support for a fundraiser in Dubbo, which sold out within hours of tickets going on sale.

The first fundraising event of the year was the inaugural Go Wild @ Cabana, held at Northern Suburbs Rugby Union Club on 21 September. This jungle-themed, cocktail event attracted almost 400 guests, many of whom were attending a Foundation event for the first time. The event secured a net profit of almost \$20,000.

With support from Taronga Foundation Governor, Bradley Trevor Greive, the fundraising team presented 'An Intimate Evening with John Cleese' at Dubbo RSL Club in October. Guests enjoyed refreshments, animal encounters, a chat style show with ZPB member Richard Moorcroft interviewing John Cleese, and a post-event supper. This was a first for this type of event in Dubbo, and it proved to be a winner, raising \$75,000 with a net return to the Foundation of \$25,000, and excellent media coverage for Western Plains Zoo.

The ANZ Zoofari Elephant Ball in November exceeded its target, raising \$380,000 in gross revenue and a net profit of more than \$270,000 for the Master Plan. Additional pledges of \$23,000 were secured for elephant reproductive research technologies and weighing scales at Western Plains Zoo.

The dinner was held once again in the Taronga Food Market and the stars of the evening were undoubtedly the five Asian Elephants and their Keeper, Lucy Melo. Thank you to the Zoofari Committee members, including Chair, Angus Hawley, Justin Miller, Monique Sartor and Lisa Lilov from ANZ, for their tireless work selling tables and securing auction prizes. An additional donation of \$80,000 was secured as a direct result of the Ball, for the construction of the Wet Lab for AMMRC in 'Great Southern Oceans'.

New Year's Eve continues to be popular, with this year's tickets selling out prior to Christmas. More than 2,000 people enjoyed stunning views of the fireworks and great entertainment, while contributing \$100,000 net to The Taronga Foundation. Ticketek once again provided invaluable marketing and ticketing support.

One of the Foundation's most successful events this year was a donor stewardship cocktail party held at Icebergs Dining Room and Bar in Bondi, to launch the 'Great Southern Oceans' Appeal. This was a free of charge event for the Foundation's existing donors and to encourage new high net worth individuals to support our cause. The event launched the OCEANS 100 major gifts program with the objective of achieving \$1 million in major gift pledges towards the 'Great Southern Oceans' project by June 2008.

The final event of the year was the annual Establishment Dinner, which raised a total of \$200,100 and exceeded target by \$50,000. Net revenue of \$160,000 is the highest amount to date raised at this event. MC Rove McManus, together with Founding Governor and Sotheby's Chair, Justin Miller, ensured guests

were entertained, amused and extremely generous. Very special thanks to Justin Miller, Justin Hemmes and the Merivale team, Angus Hawley and sponsors Burwood Press, Fosters Australia, The Classic Safari Company and all prize donors.

### Public Appeals and Zoo Parent

Four direct mail public appeals were conducted during the year, generating a total of \$353,000 in donations. While appeals usually feature a particular animal or area within the Zoo, the September mailing took a different tack, highlighting Taronga's 90th birthday and its history and heritage. For the first time we conducted two Christmas appeals, one featuring the arrival of the Asian Elephants at Taronga and a separate campaign featuring the construction of the Greater One-horned Rhinoceros facility at Western Plains Zoo.

The Zoo Parent animal sponsorship program suffered a decline in December, the month when there are large numbers of gift sponsorships. The removal of free entry passes has no doubt made the sponsorship less attractive as a gift, however, a more rigorous renewal strategy implemented in the second half of the financial year appears to be delivering results. At year end the Zoo Parent program had achieved \$388, 000.

With the launch of the 'Great Southern Oceans' Appeal in March, a dedicated appeal website – [www.oceansappeal.org.au](http://www.oceansappeal.org.au) – was established. As well as reinforcing all the appeal messages and highlighting the animals which will be housed in 'Great Southern Oceans', the website offers the facility for online donations and real-time tax deductible receipting, a first for

both the Fundraising team and the Zoo in general. The next phase will include Zoo Parent sponsorship of 'Great Southern Oceans' animals and sophisticated interactive elements to further engage site visitors. The establishment of the website heralds a new era in e-marketing for the Foundation, with strategies being developed to spread the message through targeted campaigns, targeted web marketing and cross-promotion.

The database continues to provide integral support to fundraising activities. Since July, 2,500 new, validated records have been added through mailing acquisition, verification mailings to lapsed Zoo Parents and event attendance. This represents an increase of 25% over the period.

The database also allows the Zoo to engage in an enhanced program of donor stewardship communications, with messages tailored to individual sponsors. A postcard from Cocos (Keeling) Islands was sent to all donors in the Asian Elephant mail appeal and Zoo Parents of elephants, an email with keeper photos of the Red Panda cubs was sent to all Zoo Parents of Red Pandas and a special Mother's Day email went to all Zoo Parents in May.

### Major Gifts and Bequests

Major Gift income of \$760,806 was well ahead of the budget target of \$450,000. Sales training for the Fundraising team focused on the major gifts area and has been beneficial in increasing donations from existing donors as well as securing new donors.

A further \$223,000 was received through bequests. The Friends of the Future club launched in September has been a great success in engaging

supporters who are considering a bequest to The Taronga Foundation. Since the launch, the club has continued to grow strongly with 32 confirmed bequests. The Friends of the Future group allows supporters to be invited to events and tours and receive regular information about the work of The Taronga Foundation and the Zoos.

Significant major gifts secured in this financial year include three pledges greater than \$100,000. In addition, the OCEANS 100 campaign has been successful in securing pledges of \$465,000, of which \$350,000 has been received this financial year. Those who have pledged their support as OCEANS 100 members include ZPB Chairman Len Bleasel AM, Foundation Chairman Maurice L Newman AC, Nigel Adams and Rebecca Nyman, Robert Albert, Steve and Anna Crane and Rebel Penfold Russell.

### Corporate Partnerships

Over the last three years, corporate partnerships income has grown at an average of 30% per annum reflecting the success of The Taronga Foundation's approach to providing corporate partners with benefits that help achieve business and corporate social responsibility objectives. Underlining this success is the length of many of our Principal and Crown level partnerships with renewals and upgrades from loyal sponsors a real highlight of the past year.

Cash sponsorships of \$2.412 million were secured this year, an increase of 52% on the previous year.

In addition to cash sponsorship, a total of \$2.2 million of contra and in-kind support from companies contributed to the operations of both the ZPB and The Taronga Foundation.



TOP LEFT: GRAHAM O'SHEA, GUEST SERVICES SUPERVISOR  
It is my privilege to be working with a Guest Services team that regularly ensures visitors enjoy excellent service; helps promote the importance of nature and conservation and keeps Taronga Zoo the number one tourist attraction of NSW.

PHOTOGRAPH COURTESY JAMES ALCOCK

LEFT The critically endangered Francois Langur received support from Bing Lee which announced a new Crown level sponsorship dedicated to these animated leaf-eating monkeys.

PHOTOGRAPH COURTESY JAMES ALCOCK

TOP RIGHT: During the July school holidays, Taronga's Snow Leopard cubs stole the limelight with television, radio, press and taxi advertising encouraging visitors learning more about these elusive, but stunningly beautiful big cats.

PHOTOGRAPH COURTESY JAMES ALCOCK

Highlights include:

- ANZ's Principal Partnership commitment to Taronga and Western Plains Zoos taking up the naming right of the Asian Elephant Conservation Breeding Program and 'Wild Asia';
- Unilever/Streets renewed and upgraded commitment to 'Great Southern Oceans' through their sponsorship of the new 'Seal Beach' which will open in 2008;
- QBE's ongoing Principal Partnership support and naming rights sponsorship of the QBE Bird Show highlighted through promotions as part of QBE Zoo Month in May;
- Bing Lee's new Crown level sponsorship of the Francois Langurs;
- A new preferred credit card sponsorship with MasterCard;
- Renewal of the long standing sponsorship with SAP providing essential payroll software systems;
- Sydney Water's ongoing partnership which highlights water conservation messages to visitors through their sponsorship of the 'Backyard to Bush' sustainable house;
- Fosters Australia's fantastic support for The Taronga Foundation's fundraising events;
- Continuing media partnerships with Fairfax and Australian Radio Network that provide great support for Zoo marketing and promotions; and
- Substantial contra sponsorships from Moon Design and Burwood Press.

## Marketing

Attractions in Sydney on the whole had a challenging year with a 1.5% decline in the international tourism market. There was also a softer domestic market with an increase in outbound travel of over 9% year on year. Heavy competition resulted with significant promotional offers and activities throughout the year.

In September, Sydney Wildlife World opened next to Sydney Aquarium at Darling Harbour. This wildlife experience competitor, managed by the same governing body of the Sydney Attractions Group, commenced an extensive marketing and advertising campaign including the offer of discount packages.

Within this competitive environment Taronga Zoo maintained and took firm hold of number one market share amongst all attractions.

The regional market has continued to suffer the impacts of the longest drought in years together with heavy competition from seaboard locations, compounded also by the ongoing highly competitive airline industry delivering cheaper flights across Australia, increasing petrol prices and a continued decline in tourism to central NSW.

Within this environment, the Marketing team delivered a strong program of activities designed to attract a wider target market of visitors to both Zoos including:

### Snow Leopards Cubs Promotion

Taronga Zoo bred two Snow Leopard cubs in October 2005 which made their media and marketing debut in December and promotion of the cubs continued to the July school holidays.





Marketing activity included television, radio, press and taxi advertising. July attendances exceeded 107,000 visitors which saw Taronga maintain number one market share amongst competitors.

#### **Taronga's 90th Birthday**

Taronga's 90th birthday on 7 October enabled significant celebrations leading into and during the October school holidays. The birthday celebrations focused on the theme of "Remember When", providing a showcase of Taronga's achievements across the 90 years.

Promotions began with a 90 cent birthday offer which ran all year, enabling visitors to enter the Zoo for 90 cents on their actual birthday. This was followed by a "Fond Memories" promotion launched in July encouraging visitors to post their photo and fond memory story to Taronga Zoo. Entries were placed in a draw to win a family holiday to Taronga's sister zoo, San Diego. The promotion was supported across radio and press and attracted in excess of 500 entries.

Birthday celebrations culminated in the school holidays and included extensive media coverage, 90th birthday TV, press and radio advertising, an on-site radio broadcast provided by sponsor MIX106.5 valued in excess of \$90,000 and festivities at the concert lawns on the actual birthday Saturday. Results

for October were the highest since October 1999 with over 96,000 visitors enjoying the celebrations.

#### **Asian Elephant Arrival**

Marketing activity launched in December and January focused on the magnificent Asian Elephants. The huge media support paved the way for an advertising campaign "Love those Elephants", which spanned television advertising with partner Channel 7, radio advertising across Mix 106.5 and WSFM, taxi-top placements and press advertising in the Sun Herald and other publications. Performance across December and January peaked in excess of 250,000 visitors, the highest combined December-January performance on record. Promotion of the elephants has been maintained throughout the year with greater emphasis on keeper/elephant interaction and conservation messages with a strong call to visit and experience the elephants as they grow and develop.

#### **Taronga Conservation Calendar**

In conjunction with media partner Fairfax and supported by Sydney Water for the second year a Taronga Zoo Conservation Calendar was distributed in the Sun Herald in December. The calendar featured Zoo animals and historic snippets to support Taronga's 90th birthday. Over 570,000 were distributed with supporting promotions by Fairfax to the value of over \$600,000.

#### **Twilight at Taronga Concert Series**

2007 marked the 12th Twilight at Taronga concert series for nine weekends in February and March. 33,000 people attended 19 shows resulting in record sales of almost \$1.5m. This concert series continues to be an important source of income for the Zoo and The Taronga Foundation.

#### **Western Plains Zoo Marketing and Communications Strategy**

Due to the significant issues affecting visitor numbers to central NSW and a flow on to Western Plains Zoo, a research study was commissioned to identify key issues and opportunities. This formed the catalyst to review the overall marketing and communication strategy focusing on key targets of families and seniors. A new advertising campaign was launched via press in September focusing on "Africa in your own backyard" capturing the wonder, magic and unique experiences to be found at Western Plains Zoo. The new campaign has run in both NSW Sunday papers leading into school holidays, as well as in the NRMA Open Road with a supporting holiday giveaway promotion. The press advertising is supported by a campaign website, which has received in excess of 7,000 visitor impressions per month. Performance at Western Plains Zoo has seen a lift year on year versus the overall market which remains in decline.



### Western Plains Zoo 30th Birthday

28 February was Western Plains Zoo's 30th birthday and 30th birthday messages will underpin the various promotions and events that are running for 12 months. A media event launched the celebrations together with a 30 cent offer, inviting visitors to enter the Zoo for 30 cents on their actual birthday. The celebrations are an opportunity to re-engage the NSW regional market and focus on the 30 years of contribution and partnership with Dubbo and the surrounding community, plus an opportunity to highlight the Zoo's efforts in environmental education and conservation.

### International Tourism

International Tourism at Taronga continued to be affected by the downturn in the entire market. The Zoo's share of international visitors in the total mix has not increased, rather has maintained similar levels to last year at approximately 25%. This is a good position given the opening of the direct competitor – Sydney Wildlife World.

Tourism highlights included:

- Australian Attractions (Zoo tourism representatives) attendance at trade shows in Japan, South East Asia, India, China, United Kingdom, Europe, USA and New Zealand;
- Continuation of a Chinese speaking sales agent in China and Hong

Kong – the largest growth market to Australia with growth predicted to continue to grow at double digits each year;

- Doubled volume and strong acceptance of the exclusive behind the scenes tour products, "VIP Aussie Gold" and "Taronga's Wild Australia";
- Doubled volume in booked group products with strong sales particularly from the US market;
- Ongoing partnership building with the Australian Tourism Commission, Tourism NSW and Tourism Sydney to consolidate Taronga's tourism profile;
- Increased leverage with transport partner Captain Cook Matilda including advertising via an inflatable Giraffe at Wharf 6 Circular Quay through December and January;
- Design, development and implementation of a new 'Wild Australia' walk map to compliment Taronga's signage; and
- Tourism Industry showcase at Taronga in March to more than 200 guests highlighting the magnificent Australian and exotic animals on display, plus the extensive function facilities available.

### Group Sales

Taronga's Groups segment is an important component visitor mix. There

were several successful union picnics, corporate event days and solid pre-paid ticket sales – the largest being CFMEU in December with close to 2,000 members attending including over 300 at Western Plains Zoo. Many organisations are repeat users of Taronga with some locking away their events for up to three years. The extended visitor facilities and new exhibits on offer have expanded this segment and assisted to grow volume and revenue.

### Media Relations

The Media Relations Department obtains positive media coverage of the Zoos' animal news, conservation programs, research, activities and events, to maintain public support of Taronga and Western Plains Zoos. The department also coordinates all VIP visits and provides issues management for the Executive and the Zoos.

The highlight of the year was the safe arrival of the five Asian Elephants from Thailand in early November. After lengthy delays, the elephants received a huge welcome from Sydneysiders on route from the airport and by waiting media who had been following the story closely. They were officially welcomed to their new 'Wild Asia' home by Minister for the Environment, the Hon Bob Debus MP, and this was followed by an official opening of 'Wild Asia' and blessing of the elephants in December.

The elephants received wide-spread media coverage over many weeks with highlights including The Today Show, The Great Outdoors, extensive national radio coverage including ABC 702, on-line media and all major metropolitan newspapers.

Both Taronga and Western Plains Zoos celebrated birthday milestones and official events were held at both Zoos with the media coverage focusing on progression of the Zoos from small animal collections to the conservation leaders they are today. Historic images were used to highlight the vast changes in exhibit design and animal husbandry which have made Taronga and Western Plains Zoos leaders in world zoos.

The Media Relations Department also saw the outcomes of two major projects covering over three years of commitment which provided the Zoos with national media coverage. These included:

- the 1-hour behind-the-scenes special 'Zoo Tales' televised on Channel 7 in February, to an audience of 1.16 million viewers nationally. The program highlighted events including the birth of Taronga's Snow Leopard cubs, the re-introduction of White Rhino 'Amira' into her herd as well

as releasing rehabilitated Little Penguins back into the wild; and

- the 'Flight of the Elephant' 1-hour documentary televised on Channel 9 in November, which covered the long journey of Taronga's five elephants as they made their way from Thailand, via the Cocos (Keeling) Islands to Sydney. The program focused on the many hurdles staff faced along the way to finally commence this Australasian Regional Conservation Breeding Program.

Numerous other animal events were covered extensively by the media at both Zoos including:

- debut of a Giraffe calf and Bongo calf at Western Plains Zoo;
- renowned primatologist Jane Goodall's visit to Taronga Zoo during her national tour to raise awareness of the plight of wild Chimpanzees, highlighting Taronga's Chimpanzee family as one of the world's best social groups;
- debut of two Red Panda cubs in March;
- dental examination of Western Plains Zoo's male African Lion;
- national headlines for 'Cess' the

injured Echidna recovering in Taronga's Wildlife Clinic;

- the first birthday celebrations of 'Chanee' the Siamang ape at Western Plains Zoo;
- national and international coverage of 'Mr Munro', the Fiordland Crested Penguin which was rescued after travelling over 2000km from New Zealand and rehabilitated at Taronga's Wildlife Clinic;
- Wedge-tailed Eagle 'Gabby' receiving flying lessons from staff at the Free Flight Bird Show;
- Taronga's African Lion exhibit refurbishments;
- the birth of Taronga's first Binturong baby in 50 years;
- a naming competition with the Cumberland Newspaper group across Sydney's many suburban newspapers for Taronga's Dhole pup;
- Western Plain Zoo's African Elephants enjoying new sand mounds and a training session with their keepers;
- many events in support of The Taronga Foundation including the annual Establishment Dinner, The Elephant Ball, the Cabana Bar



LEFT AND RIGHT: A Western Lowland Gorilla reaches out for a handshake. Exhibit design has come a long way since Charlton Heston's surreal zoo experience in 1960  
 PHOTOGRAPH COURTESY ZPB ARCHIVES  
 PHOTOGRAPH COURTESY RICK STEVENS

TOP LEFT: In May, a throng of media helped 'Fifi' the grand old dame of Taronga's Chimpanzee family celebrate her 60th birthday, making her one of the oldest Chimpanzees in the world. Sadly old age caught up with her in July 07.  
 PHOTOGRAPH COURTESY RICK STEVENS



TOP LEFT: Natalie Boog, photographer of 'Life is a Zoo' gets up close to 'Miya' a very inquisitive female Australian Sealion  
PHOTOGRAPH COURTESY HELEN PANTENBURG

LEFT: Jambo, the patriarch of Taronga Zoos' African Lion family watches intently as Asali the young female plays with the bungee ball in the new Savannah exhibit celebrating her third birthday.  
PHOTOGRAPH COURTESY RICK STEVENS

fundraiser as well as the Oceans 100 Appeal launch; and

- the breeding of Taronga's first-ever Veiled Chameleon.

Events and activities organised by the Zoos' Media Relations Departments included:

- the official opening of 'Wild Asia' in December by the Hon Michael Egan MLC, along with a special blessing by the Reverend Bill Crews and His Eminence Dungyud Tulku Rinpoche from the Sakya Tharpa Ling Tibetan Buddhist Institute;
- a fundraising event hosted by actor and comedian John Cleese at Dubbo in September in support of The Taronga Foundation;
- the launch, in July, of a new book 'Life is a Zoo' by photographer Natalie Boog and Citrus Press which features animals from Taronga and Western Plains Zoos and the relationship with their keepers. This book was also launched separately at Western Plains Zoo in August;
- the annual Twilight at Taronga concerts;
- annual Media Thank You Dinner, sponsored by Australia Post; and
- the Zoo Friends Volunteers Thank You party.

Negative media coverage resulted from threats by Animal Liberation NSW to halt the importation of the Asian Elephants to Australia via a Supreme Court injunction and transport delays for the elephants caused due to Thai activists. Mainstream media covered these events including a report by 60 Minutes on Channel 9. Ultimately, positive media coverage followed due to fast, clear responses from the Media Relations team. The successful transport of the elephants to Cocos (Keeling) Island was well received by the media despite last minute transport changes whilst the activists received little or no coverage when the elephants finally arrived in Australia.

The 7:30 Report aired allegations from a former keeper focusing on alleged problems with Taronga and Western Plains Zoos' husbandry standards and exotic breeding programs. The program received little follow-up with no press coverage, however such allegations were raised once more with the unexpected death of 'Kua' a young Greater One Horned Rhinoceros. A series of inaccurate reports ran in the Sydney Morning Herald. The claims were counteracted by positive media coverage which included two opinion pieces in the Sydney Morning Herald, front page of the Daily Telegraph regarding the high care standards given to the Asian Elephants, positive veterinary stories in the Daily Telegraph and a full colour editorial and interview with Kua's keepers.

The Zoos use a joint system to assess the number of print, broadcast and telecast items and their estimated value based on the cost of similar advertising space.

Careful targeting of high-volume media, particularly in broadcast TV, has seen

<b>Television Media</b>	<b>Jul 05-Jun 06</b>	<b>Jul 06-Jun 07</b>
Taronga Zoo	\$6,115,750 204 items	\$ 11,606,216 1,051 items
Western Plains Zoo	\$2,541,150 100 items	\$1,223,399 36 items
<b>TOTAL</b>	<b>\$8,656,900</b> <b>304 items</b>	<b>\$12,829,615</b> <b>1,087 items</b>

a substantial increase in the value of coverage.

Taronga's Media Relations Department's support of Western Plains Zoo's media activities helped increase coverage and profile of Western Plains Zoo's many animal stories, events and activities.

<b>Print Media</b>	<b>Jul 05-Jun 06</b>	<b>Jul 06-Jun 07</b>
Taronga Zoo	\$7,282,790 1,617 articles	\$8,470,392 910 articles
Western Plains Zoo	\$1,315,306 549 articles	\$ 480,582 203 articles
<b>TOTAL</b>	<b>\$8,598,096</b> <b>2,166 articles</b>	<b>\$8,950,974</b> <b>1,113 articles</b>

<b>Radio Media</b>	<b>Jul 05-Jun 06</b>	<b>Jul 06-Jun 07</b>
Taronga Zoo	\$890,628 796 items	\$768,208 467 items
Western Plains Zoo	\$330,115 312 items	\$162,053 119 items
<b>TOTAL</b>	<b>\$1,220,743</b> <b>1,108 items</b>	<b>\$930,261</b> <b>586 items</b>
<b>TOTAL DECREASE 05/06-06/07</b>		<b>\$290,482</b> <b>522 items</b>

05/06 Total Value	\$18,475,739
05/06 Total items/articles	3,578 articles/items
<b>06/07 Total Value</b>	<b>\$22,710,850</b>
<b>06/07 Total items/articles</b>	<b>2,786 articles/items</b>
<b>TOTAL INCREASE 05/06-06/07</b>	<b>+ \$4,235,111</b> <b>- 792 articles/items</b>



ABOVE: Unprecedented media coverage occurred with the arrival Taronga's five Asian Elephants including a one hour documentary 'Flight of the Elephants' and five part souvenir poster series in the Daily Telegraph. PHOTOGRAPH COURTESY JEFF DARMANIN, THE DAILY TELEGRAPH

## Design Studio

The Design Studio provides graphic design services for Taronga and Western Plains Zoos, creating and project-managing environmental, exhibition, marketing and promotional pieces, whilst also playing a key role in the conceptualisation and realisation of the Zoo's Master Plan environmental signage.

Design Studio staff implemented pivotal concepts such as:

- ensuring increased understanding of the Zoo's conservation efforts and animal breeding initiatives;
  - implementing strategic projects to boost awareness of the Zoo brands and sub-brands through online, multimedia and print media;
  - positioning the Zoos as dynamic and responsive conservation and cultural ambassadors; and
  - creating holistic graphic environments within exhibit areas to appeal to various age and educational requirements.
- revitalisation of 'Backyard to Bush' and its interpretive environmental graphics, including the Phasmid exhibit, directional signage and the butterfly garden;
  - collateral for Fundraising and Sponsorship including the 'Wild Asia', Asian Elephants and the 'Great Southern Oceans' campaigns;
  - updating of the way-finding signage for the benefit of Zoo visitors together with new enhanced way-finding maps at both Taronga and Western Plains Zoos;
  - 'Great Southern Oceans' conceptualisation and design for exhibit, heritage and climate change graphics;
  - new 'Wild Asia' environmental graphics;
  - material for the Zoo's retail outlets such as the elephant souvenir book;
  - environmental and directional signage for Curlew Camp Artist's Walk;
  - new 'Animal Encounters' branding, promotional and exhibition design; and
  - environmental graphics for Taronga's trackless train.

Major activities this year included:

## Organisational Capacity Information Technology (IT)

This year IT focused on major business system enhancements by selecting leading technologies through tender presentation and evaluation. With the support of IT business partners, key projects focused on revenue generation and operations and building maintenance to enable improved

operations, cost reductions and strategic planning. Highlights included:

- **Venue Management System (VMS)** – with support from vendor Centaman, IT replaced all point of sale terminals and back of house systems. This reconciled four discrete systems into one enterprise class revenue management system across both Zoos. This continues to improve business reporting, optimising access and resource time for staff and increased guest touch points,
- **Computerised Maintenance Management System (CMMS)** – installation of a Archibus new system to track all preventative maintenance, as well as on-demand requests across both Zoos is in the process of going live and will deliver significant reporting and resource benefits next year,
- **SAP Hardware Upgrade** – in preparation for an upgrade to MySAP in 07-08, with the support vendors IBM & Data #3, IT upgraded the aging AS400 which runs the Human Resources and Finance systems to an IBM iSeries; and
- **Disaster Recovery Planning (DRP)** – review of business continuity and DRP operation plans, the initiative was taken to significantly upgrade SAP and electrical DRP

capabilities. With alternate power source selection capability and the retention of the older SAP AS400 as a redundant backup, business continuity was improved.

On-going maintenance and support work included:

- upgrading/replacing approximately

100 computers and various peripheral devices; and

- Radio platform improvements including provision for an extra channel.

The following Partners in Technology have contributed to the success of the numerous projects and implementations at both Zoos:

3D Networks Australia, CCS Technology Recruiters, Centaman Systems, Computer Associates, Creative Digital Technology, D-Link, Elam Communications, Fuji Xerox, IBM, ICAD Consultants Pty Ltd, IQ Information Technology, It'sTime

Computing Consultants, Macquarie Bank Ltd, Macquarie Telecom Pty Ltd, MCI Australia, MessageLabs Australia, Metro Communications Pty Ltd, Microsoft, Nexon Asia Pacific, Pearshop, Presence of IT, QQQ Systems Pty Ltd, SAP, Tardis, The Adweb Agency, UPS Solutions, WatchGuard Technologies Inc.

## Admissions

### Taronga Zoo

A total of 1.36 million people visited Taronga Zoo this year, including Zoo Friends members and attendees at the Twilight at Taronga concerts. This was 6.8% above last year and 10% above budget.

### Western Plains Zoo

A total number of 241, 377 people visited Western Plains Zoo this year, which is 2% above last year. This slight increase is in line with the marginal rise in the number of domestic visitors to inland New South Wales.

## Retail

### Taronga Zoo

Taronga Zoo's retail team achieved record contribution again this year of \$996,439 by increasing spend by 5.5% and increasing sales by 11.4%

Product improvement has been a priority this year focusing on unique, Taronga Zoo-specific stock ranges. This has been particularly successful in the elephant range, which was developed to celebrate the arrival of the Asian Elephants. The elephant product range continually accounts for 15% of total sales, and the plush 'Gung' toy has rapidly become a top ten best seller, contributing in excess of \$66,000 in sales since its introduction in November.

The opening of a new shop in the middle of the Zoo ensured continuity of sales and profit after the early closure of the lower entrance exit shop late last year. This shop generated \$9,625 per square metre, which is 100% more than the lower shop achieved the previous year.

### Western Plains Zoo

This year's operating revenue in retail and souvenir sales at Western Plains



Zoo was \$603,561. This represents an increase of 7% over that of last year. The sales per capita of \$2.23 reflect the ongoing popularity of the retail offering being 2.58% up on the previous year's results.

### **Bicycle and Cart Hire**

#### **Western Plains Zoo**

Bicycle and electric cart hire gross earnings of \$532,765 were up 21% on the previous year, while the per capita figure of \$2.42 was 20% up on last year's figure. Renewed focus on providing visitors with attentive and efficient service in this area helped to contribute to greater sales, despite the heat and drought conditions over the summer months.

### **Catering**

#### **Taronga Zoo**

The key performance indicator of spend per visitor for in-grounds catering improved by 1% this year. Revenues generated through the Taronga Function Centre experienced a decrease of 1%. Overall catering profits for the year increased as a result of attendance

growth, achieving growth of 8%.

The Taronga Food Market continued its appeal as an ideal location to enjoy lunch or refreshments while viewing the elephants.

The in-grounds catering operation enhanced its offering during peak periods by providing four additional food and beverage carts around the Zoo as well as walking vending in areas where there were queues.

During the Twilight Concert Series the caterers increased the food and beverage offering and, in partnership with beverage and ice cream partners, established additional outlets to service the capacity crowds. This increased offering resulted in an impressive growth of 30%. Additionally, a survey was conducted to ask concert goers what they would like offered through these outlets in the future. These results have been compiled and the changes and additions will be in place for next year's concerts.

In January the caterers had a significant change in management and structure at Taronga, which introduced a General Manager Retail and a General Manager Taronga Centre to focus on the respective revenue streams.

### **Western Plains Zoo**

Changes made to the product offering and services at the in-grounds catering outlets have continued to provide visitors with a quality and appropriate selection. Gross earnings for in-grounds catering were \$971,993, 10% above last year. The sales per capita figure for in-grounds catering was a strong \$4.19, up 6% on last year. Ongoing improvements in the Bakhitas Café outlet continue to contribute to the strong trading result with a 40% increase on budgeted revenues. The net operating profit for combined in-grounds



TOP: GEMMA NOKE RESERVATIONS AND SALES CONSULTANT, WESTERN PLAINS ZOO "I really enjoy working at Western Plains Zoo. Helping our visitors to make the most of their time at the Zoo is very rewarding."

PHOTOGRAPH COURTESY SHALLON MCREADDIE

BOTTOM: HUGH ARNOLD DUTY OFFICER, ZOO FARI LODGE "I get great delight in seeing the guests of Western Plains Zoo learn about the conservation efforts of our zoos, and that their contribution can help."

PHOTOGRAPH COURTESY SHALLON MCREADDIE

TOP RIGHT: 'Backyard to Bush' continued an Aboriginal student development program in conjunction with the Department of Community Services (DOCS) as well as an Aboriginal student mentoring program..

PHOTOGRAPH COURTESY DANIELLE MCGILL





and functions catering was \$174,414, up 19% on last year.

### ANZ Conservation Theatre

The ANZ Conservation Theatre hosted 240 functions during the year for more than 23,141 guests. There was a variety of functions which included conferences, workshops, product launches, weddings, recitals, award presentations, fundraising, environmental education and conservation events.

Clients during the year included Flight Centre, QBE Insurance, The Department of Education and Training, NSW Police, Pacific Equity, Australian Assoc. Vet Lab Diagnostics, 3 Mobile, NSW Heritage Office, Public Defenders, 900 Degrees, National Geographic Channel, Pfizer Animal Health, IGA Distribution and an Australian Day Citizenship Award Ceremony.

In-house functions included the launch of The Taronga Foundation Bequest Club, fundraisers, lectures, employment assessments and staff meetings.

### Zoofari Lodge

Zoofari Lodge continues to place Western Plains Zoo at the top of unique accommodation in NSW. Zoofari, acknowledged for its excellence in service and product, continued to deliver strong financial returns to the ZPB and contribute to the Zoo's conservation education goals. This year builds on the Lodge's success by reaching an annual occupancy of 74.6% and revenues of

\$1,745,490, a 3% increase on last year.

### Cleaning

Taronga Zoo's Cleaning Department had a significant change this year as it ended its three year management contract with Skyrail ITM in January and employed a new in-house Operations Manager – Cleaning.

Skyrail ITM played a significant role in defining new procedures and managing higher standards for the Zoo's cleaning team. The new management structure will maintain and improve these standards and save the Zoo \$40,000 this year.

Visitor surveys carried out indicate that both management regimes have maintained the presentation of the Zoo Grounds at a 90%-95% satisfaction rating.

### Sky Safari

The Sky Safari at Taronga Zoo is one of the Zoo's major drawcards with visitors riding the Sky Safari not just to see the animals and the Zoo's new 'Wild Asia' exhibit but also to enjoy the panoramic views of Sydney Harbour.

The Sky Safari preventative maintenance program continues to provide excellent results with less than 1% maintenance stoppage time occurring this year. The main cause of stoppage was actually weather related at approximately 6%.

Due to the popularity of the Sky Safari there are times when demand exceeds

capacity. To manage this demand a new program was developed and implemented to ensure all visitors had the opportunity to ride the Sky Safari even during very busy periods. This new operational program was very successful with waiting time reduced and positive visitor feedback received.

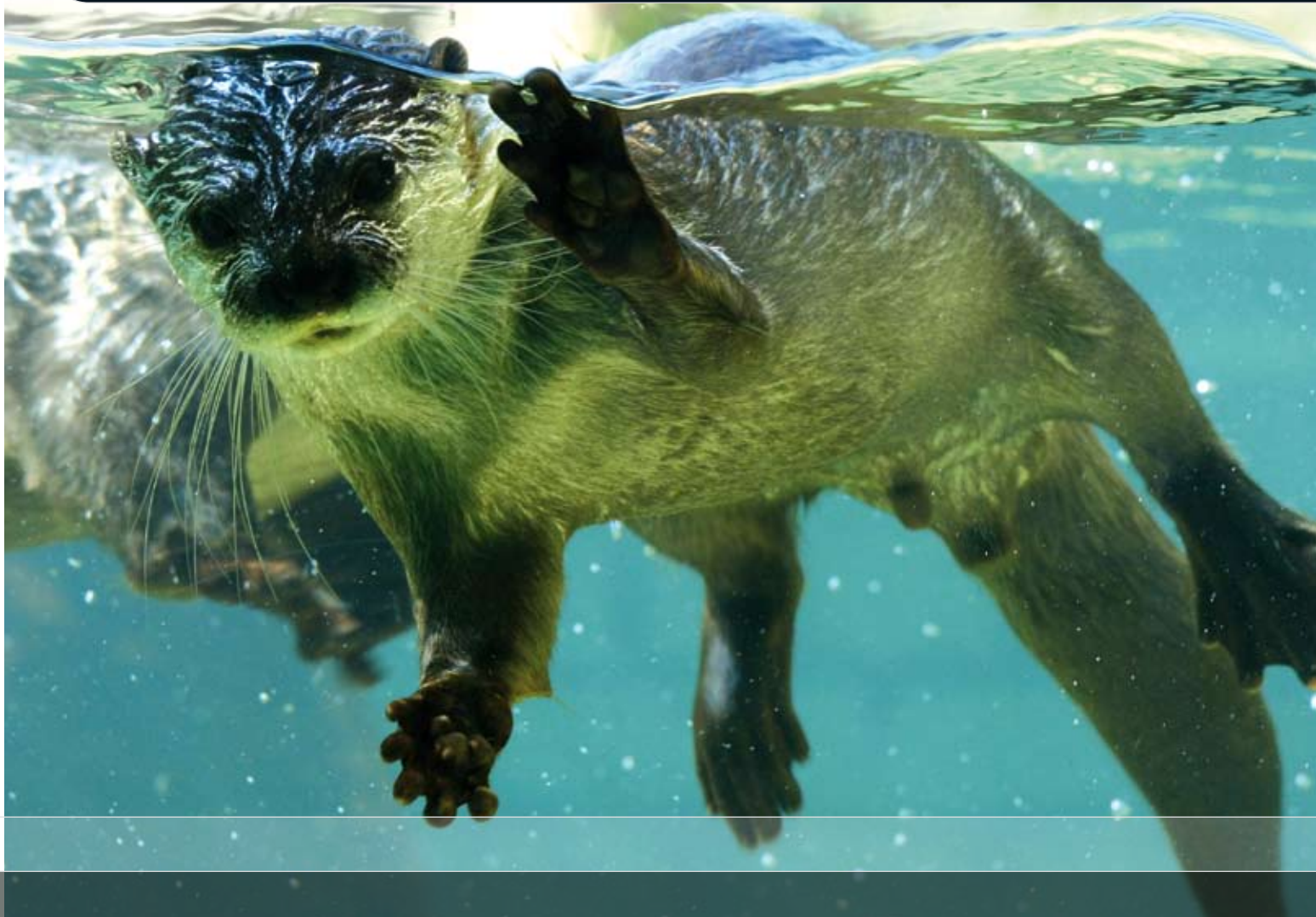
In November, a Taronga Foundation donation box was installed at the top terminal asking patrons for optional, gold coin donations for a ride on the Sky Safari. Since that time \$52,000 has been collected for The Taronga Foundation.

### Community and Social Responsibilities

The Zoos aim to play an active role in fostering community involvement by holding events that create a sense of belonging and achieve common goals. Support for a broad range of charity, community and special needs groups was provided by both Zoos in the forms of discount entry prices and complimentary passes. Some of the community organisations involved included Stewart House, The Make A Wish Foundation, Ronald McDonald House, Sydney City Mission, various refugee groups, Youth off the Street, Rotary, Randwick and Westmead Children's Hospitals and Bear Cottage.

Media Relations' events and activities continued to raise awareness of the Zoos across the widest possible cross-section of society including to various ethnic community radio stations and newspapers including The Italian Herald,

# OUR PEOPLE



## PRINCIPAL AREAS OF ACTIVITY

- Human Resource Management
- Payroll, Recruitment and HR Services
- Occupational Health and Safety and Risk Management
- Environmental Policy and Management
- Employee and Industrial Relations
- Equity and Diversity
- Employee Training and Development
- Organisation Development and Change Management
- Customer Service
- Visitor Information
- Market Research
- Zoo Friends and Volunteers

## GOALS

### People

To provide a stimulating and rewarding environment that encourages our people to invest their skills and talents in the future of our Zoos, and the zoo industry.

### Customers

To provide Zoo visitors with a wildlife experience that far exceeds their expectations and engages, inspires and motivates them to restore and preserve the natural heritage.

### Environmental Programs

To demonstrate leadership in environmental care and management practices that minimise our impact on the natural environment and educate visitors on environment management.

## OBJECTIVES

### People

To continue to:

- provide a workplace which protects the health and safety of employees and visitors,
- maintain a fair workplace with transparent and consistent human resource management practices,
- attract and retain superior staff as an employer renowned for team spirit,
- enhance organisational capacity through targeted training and development,
- promote the values of equity and diversity in the workplace; and
- develop mechanisms for setting standards, providing performance feedback and rewarding employees.

Small-clawed Otters, 'Harley' and 'Rose' frolic at Western Plains Zoo's Wild Asian Wetlands. They are part of the Australasian breeding program for the species.

PHOTOGRAPH COURTESY SHALLON MCREADDIE

## Customers

- To maximise visitor satisfaction and enjoyment
- To create a high level of awareness by staff and visitors of our mission and values
- To empower employees to ensure that visitor expectations are exceeded.

## Environmental Management Programs

- To sustainably and responsibly manage the ZPB's operational impacts on the environment
- To demonstrate sound management of natural resources and sites of cultural significance
- To demonstrate leadership in environmental management practices
- To involve, motivate and educate the staff and the community on environmental issues.

## PERFORMANCE INDICATORS

	06	07
<b>Severity Rate</b>		
Lost time injury frequency/ workplace accidents for both Zoos	24.6	28.7
<b>Staff Turnover</b>		
Taronga Zoo	15.8%	14.4%
Western Plains Zoo	11.9%	9.5%
<b>Satisfied Visitors</b>		
Taronga Zoo	82%	86%
Western Plains Zoo	86%	87%
<b>Complaints per 1,000 visitors</b>		
Taronga Zoo	0.11	0.09
Western Plains Zoo	0.10	0.19
Zoofari Lodge	0.00	0.11

## Water Consumption (mega litres)

Domestic (TZ & WPZ)	184	135
River (WPZ)	412	520
Recycled (TZ)	42	41
Total	661	688

## Energy Consumption Electricity (kWhrs)

Black	5,580,072	7,205,959
Green	378,471	452,718
Gas – Natural (MJ)	2,872,512	3,108,968
LPG (kg)	38,643	51,220
Fuel (L) – Unleaded	62,266	45,875
Diesel	66,731	68,172

## Waste Recycled at both Zoos (Tonnes)

Public Place		
Recycling	39	44
Green Waste	531.5	278
Animal Waste	1352.25	1957
Paper/ Cardboard	101	134
Toner Cartridges	0.129	0.12



SARAH WOOLDRIDGE, HUMAN RESOURCES OFFICER AND SARAH CONNOR, HUMAN RESOURCES OFFICER

Working with the HR team gives us the wonderful opportunity to support our passionate and dedicated staff in a unique working environment. We are proud to be part of an organisation that is actively making a difference through education, research, conservation and preservation.

PHOTOGRAPH COURTESY JAMES ALCOCK

TOP: Taronga Zoo's magnificent Andean Condor pair, 'Connie' and 'Bruce', successfully hatched their first male chick, 'Inti' which became the first naturally parent-reared male Andean Condor in Australia.

PHOTOGRAPH COURTESY DANIELLE MCGILL

RIGHT: Western Plains Zoo is home to two packs of African Wild Dogs, Africa's most endangered carnivore and the world's most endangered canine.

PHOTOGRAPH COURTESY NATALIE BOOG, LIFE IS A ZOO, CITRUS PRESS

## HUMAN RESOURCES (HR)

The year has been a busy and productive one for the Human Resources Division, with the Strategic Planning Day held in October producing exciting new goals and an updated focus working with all divisions to provide improved HR practices.

### SAP (Human Resources Information System)

HR has developed and activated the training and qualifications module of the ZPB employee database (SAP). Additionally, HR has conducted an audit of all training undertaken by ZPB employees to date, and their recorded qualifications, with this information having been entered into SAP to create a centralised record from which reports can be produced for workforce planning, skills analysis and employee training and development purposes. The audit has confirmed a qualified ZPB workforce, with 63% of permanent employees possessing tertiary qualifications.

Traditionally, ZPB pay slips and payment summaries have been printed by HR (approximately 600 sheets per pay period). As part of the Waste Reduction and Purchasing Policy (WRAPP) from June emailing of fortnightly pay slips and financial year end payment summaries commenced to employees.

Further progression with SAP includes completed audit on annual and long service leave entitlements which is now displayed on pay slips, ongoing system training for staff and working closely with on-site consultants on the upgrade of SAP to further enhance our reporting capabilities, system structure and data storage.

### ZPB Recruitment

HR has been actively involved in recruitment across all divisions, filling existing and newly established positions to support the ZPB strategic direction. Approximately 40 permanent staff members were recruited including a major recruitment drive in the CWI division to assist with the Capital Development Program under the Master Plan and Asset Maintenance Program across both Zoos. There have also been permanent Keeper appointments in the Exotic Fauna Precinct and at Western Plains Zoo. HR appointed a coordinator in line with the ZPB becoming a Registered Training Organisation.

In addition, HR is assisting with staffing and recruitment needs for Taronga's upcoming 'Great Southern Oceans' exhibit.

### Training and Development

The ZPB continues to develop its employees through a number of internal and external training and development initiatives including courses, workshops, and study leave/assistance. In addition, 15 ZPB employees were awarded Zoo Friends Fellowships this year. These grants, provided by the Zoo Friends Association, encourage further development and contribution to the ZPB.

### Organisational Realignment / Structure

In order to build on the extensive regeneration program of the two Zoos, a realignment of three ZPB Divisions was undertaken in 2007, with the previous Divisions of Life Sciences and Research, Guest and Commercial Operations, and Marketing and Communications being realigned to form the following new Divisions:



- Life Sciences and Environmental Education
- Marketing, Guest and Commercial Operations
- Scientific Research and Wildlife Conservation.

These realigned Divisions enhance the links between life sciences and educational endeavours, the collective management of all commercial and fundraising related activities and a heightened responsibility for ZPB research and conservation endeavours, together with curatorial and veterinary services, Government Liaison and the ZPB interface with regulatory bodies. Other divisions remain unchanged.

### Staff Recognition

The ZPB continues to recognise employees who invest their skills and talents in the two Zoos.

The annual ZPB employee recognition awards were held in October with achievements in the following categories being recognised:

- Animal Management Initiative
- Outstanding Botanic Initiative
- Outstanding Breeding Success
- Outstanding Conservation and Research Project
- Outstanding Customer Service
- Outstanding Education and Training Initiative

- Exhibit Design
- Outstanding Innovator
- Zoo Citizenship
- The John Kelly Achievement Award – The Quiet Achiever
- Chief Executive's Award.

Staff members who have 10 years or more service are also acknowledged annually at a special function attended by long-time Zoo supporter, Mike Munro. This year, 38 employees with 10 years or more service received Long Service Awards, with the 20 Year Service Club now comprising of 44 members.

### Volunteers

As an avenue for practical zoological industry experience, the ZPB Volunteer Program remains popular. This year, over 180 volunteers participated in the program in areas including Life Sciences, Human Resources, Marketing and Corporate Services.

### Industrial Relations

Co-operative relationships continue to be maintained with all workplace unions, with no time having been lost to industrial action. A Section 19 review is currently being undertaken for the ZPB Employees (State) Award as well as a review of the Horticulture classification structure.

### EEO

The ZPB is committed to the principles of Equal Employment Opportunity (EEO) and develops an EEO Plan annually.

This year, the following has been achieved:

- Active recruitment of employees from EEO target groups including the advertisement of vacant positions through multicultural community networks; and
- Review of Equal Employment Opportunity and Anti-Discrimination and Harassment Free Workplace policies.

For details of the ZPB's commitment to equal opportunity employment, see Appendix 13 (EEO Target Groups), Appendix 23 (Ethnic Affairs Priorities Statement) and Appendix 24 (Action Plan for Women)

This year the ZPB has implemented its first Aboriginal Employment Achievement Strategy. Achievements to date include:

- Relationship-building with the local Aboriginal community and community partners to encourage indigenous Australians to apply for positions within the ZPB. These partnerships include the not-for-profit community group – Aboriginal Employment Strategy, Metropolitan Land Council, Aboriginal Education

and Consultative Group and NSW DET Aboriginal Education and Training Directorate;

- Increasing the number of Aboriginal employees at all levels of employment at the ZPB to improve equity of employment opportunity for the indigenous population. The ZPB identified four positions for targeted Aboriginal employment, including a Horticultural Apprentice and three Discovery Officer positions and advertised relevant vacancies in Indigenous media such as the Koori Mail and the Indigenous Times;
- Providing an outlet to promote and deliver Aboriginal culture to national and international visitors through NAIDOC week celebrations which include three weeks of Aboriginal-themed Bird Shows, Acknowledgment of Country at the beginning of each day and at the beginning of each visitor presentation, flying the Aboriginal

flag at the Zoo's main entrance and hosting the 'Sea of Hands' for reconciliation; and

- Including cross-cultural awareness training for non-indigenous members of selection panels when recruiting for an identified Aboriginal position.

External recognition was provided to ZPB Education Officer, Col Hardy, who, in the Queen's Birthday Honours, was awarded a Medal of the Order of Australia for his services to the country music industry as a singer and recording artist, and to the community through the delivery of outreach zoological education programs in regional areas.

## **Occupational Health, Safety and Environment (OHSE)**

### **ZPB Emergency Preparedness**

Emergency preparedness is of prime importance for the ZPB. Many activities were initiated to ensure readiness for any threat situation. These included Desk Top Exercises to manage the threat of Highly Pathogenic Avian Influenza within the collection, fire approaching the Western Plains Zoo property, multiple Chimpanzee escape, water depletion from the property and power outage. Drills, Divisional Emergency Scenarios and Tool Box Talks were also organised to test the ZPB emergency response systems. The Emergency Procedures Manual has also been revised to reflect systems improvements as a result of these activities.

### **Introduction of New OHSE Strategies**

New strategies have been introduced to enhance the ZPB OHSE program including Chainsaw and Hot Work Competency, Chemical Storage, Handling and Training, Water Awareness, formation of a Stewardship Committee, Height Safety, revised Manual Handling Strategy, First Aid operation and an OHSE training program overhaul. The ZPB strives for Best Practice in OHSE to ensure accountability at all levels of the organisation.

### **OHSE Training Program**

Training is considered the cornerstone to safe work practice and environmental compliance and the ZPB currently offers 30 OHSE associated training courses to staff. Approximately 1,100 hundred employees from Taronga and Western Plains Zoos participated in training sessions this year.

## **ZPB Environmental Stewardship Strategy**

The Environmental Stewardship Strategy was developed as part of the ZPB Biodiversity and Conservation Action Plan. The strategy emphasises the responsibility of ZPB employees at all levels to commit to a proactive environmental management program. The strategy also recognises that a "whole of organisation" approach is imperative to minimise the ZPB's ecological footprint and, therefore, encourages action and accountability from a grass roots level right through to Senior Management level. In accordance with the strategy an Environmental Stewardship Committee was developed and implemented in January. The Committee's primary role is to enhance the ZPB's "green" or environmentally aware culture.

### **Every Drop Counts Business Program**

A second "One to Five Management" diagnostic was undertaken by Sydney Water at Taronga Zoo as part of the ZPB's commitment to the Every Drop Counts Business Program. The diagnostic session is a tool used by Sydney Water to evaluate water management systems by assessing current water practices and areas for improvement as well as benchmarking the ZPB against other organisations involved with the program. The ZPB received two out of five stars, which was a 19% improvement on the first diagnostic undertaken in 2004.

### **Waste Reduction and Purchasing Policy (WRAPP) Plan Progress**

This year the ZPB WRAPP plan focused on the increased use of recycled paper for printing and publications which was

identified as an area of improvement by the Department of Environment and Climate Change (DECC). This year approximately 38% of print jobs used paper containing recycled content which is an improvement of over 30% from the ZPB's last progress report. A number of other smaller initiatives were implemented including the implementation of electronic pay slips and payment summaries, which saved more than 30 reams of paper this year.

### Natural Resource Management – Western Plains Zoo

An Environmental Action Plan for Western Plains Zoo was initiated as part of the Stewardship Strategy and natural resource management. Achievements to date include the desilting of the Australian Waterbird Lake and areas of the Artificial Wetlands as part of property management and the drafting of an Ibis Management Plan.

A staff awareness program was also implemented to reduce energy and water consumption.

### ASSOCIATION OF ZOO FRIENDS (NSW) INC.

#### President

Diana Mingaye (from 11/06)  
Peter Walker (to 10/06)

#### Vice-President

Michael Eddy (from 11/06)  
Ian Cox (to 10/06)

#### Council Members

Mary O'Dwyer (Taronga Volunteer Chairman)  
Janne Doyle (Western Plains Zoo Volunteer Chairman)  
Guy Cooper (Director and CEO)  
William Garton (General Manager, Western Plains Zoo)  
Sue Keen (Zoo Staff Member from 03/07)

Kimberley Hannaford (Zoo Staff Member to 02/07)  
Rosemary Swift (Zoo Staff Member)  
Ken de la Motte (Zoo Staff Member to 02/07)  
Peter Harlow (Zoo Staff Member from 03/07)  
Brian Skingsley  
Cathy Segal (from 11/06)  
Tony Bennett (from 11/06)  
Ron Yalg (to 10/06)

#### ZPB Representatives

Catherine Strassberg (Taronga Zoo)  
Ian Cox (Western Plains Zoo from 07/06)  
Alan King (to 06/06)

#### Staff Members

##### General Manager

Stephen Morley

##### Office Manager

Pat Durkin

##### Membership Officers

Pat Phillips  
Meaghan Howard  
Virginia Hill (from 10/06)  
Jane Thorley (from 03/07)  
Michelle Schultz (to 08/06)

#### Manager Education and Volunteers and Managing Editor, Zoonooz

Judy Gibson

#### Assistant Education and Volunteers

Leanne Hayter  
Editor, Zoonooz  
Steve McAuley

#### Conservation Grants, Fellowships and Levies

Zoo Friends is very proud to be a major supporter of Taronga and Western Plains Zoos, especially in relation to the conservation and education efforts. Zoo Friends has experienced exceptional membership growth, with total membership now over 60,000, including over 440 Volunteers.



TOP RIGHT: FLAVIO FABRESCHI, SECURITY OFFICER

Taronga Zoo – its place in Australian history, conservation and achievements, interesting characters, the animals, the view – where would you rather work?

PHOTOGRAPH COURTESY JAMES ALCOCK

RIGHT: A hand-raised Red Kangaroo joey acts as an ambassador for its species at Taronga Zoo's Education Centre. Visiting school children have the opportunity to see some of Australia's unique native fauna up-close.

PHOTOGRAPH COURTESY NATALIE BOOG, LIFE IS A ZOO, CITRUS PRESS



LEFT: A young male Giraffe calf, 'Jimiyu' enjoys a quiet moment with his mother, Mutangi. Jimiyu was the sixth calf born to the Zoo's giraffe herd since mid 2003.

PHOTOGRAPH COURTESY SHALLON MCREADIE

RIGHT: Zoo Friends Volunteers are recognised for their tireless efforts at both Zoos. This year, Zoo Friends Volunteers at both Zoos gave over 61,500 hours of dedicated service. PHOTOGRAPH COURTESY HELEN PANTENBURG

This year, Zoo Friends provided over \$1.1 million directly to the ZPB in the form of levies and over \$400,000 directly to The Taronga Foundation. It also provided \$255,000 towards the Silvery Gibbons exhibit and conservation program.

A further \$14,000 was granted to fund staff from both Zoos to attend the annual ARAZPA conference and a further \$40,000 (increased from \$30,000) was granted to staff from both Taronga and Western Plains Zoos for Zoo Friends Fellowships.

The aim of the Fellowships is to provide financial assistance to Zoo staff for specific study and research in their various specialised fields. Zoo Friends is also pleased to be able to help staff undertake projects linked to major ZPB programs, both within Australia and overseas.

This year Fellowships were granted to:

- a keeper to attend a Cheetah outreach conference in South Africa,
- a keeper to attend the Durrell Wildlife Conservation Trust Summer School, Jersey,
- a keeper to attend the Elephant Manager Association Conference, USA,
- keepers to attend the 2008 Australasian Society of Zookeepers (ASZK) conference,
- a keeper to attend Rhinoceros research centres in USA and Switzerland,
- a keeper to attend the International Association of Trainers and Presenters, Amsterdam,
- a keeper to attend the 31st International Herpetological Symposium in Canada

- a keeper to attend the 8th International Conference on Environmental Enrichment, Vienna
- a pathologist to attend a comparative pathology advanced education program, USA
- vet nurses to attend training courses, seminars and workshops,
- a keeper to attend work experience at Sea World, Gold Coast; and
- the funding of a pamphlet on bush foods.

### Zoo Friends Volunteers

Volunteers help the Zoos in a wide variety of areas, continuing to play a valuable role as service providers and educational facilitators. They staff the Information Centre, they lead tours and Early Morning Walks and work Animal Encounter and Touch Table sessions. Office volunteers work daily with Zoo Friends staff helping process memberships, and editorial volunteers provide input to the Zoo Friends magazine. Other volunteers provide first aid support and a much-needed service to the Life Sciences staff through the Animal Watch Program that concentrates on animal observation and data gathering. Their input greatly enhances the Zoo experience for visitors and staff.

Volunteers undertake in-depth training courses to provide them with the skills and knowledge to carry out their duties. Training courses were held for new volunteers at Western Plains Zoo between September and November.

Last year, Volunteers at both Zoos gave over 61,500 hours of dedicated service. This represents an estimated contribution of \$1.84 million based on average employment costs.





Zoo Friends would like to thank Clearview retirement solutions for their three-year major sponsorship of Volunteers' uniforms.

Zoo Friends Volunteers are acknowledged in Appendix 17.

### Our Customers

#### Guarantee of Service

The ZPB strives to ensure that all visitors enjoy their Zoo experience, return regularly and highly recommend both Zoos as satisfying and worthwhile recreational and educational venues to family and friends.

#### Guest Services and Visitor Experience

The Guest Services team at Taronga faced a very busy year with the arrival of the elephants and the closure of the lower shop providing an opportunity for the team to introduce three new entry points at the top of the Zoo (total of seven entry points).

New gate towers were put in place to assist visitor flow and the Guest Services team worked closely with Sydney Buses to transport patrons from the wharf to the top of the Zoo to expedite entry. This operation reduced queue times in peak periods to a maximum of 15 minutes.

Other key achievements included:

- the introduction of new colour coded way-finding signage and map/information boards around the Zoo in collaboration with Taronga's Graphics and Marketing Departments. To complement this new signage, a

new 3-D map was developed and introduced in October. As a result of these initiatives, visitor survey results showed an increased visitor satisfaction due to these way-finding improvements,

- the Guest and Commercial Division, in conjunction with Zoo Sponsor Fuji, presented 'Animal Encounters', which provides an up close, educational session with a variety of animals and a souvenir digital photograph and conservation folder. The first year of trade saw a gross income of close to \$500,000.

### Security

In recent years the entire community has experienced increased levels of security and security awareness and this is the background environment in which the Zoo Security Team continues to operate. As in past years, there has been an ever-increasing demand for the services provided by the Security Team. Growth is generated by capital works and projects, increased visitation and expanding diversity of functions at Taronga Zoo.

In particular, the arrival of Taronga's Asian Elephants required a high level of liaison, planning and activity on the part of Taronga Zoo Security. The presence of the elephants led on to increased visitation over the Christmas-New Year period requiring intensive management of visitors and vehicles by the Security Team.

### Market Research

The Zoos continued to implement the self-completion Customer Satisfaction Surveys as developed by Environmetrics. Results were analysed and key visitor satisfaction results at each Zoo are outlined below.

A clear profile of our Zoo customers has also been developed based on collation of data from a variety of sources including in-ground self completion surveys, postcode analysis and industry sources. Findings assist development in marketing and communication campaigns and ongoing visitor services.

In addition, the ZPB used respected AC Nielsen during the year to establish the level of community support for the Zoo's endeavours and overall positioning.

**Visitor Customer Satisfaction levels – 12 month average:**

12 month average converted to an average out of 5

5 = very satisfied

1 = very dissatisfied

Results highlight a significant increase in a number of variables at Taronga flowing from the opening of new exhibits, visitor facilities, way-finding signage, upgraded maps, enhanced guest services and animal presentations. Western Plains Zoo results continue to hold strong with satisfaction levels in excess of the 80% percentile.

Visitor Satisfaction Levels	Taronga Zoo 05/06	Taronga Zoo 06/07	Western Plains Zoo 05/06	Western Plains Zoo 06/07
Overall satisfaction	4.1	4.3	4.3	4.4
Seats/rest areas	4.2	4.2	4.4	4.4
Ease of finding way around	3.4	4.0	4.1	4.5
Ease of moving around	3.7	4.2	4.4	4.8
Visibility of animals	4.0	4.1	4.3	4.4
Welfare of animals	4.1	4.3	4.7	4.8
Variety of animals	4.5	4.7	4.4	4.8
Helpfulness of staff	4.4	4.5	4.3	4.5
Shows and keeper talks	4.5	4.7	4.5	4.3
Cleanliness of grounds /facilities	4.5	4.6	4.7	4.9
Presentation of gardens/ landscaping	4.5	4.6	4.6	4.9

# FINANCIAL STATEMENTS



<b>ZOOLOGICAL PARKS BOARD FINANCIAL STATEMENTS AND NOTES</b>			
<b>STATEMENT</b>	<b>72</b>	11 Intangible Assets	<b>91</b>
<b>INDEPENDENT AUDIT REPORT</b>	<b>73</b>	12 Trade and Other Payables	<b>92</b>
<b>INCOME STATEMENT</b>	<b>75</b>	13 Interest Bearing Liabilities	<b>92</b>
<b>BALANCE SHEET</b>	<b>76</b>	14 Provisions	<b>93</b>
<b>CASH FLOW</b>	<b>77</b>	15 Restrictions on Revenue – Taronga Foundation	<b>102</b>
<b>STATEMENT OF RECOGNISED INCOME AND EXPENSE</b>	<b>78</b>	16 Audit Fees	<b>102</b>
<b>NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS</b>	<b>79</b>	17 Board Remuneration	<b>103</b>
1 Summary of Significant Accounting Policies	79	18 Notes to the Cash Flow Statement	<b>103</b>
2 Trading and Franchise Revenue	83	19 Reconciliation of Changes In Equity	<b>105</b>
3 Government Grants	83	20 Commitments	<b>105</b>
4 Other Income	84	21 Contingent Liabilities	<b>105</b>
5a Employee Expenses	84	22 Subsequent Events	<b>106</b>
5b Personnel Services	85	23 Segmental Reporting	<b>106</b>
5c Marketing Expenses	85	<b>OPERATING BUDGET PERFORMANCE</b>	<b>107</b>
5d Reconciliation – Maintenance	85	<b>PAYABLES ANALYSIS DATA</b>	<b>108</b>
6 Other Expenses	86	<b>ACCOUNTS PAID ON TIME EACH QUARTER</b>	<b>108</b>
7 Financial Instruments	87	<b>CAPITAL DEVELOPMENT PROJECTS WITH EXPENDITURE IN 2006-07</b>	<b>109</b>
8 Trade and Other Receivables	88	<b>MAJOR ASSET MAINTENANCE PROJECTS WITH EXPENDITURE IN 2006-07</b>	<b>109</b>
9 Inventories	88	<b>ZOOLOGICAL PARKS BOARD DIVISION FINANCIAL STATEMENTS AND NOTES</b>	
10 Non-current Assets – Property, Plant and Equipment	89	<b>BOARD DIVISION STATEMENT</b>	<b>110</b>
		<b>INDEPENDENT AUDIT REPORT</b>	<b>111</b>
		<b>INCOME STATEMENT</b>	<b>113</b>
		<b>BALANCE SHEET</b>	<b>114</b>
		<b>CASH FLOW STATEMENT</b>	<b>115</b>
		<b>STATEMENT OF RECOGNISED INCOME AND EXPENSE</b>	<b>116</b>
		<b>NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS</b>	<b>117</b>
		1 Summary of Significant Accounting Policies	<b>117</b>
		2 Employee Expenditure	<b>119</b>
		3 Trade and Other Receivables	<b>119</b>
		4 Trade and Other Payables	<b>119</b>
		5 Provisions	<b>119</b>

RETURN TO HOME

PHOTOGRAPH COURTESY RICK STEVENS

## ZOOLOGICAL PARKS BOARD OF NEW SOUTH WALES FINANCIAL STATEMENTS AND NOTES

for the year ended 30 June, 2007

### STATEMENT

Pursuant to section 41 B of the *Public Finance and Audit Act 1983* and in accordance with a resolution of the Zoological Parks Board of New South Wales, we being members of the Board state that:

- (a) in our opinion the financial statements and notes thereon exhibit a true and fair view of the financial position and transactions of the Zoological Parks Board of New South Wales for the year ended June 30 2007;
- (b) the financial report has been prepared in accordance with authoritative pronouncements of the Australian Accounting Standards Board which include Australian equivalents to International Accounting Standards and the requirements of the *Public Finance and Audit Act and Regulation*; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial report to be misleading or inaccurate.



Chairman of the Board



Member of the Board



GPO BOX 12  
Sydney NSW 2001

**INDEPENDENT AUDITOR'S REPORT**  
**ZOOLOGICAL PARKS BOARD OF NEW SOUTH WALES**

To Members of the New South Wales Parliament

I have audited the accompanying financial report of Zoological Parks Board of New South Wales (the Board), and the consolidated entity which comprises the balance sheet as at 30 June 2007, and the income statement, statement of recognised income and expense and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes. The consolidated entity comprises the Board and the entity it controlled at the year's end or from time to time during the financial year.

***Auditor's Opinion***

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of Board and the consolidated entity as of 30 June 2007, and of their financial performance and their cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

***Board's Responsibility for the Financial Report***

The members of the Board are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

***Auditor's Responsibility***

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Board's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the members of the Board, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

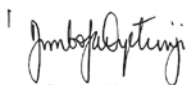
My opinion does not provide assurance:

- about the future viability of the Board or the Consolidated entity,
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

**Independence**

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



A Oyetunji  
Director, Financial Audit Services

17 October 2007  
SYDNEY

## INCOME STATEMENT

for the financial year ended 30 June 2007

	Notes	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
<b>Revenue</b>					
Admissions		24,761	24,761	22,905	22,905
Trading and Franchise Revenue	2	8,673	8,673	7,878	7,878
Corporate Sponsorship		2,379	2,379	1,563	1,563
Government Grants	3	34,975	34,975	32,815	32,815
Other Income	4	10,875	10,875	9,683	9,683
<b>Total Revenue</b>		<b>81,663</b>	<b>81,663</b>	<b>74,844</b>	<b>74,844</b>
<b>Expenditure</b>					
Employee Expenses	5(a)	30,519	–	28,164	20,120
Superannuation		1,213	–	253	–
Personnel Services	5(b)	–	31,732	–	8,297
Trading Cost of Sales	2	2,834	2,834	2,489	2,489
Marketing Expenses	5(c)	2,427	2,427	1,598	1,598
Depreciation and Amortisation	1(i), 10, 11	10,258	10,258	7,737	7,737
Insurance	1(u)	706	706	641	641
Maintenance	1(j), 5(d)	4,486	4,486	4,462	4,462
Finance Costs	1(t)	2,226	2,226	2,006	2,006
Other Expenses	6	10,021	10,021	9,964	9,964
<b>Total Expenditure</b>		<b>64,690</b>	<b>64,690</b>	<b>57,314</b>	<b>57,314</b>
<b>SURPLUS FOR THE YEAR</b>		<b>16,973</b>	<b>16,973</b>	<b>17,530</b>	<b>17,530</b>

The accompanying notes form part of these Financial Statements

## BALANCE SHEET

as at 30 June 2007

	Notes	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
<b>Current Assets</b>					
Cash and Cash Equivalents	18 (a)	6,687	6,687	3,410	3,410
Trade and Other Receivables	8	3,328	3,328	5,463	5,463
Inventories	9	1,271	1,271	1,239	1,239
<b>Total Current Assets</b>		<b>11,286</b>	<b>11,286</b>	<b>10,112</b>	<b>10,112</b>
<b>Non-Current Assets</b>					
Property, Plant and Equipment	10	258,372	258,372	226,442	226,442
Intangible Assets	11	262	262	269	269
Other	14(b)	1,198	–	182	–
<b>Total Non-Current Assets</b>		<b>259,832</b>	<b>258,634</b>	<b>226,893</b>	<b>226,711</b>
<b>Total Assets</b>		<b>271,118</b>	<b>269,920</b>	<b>237,005</b>	<b>236,823</b>
<b>Current Liabilities</b>					
Trade and Other Payables	12	7,289	13,298	7,672	14,377
Provisions	14	6,825	–	6,266	–
<b>Total Current Liabilities</b>		<b>14,114</b>	<b>13,298</b>	<b>13,938</b>	<b>14,377</b>
<b>Non-Current Liabilities</b>					
Interest Bearing Liabilities	13	38,481	38,481	29,870	29,870
Provisions	14	382	–	621	–
<b>Total Non-Current Liabilities</b>		<b>38,863</b>	<b>38,481</b>	<b>30,491</b>	<b>29,870</b>
<b>Total Liabilities</b>		<b>52,977</b>	<b>51,779</b>	<b>44,429</b>	<b>44,247</b>
<b>Net Assets</b>		<b>218,141</b>	<b>218,141</b>	<b>192,576</b>	<b>192,576</b>
<b>Equity</b>					
Reserves		100,242	100,242	91,650	91,650
Accumulated Funds		117,899	117,899	100,926	100,926
<b>Total Equity</b>		<b>218,141</b>	<b>218,141</b>	<b>192,576</b>	<b>192,576</b>

The accompanying notes form part of these Financial Statements



## CASH FLOW STATEMENT

for the financial year ended 30 June 2007

	Notes	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>					
Receipts from Customers and Sponsors		53,900	53,900	43,928	43,928
Interest Received		317	317	564	564
Government Capital Allocation		20,299	20,299	18,621	18,621
Government Recurrent Contribution		14,676	14,676	14,194	14,194
		89,192	89,192	77,307	77,307
Payments to Suppliers and Employees		(58,377)	(58,377)	(53,284)	(53,284)
Interest and Other Costs of Finance Paid		(2,078)	(2,078)	(1,975)	(1,975)
		(60,455)	(60,455)	(55,259)	(55,259)
<b>Net Cash Flows from Operating Activities</b>	18(b)	<b>28,737</b>	<b>28,737</b>	<b>22,048</b>	<b>22,048</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>					
Payments for Property, Plant and Equipment		(34,137)	(34,137)	(21,975)	(21,975)
Proceeds from Sale of Property, Plant and Equipment		17	17	22	22
<b>Net Cash Flows used in Investing Activities</b>		<b>(34,120)</b>	<b>(34,120)</b>	<b>(21,953)</b>	<b>(21,953)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>					
Proceeds from Borrowings		9,000	9,000	-	-
Payment of Borrowings		(340)	(340)	-	-
<b>Net Cash Flows from Financing Activities</b>		<b>8,660</b>	<b>8,660</b>	<b>-</b>	<b>-</b>
<b>Net Increase in Cash and Cash Equivalents</b>		<b>3,277</b>	<b>3,277</b>	<b>95</b>	<b>95</b>
<b>Cash and Cash Equivalents at Beginning of the Financial Year</b>		<b>3,410</b>	<b>3,410</b>	<b>3,315</b>	<b>3,315</b>
<b>Cash and Cash Equivalents at End of the Financial Year</b>	18(a)	<b>6,687</b>	<b>6,687</b>	<b>3,410</b>	<b>3,410</b>

The accompanying notes form part of these Financial Statements

STATEMENT OF RECOGNISED INCOME AND EXPENSE  
for the financial year ended 30 June 2007

	Notes	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Net Increase in Property, Plant and Equipment Asset Revaluation Reserve	19	8,592	8,592	1,226	1,226
<b>TOTAL INCOME AND EXPENSE RECOGNISED DIRECTLY IN EQUITY</b>		8,592	8,592	1,226	1,226
Surplus for the Year		16,973	16,973	17,530	17,530
<b>TOTAL INCOME AND EXPENSE RECOGNISED FOR THE YEAR</b>	19	25,565	25,565	18,756	18,756

The accompanying notes form part of these Financial Statements

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### (a) Reporting Entity

The Zoological Parks Board of NSW, as a reporting entity, comprises all the entities under its control, namely the Zoological Parks Board (the Board) and the Zoological Parks Board Division (ZPB Division). The Zoological Parks Board includes the activities of Taronga Zoo, Western Plains Zoo and the Taronga Foundation. The ZPB Division was established on 17 March 2006 under the *Public Sector Employment and Management Act 2002 (PSEMA)* to provide personnel services to the Board. The consolidated Financial Report of the Board includes the activities of this subsidiary. The Board's commercial activities, namely retail, catering, experience activities and accommodation are also included.

The Zoological Parks Board of NSW is a NSW Government Trading Enterprise constituted under the *Zoological Parks Board Act 1973*. The Zoological Parks Board of NSW is a not-for-profit entity (profit is not its principal objective). The reporting entity is consolidated as part of the NSW Total Sector Accounts.

This consolidated financial report for the year ended 30 June 2007 has been authorised for issue by the Board on 16 October 2007.

#### (b) Basis of Preparation

The financial report is a general purpose financial report which has been prepared in accordance with

- applicable Australian Accounting Standards which include Australian Equivalents to International Accounting Standards (AEIFRS) and
- the requirements of the *Public Finance and Audit Act 1983 and Regulation 2005*.

The financial report has been prepared on an historical cost basis, except for land and buildings, plant and equipment and infrastructure systems, which are recorded at fair value.

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial report.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

#### (c) Statement of Compliance

The Board's financial statements and notes comply with Australian Accounting Standards, which include AEIFRS.

#### (d) Revenue Recognition

Revenue is recognised when the Board has control of the good or right to receive, it is probable that the economic benefits will flow to the Board, and the amount of revenue can be measured reliably.

#### (i) Sale of Goods

Revenue from the sale of goods is recognised as revenue when the Board transfers the significant risks and rewards of ownership of assets.

#### (ii) Rendering of Services

Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

#### (iii) Interest Revenue

Interest revenue is recognised using the effective interest method as set out in *AASB 139 Financial Instruments: Recognition and Measurement*.

#### (iv) Government Grants

The grants received from the NSW government i.e. the social policy payment for the conduct of the Board's recurrent non-commercial activities, together with the asset maintenance and the capital grants are generally recognised as income when the Board obtains control over the assets comprising the contributions. Control over grants is normally obtained upon the receipt of cash.

#### (v) Sponsorship

All sponsorships and non-reciprocal contributions from the public are included in the Board's revenue on receipt. Taronga Foundation's pledged donations are not recognised as income until received.

The value of goods and services received by way of sponsorship was included in the Board's revenue for the year as sponsorship income.

The respective goods and services related to this income are reflected in the appropriate expense or asset accounts. The values of such sponsorships are brought to account on the proviso that a fair value of the sponsorship could be ascertained.

#### (e) Acquisition of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Board. Cost is the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire the asset at the time of its acquisition plus the costs incidental to the acquisition.

Assets acquired at no cost or for nominal consideration are initially recognised at their fair value at the date of acquisition.

#### (f) Capitalisation Thresholds

Property, plant and equipment and intangible assets costing \$2,000 and above individually (or forming part of a network costing more than \$2,000) are capitalised.

#### (g) Revaluation of Property, Plant and Equipment

Physical non-current assets are valued in accordance with the 'Valuation of Physical Non-Current Assets at Fair Value' (TPP 07-1).

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)

This policy clarifies that the fair value of an asset:

- a. Is the most advantageous price reasonably obtainable by the seller and the most advantageous price reasonably obtainable by the buyer.
- b. Presumes the entity is a going concern, without any intention to liquidate or materially change the scale of operations.
- c. Presumes that there is an adequate period of marketing.
- d. Excludes an estimated price inflated or deflated by special terms or circumstances such as a typical financing, sale or leaseback arrangements, special considerations or concessions granted by anyone associated with the sale.

It further clarifies that fair value is determined by reference to its 'highest and best use' taking into account the existing physical, legal, financial and socio-political environment in which the entity operates and which results in the highest value.

Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.

Fair value of land, infrastructure, buildings and plant and equipment is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market buying price, the best indicator of which is depreciated replacement cost.

The Board revalues each class of property and plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. Desktop revaluations of the Board's land holdings, buildings, enclosures, improvements and infrastructure assets were completed in the 2006/07 financial year and were based on an independent assessment. This is in accordance with the 'Guidelines for the Valuation of Physical Non-Current Assets at Fair Value' (TPP 07-1). Details of the valuations are as follows:

#### i) Land

A desk top valuation conducted by the Department of Lands in May 2007, resulted in no change to the land values at Taronga Zoo and Western Plains Zoo from the fair value reflected as at 30 June 2006. The land values reflect the sites' "value in use" as indicated by the zoning, heritage restrictions and other controls over the property.

#### ii) Infrastructure

The value of the Board's infrastructure is based on a desktop valuation conducted by the Department of Lands in May 2007. Valuation of the infrastructure includes all site works which are considered to add value to the site as used and not already valued as individual fixed assets (such as buildings). This includes all services, roads and landscaping, etc.

The value for infrastructure was split between the major categories of roads, services and landscaping and its value to the site expressed at Written Down Replacement Value. The valuation was increased by 8.0% for Taronga and 5.0% for Western Plains Zoo during the 2006/07 financial year to equate to the fair values as at 30 June 2007.

#### iii) Buildings, Enclosures and Improvements

The value of the Board's buildings, enclosures and improvements is based on a desk top valuation conducted by the Department of Lands in May 2007. The carrying value of these assets has been adjusted by 8.0% and 5.0% during 2007 to reflect these updated valuations.

Revaluation increments are credited directly to the asset revaluation reserve, except to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the surplus/deficit, the increment is recognised immediately as revenue in the surplus/deficit.

Revaluation decrements are recognised immediately as expenses in the surplus/deficit, except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Where an asset that has previously been revalued is disposed of, any balance remaining in the asset revaluation reserve in respect of that asset is transferred to the accumulated funds.

#### (h) Impairment of Property, Plant and Equipment

As a not-for-profit entity with no separable cash generating units, the Board is effectively exempted from *AASB 136 Impairment of Assets* and impairment testing. This is because *AASB 136* modifies the recoverable amount test to the higher of fair values less costs to sell and depreciated replacement cost. This means that for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.

### i) Depreciation and Amortisation

The Board has adopted a policy whereby depreciation is calculated on a straight-line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life. Details of depreciation rates and methods are as follows:

Category of Asset	Rate of Depreciation
Motor Vehicles	10.0%
Computer Equipment	33.3%
Financial Application Software	10.0%
Cableway System	
– building	3.3%
– lifts	10.0%
– cable system	8.3%
– cabins	6.7%
Other Items	20.0%
Infrastructure	2.5% or 5.56%
Buildings, Enclosures and Improvements	The rate being determined by the estimated life of the asset (10-50 years as appropriate).

The Board's intangible assets are amortised using the straight line method. Details of amortisation rates are as follows:

Category of Asset	Rate of Amortisation
Financial Application and Other Software	10.0%-33.3%

These rates are consistent with those used in the previous year.

### (j) Maintenance

The cost of day-to-day servicing or maintenance is charged to expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

### (k) Leased Assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

Operating lease payments are charged to the Income Statement in the periods in which they are incurred.

### (l) Intangible Assets

The Board recognises intangible assets only if it is probable that future economic benefits will flow to the Board and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no cost or nominal cost, the cost is its fair value as at the date of acquisition.

The useful lives of intangible assets are assessed to be between three and ten years.

Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for some of the Board's software classified as intangible assets, these assets are carried at cost less any accumulated amortisation.

In general, intangible assets are tested for impairment where an indicator of impairment exists. However as a not-for-profit entity with no cash generating units, the Board is effectively exempted from impairment testing, (refer note 1(h)).

### (m) Employee Benefits

#### i. Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages and annual leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when the liabilities are settled.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

All accrued annual leave is treated as a current liability with the expectation that annual leave will be taken when due. The on-costs i.e. payroll tax, workers' compensation insurance premiums and superannuation which are consequential to employment have been taken into account in calculating annual leave provisions.

The outstanding amounts of payroll tax, workers' compensation insurance premiums, and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)

#### ii. Long Service Leave

Long service leave provisions are calculated on the basis of amounts accrued to employees with more than four years of service. The on-costs i.e. payroll tax, workers' compensation insurance premiums and superannuation which are consequential to employment have been taken into account in calculating long service leave provisions.

Long service leave is measured at present value in accordance with *AASB 119 Employee Benefits*. Market yields on Government bonds of 6.45% are used to discount long service leave.

#### (n) Animal Collection

The animal collection managed by the Board is reflected in the Board's accounting records at one dollar. This is consistent with worldwide industry practice. The Board regards the animals as part of a regional and international collection and not the specific property of the institution.

#### (o) Accounting for Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where:

- The amount of GST incurred by the Board as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense.
- Receivables and payables are stated with the amount of GST included.

#### (p) Trade and Other Receivables

Trade receivables, which generally have 30 day terms, are recognised and carried at original invoice amount less an allowance for any uncollectible amounts.

An allowance for impairment is raised when there is objective evidence that the Board will not be able to collect amounts due. The credit risk is the carrying amount (net of any allowance for impairment). Debts which are known to be uncollectible are written off. No interest is earned on trade debtors. The carrying amount approximates fair value.

#### (q) Inventories

Inventories held for distribution are stated at the lower of cost and current replacement cost. Inventories (other than those held for distribution) are stated at the lower of cost and net realisable value. The cost is calculated using the weighted average cost method. Current replacement cost is the cost the Board would incur to acquire the asset on the reporting date. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

#### (r) Interest Bearing Liabilities

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest rate method. Gains and losses are recognised in the income statement on de-recognition.

#### (s) Trade and Other Payables

Payables are recognised initially at fair value, usually based on the transaction cost. Trade accounts payable are generally settled within 30 days.

#### (t) Finance Costs

Finance costs are recognised as expenses in the period in which they are incurred in accordance with Treasury's mandate to general government sector agencies.

#### (u) Insurance

The board's insurance activities are conducted through Willis Australia Ltd. The expense (premium) is determined by the insurers based on claims experience, asset values and risk.

#### (v) New Australian Accounting Standards issued but not effective

At reporting date a number of Australian Accounting Standards have been issued by the Australian Standards Board but are not yet operative. These have not been early adopted by the Board.

The following is a list of those standards that will have an impact on the financial report:

*AASB7 Financial Instruments: Disclosures* – potentially more substantial risk related disclosures relating to credit, liquidity and market risk.

*AASB 101 Presentation of Financial Statements* – prescribes the basis for presentation of financial statements.

*AASB 2007-4 Amendments to Australian Accounting Standards Arising from ED 151 and Other Amendments* – to fully comply with International Financial Reporting Standards.

## 2. TRADING AND FRANCHISE REVENUE

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
i) Catering Sales	1,567	1,567	1,453	1,453
Less: Cost of Sales	(659)	(659)	(626)	(626)
<b>Gross Profit</b>	<b>908</b>	<b>908</b>	<b>827</b>	<b>827</b>
ii) Souvenir and Book Shop Sales	5,119	5,119	4,603	4,603
Less: Cost of Sales	(2,175)	(2,175)	(1,863)	(1,863)
<b>Gross Profit</b>	<b>2,944</b>	<b>2,944</b>	<b>2,740</b>	<b>2,740</b>
iii) Franchise Revenue	1,987	1,987	1,822	1,822
<b>Total Sales</b>	<b>8,673</b>	<b>8,673</b>	<b>7,878</b>	<b>7,878</b>
<b>Less Total Cost of Sales</b>	<b>(2,834)</b>	<b>(2,834)</b>	<b>(2,489)</b>	<b>(2,489)</b>
<b>Total Gross Profit</b>	<b>5,839</b>	<b>5,839</b>	<b>5,389</b>	<b>5,389</b>

## 3. GOVERNMENT GRANTS

Capital Grant	20,299	20,299	18,621	18,621
Recurrent Grant	14,676	14,676	14,194	14,194
	34,975	34,975	32,815	32,815

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 4. OTHER INCOME

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Animal Sponsorship	388	388	448	448
Animal Encounters	563	563	276	276
Bequests	223	223	388	388
Bike and Cart Hire	525	525	420	420
Car Parking	749	749	696	696
Concert Income	258	258	315	315
Consultancy Fees	82	82	177	177
Donations	1,416	1,416	904	904
Educational and Recreation Activities	1,348	1,348	1,026	1,026
Event Sponsorship	712	712	461	461
Interest Received	320	320	565	565
Provision of Services	310	310	318	318
Research Project Income	418	418	476	476
Sponsorship of Goods and Services	430	430	91	91
Zoo Friends Grants	50	50	230	230
Zoofari Lodge	1,851	1,851	1,839	1,839
Sundry Income	1,232	1,232	1,053	1,053
	10,875	10,875	9,683	9,683

### 5(a) EMPLOYEE EXPENSES

Salaries and Wages	26,704	–	25,280	17,986
Long Service Leave	904	–	456	326
Payroll Tax	1,602	–	1,531	1,092
Workers Compensation Insurance	1,029	–	646	468
Other	280	–	251	248
	30,519	–	28,164	20,120

Employee related costs amounting to \$1,502,112 have been capitalised during the year (\$1,282,495 in 2006) and \$455,802 (\$365,024 in 2006) have been transferred to maintenance expenses. These employee related costs are excluded from the above.



## 5(b) PERSONNEL SERVICES

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Salaries and Wages	–	26,704	–	7,294
Long Service Leave	–	904	–	130
Payroll Tax	–	1,602	–	439
Workers Compensation Insurance	–	1,029	–	178
Superannuation	–	1,213	–	253
Other	–	280	–	3
	–	31,732	–	8,297

## 5(c) MARKETING EXPENSES

Advertising	1,511	1,511	1,013	1,013
Promotions	399	399	363	363
Other Marketing	517	517	222	222
	2,427	2,427	1,598	1,598

## 5(d) RECONCILIATION – MAINTENANCE

Contracted Labour and Other (Non Employee Related)	4,030	4,030	4,097	4,097
Employee Related Maintenance Expenses	456	456	365	365
Total Maintenance Expenses	4,486	4,486	4,462	4,462

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 6. OTHER EXPENSES

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Animal Transport	1,146	1,146	965	965
Animal Husbandry & Research Support	1,617	1,617	1,734	1,734
Audit Fees – Audit of Financial Reports	76	76	82	82
Bad Debts	8	8	31	31
Bank Charges & Fees	219	219	193	193
Board Honoraria	191	191	205	205
Cash Collection	148	148	130	130
Communications	446	446	401	401
Computing Costs	413	413	512	512
Consultancy	25	25	11	11
Contract Services	1,130	1,130	1,509	1,509
Education Projects	290	290	230	230
Energy Costs	696	696	660	660
Fund Raising Expenses	19	19	94	94
Internal Audit Fees	48	48	83	83
Legal Fees	45	45	145	145
Minor Equipment & Stores	544	544	400	400
Printing & Stationery	405	405	402	402
Travelling Expenses	351	351	278	278
Vehicle Costs	339	339	358	358
Vehicle Leasing Expenses	187	187	107	107
Water & Sewerage	219	219	228	228
Carrying Value of Assets Disposed				
– Land and Buildings	–	–	–	–
– Plant and Equipment	8	8	8	8
Zoofari Lodge Expenses	183	183	152	152
Sundry Expenses	1,268	1,268	1,046	1,046
	10,021	10,021	9,964	9,964

## 7. FINANCIAL INSTRUMENTS

Financial Instruments give rise to positions that are a financial asset either of the Board or its counterparty and a financial liability (or equity instrument) of the other party. For the Board these include cash, receivables, investments and payables.

In accordance with *AASB 132 Financial Instruments* – presentation information is disclosed below in respect of the credit risk and interest rate risk of financial instruments. All such amounts are carried in the accounts at net fair value unless otherwise stated.

Financial instruments are carried at (amortised) cost, with the exception of TCorp Hour Glass Facilities, which are carried at fair value. However, the fair value of the other classes of financial instruments approximates their carrying value.

The Board does not enter into or trade financial instruments for speculative purposes. The Board does not use financial derivatives.

### (a) Interest rate risk

Financial instrument	Floating interest rate		Non-interest bearing		Total carrying amount as per the Balance Sheet		Weighted effective interest rate	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Cash at bank	1,807	2,332	–	–	1,807	2,332		
TCorp	4,880	1,078	–	–	4,880	1,078	6.41%	5.69%
Receivables	–	–	3,328	5,463	3,328	5,463		
<b>Total financial assets</b>	<b>6,687</b>	<b>3,410</b>	<b>3,328</b>	<b>5,463</b>	<b>10,015</b>	<b>8,873</b>		
<b>Financial liabilities</b>								
Payables	–	–	7,289	7,672	7,289	7,672		
<b>Total financial liabilities</b>	<b>–</b>	<b>–</b>	<b>7,289</b>	<b>7,672</b>	<b>7,289</b>	<b>7,672</b>		

### (b) Credit risk

Credit risk is the risk of financial loss arising from another party to a contract or financial obligation. The Board's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the Balance Sheet.

Financial instrument	Banks		TCorp		Other		Total	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Cash	1,807	2,332	–	–	–	–	1,807	2,332
TCorp	–	–	4,880	1,078	–	–	4,880	1,078
Receivables	–	–	–	–	3,328	5,463	3,328	5,463
<b>Total financial assets</b>	<b>1,807</b>	<b>2,332</b>	<b>4,880</b>	<b>1,078</b>	<b>3,328</b>	<b>5,463</b>	<b>10,015</b>	<b>8,873</b>

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### (C) Credit facility

An unsecured bank overdraft facility of \$1.5 million was available to the Board and unused at 30 June 2007.

### 8. TRADE AND OTHER RECEIVABLES

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Debtors	3,233	3,233	5,352	5,352
Less: Allowance for Impairment	(25)	(25)	(26)	(26)
	3,208	3,208	5,326	5,326
Pre-payments	120	120	137	137
	3,328	3,328	5,463	5,463

### 9. INVENTORIES

#### Held for Distribution

Food for Animals	161	161	113	113
Stores and Spare Parts	264	264	286	286
	425	425	399	399

#### Held for Resale

Catering	44	44	22	22
Souvenirs	802	802	818	818
	846	846	840	840
<b>Total</b>	<b>1,271</b>	<b>1,271</b>	<b>1,239</b>	<b>1,239</b>

## 10. PROPERTY, PLANT AND EQUIPMENT

	Work in Progress \$'000	Land and Buildings \$'000	Plant and Equipment \$'000	Infrastructure \$'000	Total \$'000
<b>At 1 July 2006</b>					
Gross Carrying Amount	33,313	240,840	5,644	34,867	314,664
Accumulated Depreciation	–	(65,263)	(3,783)	(19,176)	(88,222)
Net Carrying Amount	33,313	175,577	1,861	15,691	226,442
<b>At 30 June 2007</b>					
Gross Carrying Amount	64,136	257,109	5,682	37,776	364,703
Accumulated Depreciation	–	(80,000)	(4,103)	(22,228)	(106,331)
Net Carrying Amount	64,136	177,109	1,579	15,548	258,372
<b>Reconciliation</b>					
Reconciliations of the carrying amount of each class of property, plant and equipment at the beginning and end of the current financial year is set out below:					
<b>Year ended 30 June 2007</b>					
Net Carrying Amount at 1 July 2006	33,313	175,577	1,861	15,691	226,442
Additions	33,224	–	325	–	33,549
Transfers	(2,401)	2,051	2	348	–
Disposals	–	–	(326)	–	(326)
Revaluation Increment	–	7,539	–	1,053	8,592
Depreciation Expense	–	(8,058)	(601)	(1,544)	(10,203)
Depreciation on Disposals	–	–	318	–	318
Net Carrying Amount at 30 June 2007	64,136	177,109	1,579	15,548	258,372
<b>At 1 July 2005</b>					
Gross Carrying Amount	48,179	202,381	5,641	34,160	290,361
Accumulated Depreciation	–	(59,212)	(3,673)	(17,991)	(80,876)
Net Carrying Amount	48,179	143,169	1,968	16,169	209,485

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 10. PROPERTY, PLANT AND EQUIPMENT (CONT)

	Work in Progress \$'000	Land and Buildings \$'000	Plant and Equipment \$'000	Infrastructure \$'000	Total \$'000
<b>At 30 June 2006</b>					
Gross Carrying Amount	33,313	240,840	5,644	34,867	314,664
Accumulated Depreciation	–	(65,263)	(3,783)	(19,176)	(88,222)
Net Carrying Amount	33,313	175,577	1,861	15,691	226,442

#### Reconciliation

Reconciliations of the carrying amount of each class of property, plant and equipment at the beginning and end of the previous financial year is set out below:

#### Year ended 30 June 2006

Net Carrying Amount at 1 July 2005	48,179	143,169	1,968	16,169	209,485
Additions	22,841	–	546	–	23,387
Transfers	(37,707)	37,707	–	–	–
Disposals	–	–	(542)	–	(542)
Revaluation Increment	–	565	–	661	1,226
Depreciation Expense	–	(5,864)	(644)	(1,139)	(7,647)
Depreciation on Disposals	–	–	533	–	533
Net Carrying Amount at 30 June 2006	33,313	175,577	1,861	15,691	226,442

#### Land

##### Mosman – Taronga Zoo (28.1 hectares)

Zoning: Special uses – Zoological Gardens and Open Space Public Recreation

Valuer General's valuation as at 30 June 2007, based on comparable values for open recreation land, \$47,500,000.

##### Dubbo – Western Plains Zoo (758.3 hectares)

Valuer General's valuation as at 30 June 2007, based on comparable values for open recreation land, \$2,486,000.

## 11. INTANGIBLE ASSETS

	Software \$'000	Total \$'000
<b>At 1 July 2006</b>		
Cost (Gross Carrying Amount)	1,533	1,533
Accumulated Amortisation	(1,264)	(1,264)
Net Carrying Amount	269	269
<b>At 30 June 2007</b>		
Cost (Gross Carrying Amount)	1,545	1,545
Accumulated Amortisation	(1,283)	(1,283)
Net Carrying Amount	262	262
<b>Year ended 30 June 2007</b>		
Net Carrying Amount at 1 July	269	269
Additions (Acquisitions)	48	48
Amortisation	(55)	(55)
Net Carrying Amount at 30 June 2007	262	262
<b>At 1 July 2005</b>		
Cost (Gross Carrying Amount)	1,383	1,383
Accumulated Amortisation	(1,174)	(1,174)
Net Carrying Amount	209	209
<b>At 30 June 2006</b>		
Cost (Gross Carrying Amount)	1,533	1,533
Accumulated Amortisation	(1,264)	(1,264)
Net Carrying Amount	269	269
<b>Year ended 30 June 2006</b>		
Net Carrying Amount at 1 July	209	209
Additions (Acquisitions)	150	150
Amortisation	(90)	(90)
Carrying Amount at 30 June 2006	269	269

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 12. TRADE AND OTHER PAYABLES

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Operating Expense Creditors	1,783	1,783	2,098	2,098
Capital Creditors	2,866	2,866	3,406	3,406
Accruals and Other Creditors	2,640	1,926	2,168	1,524
Amounts owing to the Division	–	6,723	–	7,349
	7,289	13,298	7,672	14,377

### 13. INTEREST BEARING LIABILITIES

NSW Treasury Corporation	38,481	38,481	29,870	29,870
--------------------------	--------	--------	--------	--------

These loans are due to mature as follows:

Not later than one year	–	–	–	–
Later than one year but not later than two years	340	340	–	–
Later than two years but not later than five years	340	340	–	–
Later than five years	37,801	37,801	29,870	29,870
	38,481	38,481	29,870	29,870

#### Face Value and Capital Value of Loans

Face Value of Loans	38,762	38,762	29,823	29,823
Add Unamortised Premium	–	–	47	47
Less Discount	(281)	(281)	–	–
Capital Value of Loans	38,481	38,481	29,870	29,870

The Board has ministerial approval to draw down a total of \$54,770,000 of loans including \$37,800,000 for the Master Plan. As at 30 June 2007 a total of \$15,900,000 of loans remains to be drawn down.



## 14. PROVISIONS

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
<b>Current Liabilities</b>				
Annual Leave	2,896	–	2,812	–
Long Service Leave	3,929	–	3,454	–
Amounts Owing to the Division	–	–	–	–
<b>Total Current Liabilities</b>	<b>6,825</b>	<b>–</b>	<b>6,266</b>	<b>–</b>
<b>Non-Current Liabilities</b>				
Annual Leave	–	–	–	–
Long Service Leave	360	–	314	–
Superannuation	22	–	307	–
Amounts Owing to the Division	–	–	–	–
<b>Total Non-Current Liabilities</b>	<b>382</b>	<b>–</b>	<b>621</b>	<b>–</b>
<b>Total Employee Related Liabilities</b>	<b>7,207</b>	<b>–</b>	<b>6,887</b>	<b>–</b>

**(a) Provisions for Annual and Long Service Leave**

In 2006/07, on-costs of \$1,383,957 included components for payroll tax calculated at 6.0%, workers compensation calculated at 5.0% and superannuation calculated at 9.0% of the relevant leave liability (\$1,251,556 in 2005/2006).

The leave liabilities that are expected to be settled within twelve months and outside twelve months (discounted) are shown below:

	Annual Leave \$'000	Long Service Leave \$'000	Total \$'000
Expected to be settled within twelve months	1,860	276	2,136
Expected to be settled outside twelve months	1,036	3,653	4,689
<b>Total</b>	<b>2,896</b>	<b>3,929</b>	<b>6,825</b>

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 14. PROVISIONS (CONT)

#### (b) Superannuation

All unfunded superannuation liabilities at 30 June 2007 have been included as non-current liabilities in the Balance Sheet and have been charged to superannuation expense in the Income Statement. All surplus balances in a fund at 30 June 2007 have been included as non-current assets in the Balance Sheet and have been credited to superannuation expense in the Income Statement.

All employees are entitled to superannuation benefits under one of the superannuation schemes, namely First State Superannuation Scheme (FSS), State Authorities Non-Contributory Superannuation (SANCS) Scheme, State Authorities Superannuation Scheme (SASS), and State Superannuation Scheme (SSF). All funds are administered by the Superannuation Administration Corporation trading as Pillar Administration. Employees also have the choice of using other superannuation schemes and some have opted to do so.

It is the Board's policy to provide for deferred employer liabilities. For the financial year ended 30 June 2007 the calculation of this liability was based on an actuarial assessment completed by the Fund's actuary for the defined benefit scheme administered by the Pillar Administration. Actuarial gains and losses are recognised in profit or loss in the year they occur.

The superannuation schemes include the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non Contributory Superannuation Scheme (SANCS). These schemes are all defined benefit schemes; at least a component of the final benefit is derived from a multiple of member salary and years of membership. All the schemes are closed to new members.

Employees who are not members of an associated scheme and were covered by the State Authorities Non-Contributory Scheme (Basic Benefit) are automatically transferred into FSS. Employees who commenced employment from 8 December 1992 are covered by FSS.

#### Reconciliation of the Present Value of the Defined Benefit Obligation

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
<b>Present Value of Partly Funded Defined Benefit Obligations at Beginning of the Year</b>	4,806	794	6,708	4,828	972	7,352
Current Service Cost	220	48	39	252	57	70
Interest Cost	278	45	387	287	49	393
Contributions by Fund Participants	121	–	22	123	–	48
Actuarial (Gains)/Losses	133	(15)	(624)	(222)	(68)	(1,333)
Benefits Paid	(223)	(62)	(514)	(462)	(216)	178
<b>Present Value of Partly Funded Defined Benefit Obligations at End of the Year</b>	5,335	810	6,018	4,806	794	6,708

**Reconciliation of the Fair Value of Fund Assets**

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Fair Value of Fund Assets at Beginning of the Year	4,989	714	6,481	5,474	(26)	5,479
Expected Return on Fund Assets	380	54	483	416	(2)	410
Actuarial Gains/(Losses)	365	42	252	315	37	25
Employer Contributions	175	40	21	(877)	922	341
Contributions by Fund Participants	121	–	22	123	–	48
Benefits Paid	(223)	(62)	(514)	(462)	(217)	178
Fair value of Fund Assets at End of the Year	5,807	788	6,745	4,989	714	6,481

**Reconciliation of the Assets and Liabilities Recognised in the Balance Sheet**

Present Value of Partly Funded Defined Benefit Obligations at End of Year	5,335	810	6,018	4,806	794	6,708
Fair Value of Fund Assets at End of Year	(5,807)	(788)	(6,744)	(4,989)	(714)	(6,481)
<b>Net Liability/(Asset) Recognised in Balance Sheet at End of Year</b>	(472)	22	(726)	(183)	80	227

**Expense Recognised in Income Statement****Components Recognised  
in Income Statement**

Current Service Cost	220	48	39	252	58	71
Interest Cost	278	45	387	287	49	393
Expected Return on Fund Assets (Net of Expenses)	(380)	(54)	(483)	(416)	2	(410)
Actuarial Losses/(Gains) Recognised in Year	(232)	(57)	(876)	(536)	(105)	(1,358)
<b>Expense/(Income) Recognised</b>	(114)	(18)	(933)	(413)	4	(1,304)

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 14. PROVISIONS (CONT)

#### Fund Assets

The percentage invested in each asset class at the balance sheet date:

	30 June 2007	30 June 2006
Australian Equities	33.6%	37.4%
Overseas Equities	26.5%	27.9%
Australian Fixed Interest Securities	6.8%	9.9%
Overseas Fixed Interest Securities	6.4%	6.8%
Property	10.1%	8.6%
Cash	9.8%	5.0%
Other	6.8%	4.4%

#### Fair Value of Fund assets

All Fund assets are invested by STC at arm's length through independent fund managers.

#### Expected Rate of Return on Assets

The expected return on assets assumption is determined by weighting the expected long-term return for each asset class by the target allocation of assets to each class. The returns used for each class are net of investment tax and investment fees.

#### Actual Return on Fund Assets

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Actual Return on Fund Assets	720	96	879	776	34	903

## Valuation Method and Principal Actuarial Assumptions at the Balance Sheet Date

### (a) Valuation Method

The Projected Unit Credit (PUC) valuation method was used to determine the present value of the defined benefit obligations and the related current service costs. This method sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation.

### (b) Economic Assumptions

	30 June 2007	30 June 2006
Salary Increase Rate (Excluding Promotional Increases)	4.0% pa to June 2008, 3.5% pa thereafter	4.0% pa to June 2008, 3.5% pa thereafter
Rate of CPI Increase	2.5% pa	2.5% pa
Expected Rate of Return on Assets Backing Current Pension Liabilities	7.6%	7.6%
Expected Rate of Return on Assets Backing Other Liabilities	7.6%	7.6%
Discount Rate	6.4% pa	5.9% pa

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 14. PROVISIONS (CONT)

#### (c) Demographic Assumptions

The demographic assumptions at 30 June 2007 are those used in the 2006 triennial actuarial valuation. A selection of the most financially significant assumptions is shown below:

- (i) **SASS Contributors** – the number of SASS contributors expected in any one year (out of 10,000) members, at the ages shown, to leave the fund as a result of death, disability, resignation, retirement and redundancy. Promotional salary increase rates are also shown.

Number of members expected in any one year, out of 10,000 members  
at the age shown, to leave the fund as a result of:

Age Nearest Birthday	Death	Total & Permanent Disability	Retirement		Resignation		Redundancy		Additional Promotional Salary Increase Rate %
			Part 1	Part 3	Part 1	Part 3	Part 1	Part 3	
<b>Males</b>									
30	4	8	–	–	280	395	150	–	2.90
40	6	10	–	–	150	285	150	–	1.80
50	11	30	–	–	112	172	150	–	0.00
60	30	–	1,400	950	–	–	150	–	0.00
<b>Females</b>									
30	2	2	–	–	372	700	150	–	2.90
40	3	6	–	–	175	320	150	–	1.80
50	7	28	–	–	144	270	150	–	0.00
60	18	–	1,500	1,500	–	–	150	–	0.00

(ii) SSS Contributors – the number of SSS contributors expected in any one year (out of 10,000 members), at the ages shown, to leave the fund as a result of death, disability, resignation, retirement and preservation. Promotional salary increase rates are also shown.

Number of members expected in any one year, out of 10,000 members  
at the age shown, to leave the fund as a result of:

Age nearest Birthday	Death	Ill-health Retirement	Retirement (R60 for females)	Cash Resignation (R60 for females)	Preservation (R60 for females)	Additional Promotional Salary Increase Rate %
<b>Males</b>						
30	4	42	–	178	95	2.90
40	6	54	–	80	140	1.80
50	11	144	–	20	50	0.00
60	30	–	6,500	–	–	0.00
<b>Females</b>						
30	2	6	–	204	124	2.90
40	3	21	–	72	105	1.80
50	7	103	–	30	90	0.00
60	18	–	6,300	–	–	0.00

(iii) SSS Commutation – the proportion of SSS members assumed to commute their pension to a lump sum in any one year.

Age Later of Commencement or age 55	Proportion of Pension Commuted	
	Retirement 0.15 Widow	Breakdown 0.20 Widower
55	0.2500	0.2500
65	0.5380	0.5800
75	0.4825	0.5160
85	0.3928	0.3728

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 14. PROVISIONS (CONT)

(iv) SSS Pensioner Mortality – assumed mortality rates (in 2006/2007) for SSS pensioners (separately for normal retirement/spouses and invalidity)

Age	Retirement Pensioners and Spouses and Widows		Invalidity Pensioners	
	Males	Females	Males	Females
55	0.0025	0.0014	0.0081	0.0066
65	0.0070	0.0055	0.0112	0.0125
75	0.0194	0.0157	0.0505	0.0314
85	0.0945	0.0634	0.1134	0.1268

(v) SSS Pensioner Mortality Improvements – per annum assumed rates of mortality improvements for SSS pensioners

Age	Improvement Rates (for years post 2006)	
	Males	Females
55	0.0152	0.0113
65	0.0101	0.0065
75	0.0087	0.0068
85	0.0052	0.0080

### Historical Information

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Present Value of Defined Benefit Obligation	5,335	810	6,018	4,806	794	6,708
Fair Value of Fund Assets	(5,807)	(788)	(6,745)	(4,989)	(714)	(6,481)
(Surplus)/Deficit in Fund	(472)	22	(726)	(182)	80	227
Experience Adjustments – Fund Liabilities	133	(15)	(624)	(222)	(68)	(1,332)
Experience Adjustments – Fund Assets	(365)	(42)	(252)	(315)	(37)	(25)



**Expected Contributions**

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Expected Employer Contributions	230	53	35	233	61	76

**Funding Arrangements for Employer Contributions****(a) Surplus/Deficit**

The following is a summary of the 30 June 2007 financial position of the Fund calculated in accordance with AAS 25 "Financial Reporting by Superannuation Plans":

Accrued Benefits	5,286	800	5,309	4,630	748	5,532
Net Market Value of Fund Assets	(5,807)	(788)	(6,745)	(4,989)	(714)	(6,481)
Net (Surplus)/Deficit	(521)	12	(1,436)	(359)	34	(949)

**(b) Contribution Recommendations**

Recommended Contribution Rates for the Board are:

	SASS	SANCS	SSS
	Multiple of Member Contributions	% Member Salary	Multiple of Member Contributions
	1.90	2.50	1.60

**(c) Funding method**

The method used to determine the employer contribution recommendations at the last actuarial review was the Aggregate Funding method. The method adopted affects the timing of the cost to the employer.

Under the Aggregate Funding method, the employer contribution rate is determined so that sufficient assets will be available to meet benefit payments to existing members, taking into account the current value of assets and future contributions.

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### (d) Economic assumptions

The economic assumptions adopted for the last actuarial review of the Fund were:

#### Weighted-Average Assumptions

Expected Rate of Return on Fund Assets Backing Current Pension Liabilities	7.7% pa
Expected Rate of Return on Fund Assets Backing Other Liabilities	7.0% pa
Expected Salary Increase Rate	4.0% pa
Expected Rate of CPI Increase	2.5% pa

#### Nature of Asset/Liability

If a surplus exists in the employer's interest in the Fund, the employer may be able to take advantage of it in the form of a reduction in the required contribution rate, depending on the advice of the Fund's actuary.

Where a deficiency exists, the employer is responsible for any difference between the employer's share of fund assets and the defined benefit obligation.

### 15. RESTRICTIONS ON REVENUE – TARONGA FOUNDATION

The Board received certain amounts into the Taronga Foundation for specific purposes. As required by the Australian Accounting Standards, amounts have been recognised as revenues in the Income Statement which are yet to be spent in the manner specified. Unexpended amounts totalling \$705,000 (\$657,000 in 2005/2006) have been included in Accumulated Funds as at 30 June 2007. The unexpended restricted funds are held as cash in separate bank accounts from the Board's unrestricted funds.

	Unexpended Amount	
	2007 \$'000	2006 \$'000
<b>Taronga Foundation Program</b>		
Capital Redevelopment Fundraising	191	49
Taronga Foundation Recurrent Projects	514	608
	705	657

### 16. AUDIT FEES

The Audit Office fees for auditing the Board's financial report were \$82,940 (\$82,000 in 2005/2006). The auditors received no other benefits.

## 17. BOARD REMUNERATION

Members of the Zoological Parks Board of New South Wales received reimbursement of expenses incurred in carrying out their duties as members of the Board. In addition, Board remuneration of \$190,823 (\$204,762 in 2005/2006) was paid. This amount included Honoraria of \$33,228 (\$33,228 in 2005/2006) paid to the Chairman of the Board and \$157,595 (\$144,600 in 2005/2006) paid to the other members of the Board. The rates of remuneration were fixed and approved by the Premier's Department.

The Board honorarium remuneration brackets are displayed below together with the number of members in each bracket.

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
\$10,000 – \$19,999	9	9	8	8
\$20,000 – \$29,999	–	–	1	1
\$30,000 – \$39,999	1	1	1	1
	10	10	10	10

## 18. NOTES TO THE CASH FLOW STATEMENT

### (a) Reconciliation of Cash and Cash Equivalents

Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

Cash and Cash Equivalents	6,687	6,687	3,410	3,410
	6,687	6,687	3,410	3,410

For the purposes of the statement of cash flows, the Board considers cash to include cash on hand, in banks and investments in TCorp on 24 hour call.

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### (b) Reconciliation of Operating Surplus to Net Cash from Operating Activities:

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Operating Surplus	16,973	16,973	17,530	17,530
Depreciation and Amortisation	10,258	10,258	7,737	7,737
(Profit) on Sale of Assets	(13)	(13)	(14)	(14)
Written Down Value of Assets Redeveloped	4	4	1	1
<b>Change in Assets and Liabilities:</b>				
(Increase)/Decrease in GST Receivable	28	28	(299)	(299)
(Increase)/Decrease in Accounts Receivable	2,090	2,090	(1,362)	(1,362)
(Increase)/Decrease in Inventories	(32)	(32)	(15)	(15)
Increase/(Decrease) in Creditors and Accruals	87	87	367	367
(Increase)/Decrease in Prepayments	17	17	(81)	(81)
Increase/(Decrease) in Employee Entitlements	675	675	372	372
(Increase)/Decrease in Prepaid Superannuation	(1,016)	(1,016)	464	464
Increase/(Decrease) in Unfunded Superannuation	(285)	(285)	(2,563)	(2,563)
Movement in Unamortised Premium on Loans	(49)	(49)	(89)	(89)
Net Cash Provided From Operating Activities	28,737	28,737	22,048	22,048

### (c) The Board has not entered into any non cash financing or investing activities.

### (d) Financing Facilities

An unsecured bank overdraft facility of \$1.5 million was available to the Board and unused at 30 June 2007. A Treasury approved facility of \$37.8m is available to the Board to fund capital development, of which \$9,279,140 in drawn downs have been made in 2006/2007 (nil in 2006).

## 19. RECONCILIATION OF CHANGES IN EQUITY

	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Balance at the Beginning of the Financial Year	100,926	83,396	91,650	90,424	192,576	173,820
Surplus for the Year	16,973	17,530	–	–	16,973	17,530
Net Increase in Asset Revaluation Reserve for:						
– Land and Buildings	–	–	7,539	565	7,539	565
– Infrastructure	–	–	1,053	661	1,053	661
Total	16,973	17,530	8,592	1,226	25,565	18,756
Balance at the End of the Financial Year	117,899	100,926	100,242	91,650	218,141	192,576

## 20. COMMITMENTS

**(a) Capital expenditure commitments**

The estimated aggregate amount of contracts for capital expenditure not provided for in the accounts is \$3,329,121 (\$29,742,035 in 2006) inclusive of GST of \$302,647. These commitments relate to expenditure that will be incurred within the following twelve months.

**(b) Operational Expenditure Commitments**

The estimated aggregate amount of contracts for operating expenditure resulting from unfulfilled purchase orders is \$2,958,099 inclusive of GST of \$268,918 (\$1,769,984 in 2006). These commitments relate to goods that will be received within the following twelve months. The Board has no operational expenditure commitments extending beyond twelve months.

**(c) Operating Lease Commitments**

Future non-cancellable operating lease rentals not provided for and payable:

	2007 Consolidated \$'000	2007 Parent \$'000	2006 Consolidated \$'000	2006 Parent \$'000
Not later than one year	633	633	147	147
Later than one year and not later than five years	723	723	551	551
Later than five years	–	–	100	100
Total including GST	1,356	1,356	798	798

The major operating leases relate to motor vehicles and computer equipment.

**(d) GST input tax credit claimable on commitments amounts to \$694,839.**

## 21. CONTINGENT LIABILITIES

The Board is not aware of any Contingent Liabilities at 30 June 2007 (nil in 2005/2006).

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 22. SUBSEQUENT EVENTS

There were no subsequent events occurring after the balance date.

### 23. SEGMENTAL REPORTING

	2007 Taronga Foundation	2007 Taronga & Corporate Services	2007 Western Plains	2007 Total	2006 Taronga Foundation	2006 Taronga and Corporate Services	2006 Western Plains	2006 Total
	\$'000 Actual	\$'000 Actual	\$'000 Actual	\$'000 Actual	\$'000	\$'000	\$'000	\$'000
<b>Revenue</b>								
Admissions	368	21,267	3,126	24,761	255	19,581	3,069	22,905
Trading and Franchise Revenue	–	6,024	2,649	8,673	–	5,443	2,435	7,878
Corporate Sponsorship	2,379	–	–	2,379	1,563	–	–	1,563
Government Grants	–	31,642	3,333	34,975	–	30,030	2,785	32,815
Other Income	4,235	3,789	2,851	10,875	3,702	3,409	2,572	9,683
<b>Total Revenue</b>	<b>6,982</b>	<b>62,722</b>	<b>11,959</b>	<b>81,663</b>	<b>5,520</b>	<b>58,463</b>	<b>10,861</b>	<b>74,844</b>
<b>Expenditure</b>								
Employee Expenses	655	23,370	6,494	30,519	363	21,789	6,012	28,164
Superannuation	45	732	436	1,213	22	(124)	355	253
Trading Cost of Sales	–	1,716	1,118	2,834	–	1,527	962	2,489
Marketing Expenses	515	1,710	202	2,427	51	1,330	217	1,598
Depreciation	–	8,591	1,667	10,258	–	6,357	1,380	7,737
Insurance	–	582	124	706	–	507	134	641
Maintenance	17	3,777	692	4,486	3	3,758	701	4,462
Borrowing Costs	–	2,159	67	2,226	–	1,929	77	2,006
Other Expenses*	1,038	6,906	2,077	10,021	2,906	5,221	1,837	9,964
<b>Total Expenditure</b>	<b>2,270</b>	<b>49,543</b>	<b>12,877</b>	<b>64,690</b>	<b>3,345</b>	<b>42,294</b>	<b>11,675</b>	<b>57,314</b>
Surplus/(Deficit) for the Year	4,712	13,179	(918)	16,973	2,175	16,169	(814)	17,530
<b>Total Assets</b>	<b>705</b>	<b>238,534</b>	<b>31,879</b>	<b>271,118</b>	<b>657</b>	<b>205,713</b>	<b>30,635</b>	<b>237,005</b>
<b>Total Liabilities</b>	<b>–</b>	<b>50,726</b>	<b>2,251</b>	<b>52,977</b>	<b>–</b>	<b>42,167</b>	<b>2,262</b>	<b>44,429</b>

\* The funds raised by the Foundation for the year ended 30 June 2007 amounted to \$6,982,000 (\$5,520,000 in 2005/06)

End of Audited Financial Report

## OPERATING BUDGET PERFORMANCE

	Actual 2006/07 \$'000	Budget 2006/07 \$'000	Budget 2007/08 \$'000
<b>Operating Income</b>			
Admissions	24,761	25,026	27,688
Trading & Franchise Revenue	8,673	8,440	9,180
Corporate Sponsorship	2,379	2,203	3,110
Government Grants	34,975	29,076	35,639
Other Income	10,875	9,660	10,017
<b>Total Operating Income</b>	<b>81,663</b>	<b>74,405</b>	<b>85,634</b>
<b>Less: Operating Expenditure</b>			
Employee Expenses	30,519	29,847	32,188
Superannuation	1,213	2,775	2,860
Trading Cost of Sales	2,834	2,688	2,967
Marketing Expenses	2,427	2,066	2,281
Depreciation & Amortisation	10,258	8,078	10,276
Insurance	706	733	732
Maintenance	4,486	4,643	4,871
Finance Costs	2,226	3,355	3,376
Other Expenses	10,021	11,156	10,607
<b>Total Operating Expenditure</b>	<b>64,690</b>	<b>65,341</b>	<b>70,158</b>
<b>Operating Surplus/(Deficit)</b>	<b>16,973</b>	<b>9,064</b>	<b>15,476</b>

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### PAYABLES ANALYSIS DATA

#### Aged Payables Analysis by Quarter

	Current	31-60 days	61-90 days	91+ days	Total
September Quarter	1,503,440	37,499	67,703	38,084	1,646,725
December Quarter	697,274	78,392	8,304	63,441	847,410
March Quarter	1,002,426	34,115	102,170	61,133	1,199,843
June Quarter	2,273,367	79,624	23,940	117,979	2,494,910

### ACCOUNTS PAID ON TIME EACH QUARTER

#### Accounts paid on time by quarter

	Target %	Actual %	Total paid \$	Paid on time \$
September Quarter	100	85	23,231,506	21,330,731
December Quarter	100	82	22,781,896	21,278,584
March Quarter	100	79	19,378,047	18,183,424
June Quarter	100	85	25,457,339	24,595,425

Average days taken to process accounts in 2007: 29 days.

No interest has been paid on overdue accounts in the 2006/07 financial year.

#### Reasons for Accounts not being Paid on Time

The Zoological Parks Board of NSW aims to meet vendor payment terms. Measurement of accounts being paid on time is based on 30 days from invoice date. In some cases vendors request payment 30 days from the end of the month after the invoice is raised. There are also certain occasions when accounts are in dispute, necessitating withholding of payment until resolution of that dispute. Finally, superannuation is paid in accordance with legislative requirements which is quarterly for a number of funds, however the amount owing is recognised on payment of wages each fortnight.

#### Initiatives Implemented to Improve Payment Performance

New suppliers are advised that our preferred method of payment is electronic funds transfer – this method enables a more streamlined process for payment. Existing suppliers who are still being paid by cheque have been sent electronic funds transfer forms requesting they provide bank details for us to make future payments to their nominated account. In addition to this, all statements for vendors are being reconciled each month with any invoices not received being followed up immediately.

#### Investment Performance

The Board invests surplus funds in the NSW Treasury Corporation Hour-Glass Investment Cash Facility. For the year ended 30 June 2007 the cash facility had an annual compound rate of return of 6.41%.



### Liability Management Performance

In accordance with guidelines on reporting of liability management performance issued by the NSW Treasury, authorities with debt of less than \$50 million are not required to report on liability management. The Board's level of debt is within this category.

### Land Disposal

Pursuant to Clause 4 (1) (j3) of the Annual Reports (Statutory Bodies) Regulation 1985, the Zoological Parks Board of NSW declares that no property was disposed of during the year ended 30 June 2007.

### CAPITAL DEVELOPMENT PROJECTS WITH EXPENDITURE IN 2006/07

Project	Expenditure 2005/06	Costs to Complete	Estimated/ Actual Completion Date
Asian Elephant Rainforest Precinct	763,543	–	2006/07
Lower Entrance Building Construction	2,204,424	1,371,576	2007/08
Great Southern Oceans Precinct	27,226,594	5,639,724	2007/08
Utilities/Support Services	997,477	1,230,826	2007/08
Male Elephant Facility	520,010	6,222,015	2008/09
Taronga Zoo Masterplanning	315,625	–	Ongoing
WPZ Greater One Horned Rhino Facility	831,617	–	2006/07
Other Capital Expenditure	364,406	–	2006/07

### MAJOR ASSET MAINTENANCE PROJECTS WITH EXPENDITURE IN 2006/07

Computerised Maintenance Management System	183,713	50,000	2007/08
Tahr Exhibit repairs and upgrade	116,406	–	2006/07
Animal Welfare Maintenance	231,120	–	On going
Bird House & ARAZPA Building Upgrade	70,992	10,000	2007/08
Taronga Centre Maintenance	121,881	–	On going
Heritage Maintenance	77,437	–	On going
Routine Maintenance	339,922	–	On going
WPZ Animal Welfare Maintenance	88,238	–	On going
WPZ Excavation of Wetlands	63,525	–	2006/07

## ZOOLOGICAL PARKS BOARD DIVISION FINANCIAL STATEMENTS AND NOTES

for the year ended 30 June 2007  
STATEMENT

Pursuant to section 41B of the *Public Finance and Audit Act 1983* and in accordance with a resolution of the Zoological Parks Board of New South Wales, we being members of the Board state that:

- (a) In our opinion the financial statements and notes thereon exhibit a true and fair view of the financial position and transactions of the Zoological Parks Board Division for the year ended June 30 2007;
- (b) the financial report has been prepared in accordance with authoritative pronouncements of the Australian Accounting Standards Board which include Australian Equivalents to International Accounting Standards and the requirements of the *Public Finance and Audit Act 1983* and *Regulation 2005*; and
- (c) We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Chairman of the Board



Member of the Board



GPO BOX 12  
Sydney NSW 2001

**INDEPENDENT AUDITOR'S REPORT  
ZOOLOGICAL PARKS BOARD DIVISION**

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the Zoological Parks Board Division (the Division), which comprises the balance sheet as at 30 June 2007, and the income statement, statement of recognised income and expense and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

***Auditor's Opinion***

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Division as of 30<sup>th</sup> June 2007, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

***Board's Responsibility for the Financial Report***

The members of the Board are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

***Auditor's Responsibility***

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the members of the Board of the Division, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

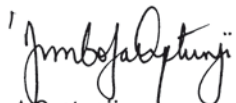
My opinion does *not* provide assurance:

- about the future viability of the Division,
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

#### ***Independence***

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



A Oyetunji  
Director, Financial Audit Services

SYDNEY  
17 October 2007

## INCOME STATEMENT

for the financial year ended 30 June 2007

	Notes	2007 \$'000	17/03/2006 to 30/06/2006 \$'000
<b>Revenue</b>			
Personnel Services		31,732	8,297
<b>Total Revenue</b>		<b>31,732</b>	<b>8,297</b>
<b>Expenditure</b>			
Employee Expenditure	2	30,519	8,044
Superannuation		1,213	253
<b>Total Expenditure</b>		<b>31,732</b>	<b>8,297</b>
<b>SURPLUS FOR THE PERIOD</b>		<b>-</b>	<b>-</b>

The accompanying notes form part of these Financial Statements

## BALANCE SHEET

as at 30 June 2007

	Notes	2007 \$'000	2006 \$'000
<b>Current Assets</b>			
Trade and Other Receivables	3	6,723	7,371
<b>Total Current Assets</b>		<b>6,723</b>	<b>7,371</b>
<b>Non-Current Assets</b>			
Prepaid Superannuation		1,198	182
<b>Total Non-Current Assets</b>		<b>1,198</b>	<b>182</b>
<b>Total Assets</b>		<b>7,921</b>	<b>7,553</b>
<b>Current Liabilities</b>			
Trade and Other Payables	4	714	666
Provisions	5	6,825	6,266
<b>Total Current Liabilities</b>		<b>7,539</b>	<b>6,932</b>
<b>Non-Current Liabilities</b>			
Provisions	5	382	621
<b>Total Non-Current Liabilities</b>		<b>382</b>	<b>621</b>
<b>Total Liabilities</b>		<b>7,921</b>	<b>7,553</b>
<b>Net Assets</b>		<b>-</b>	<b>-</b>
<b>Equity</b>			
Accumulated Funds		-	-
<b>Total Equity</b>		<b>-</b>	<b>-</b>

The accompanying notes form part of these Financial Statements

## CASH FLOW STATEMENT

for the financial year ended 30 June 2007

	2007	17/03/2006 to 30/06/2006
	\$'000	\$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from Customers and Sponsors	31,364	8,297
	31,364	8,297
Payments to Suppliers and Employees	(31,364)	(8,297)
	(31,364)	(8,297)
<b>Net Cash Flows from Operating Activities</b>	-	-
<b>Net Increase in Cash and Cash Equivalents</b>	-	-
<b>Cash and Cash Equivalents at Beginning of the Financial Year</b>	-	-
<b>Cash and Cash Equivalents at End of the Financial Year</b>	-	-

The accompanying notes form part of these Financial Statements

## STATEMENT OF RECOGNISED INCOME AND EXPENSE

for the financial year ended 30 June 2007

	2007	17/03/2006 to
	\$'000	30/06/2006 \$'000
Net Increase in Property, Plant and Equipment Asset Revaluation Reserve	-	-
<b>TOTAL INCOME AND EXPENSE RECOGNISED DIRECTLY IN EQUITY</b>	-	-
Surplus for the Year	-	-
<b>TOTAL INCOME AND EXPENSE RECOGNISED FOR THE YEAR</b>	-	-

The accompanying notes form part of these Financial Statements



## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### (a) Reporting entity

The Zoological Parks Board Division is a Division of the Government Service established pursuant to Part 2 of Schedule 1 to the *Public Sector Employment and Management Act 2002*. It is a not-for-profit entity as profit is not its principal objective. It is consolidated as part of the NSW Total State Sector Accounts. It is domiciled in Australia and its principal office is at Taronga Zoo, Bradley's Head Road Mosman NSW 2088.

The Zoological Parks Board Division's objective is to provide personnel services to Zoological Parks Board of NSW.

The Zoological Parks Board Division commenced operations on 17 March 2006 when it assumed responsibility for the employees and employee-related liabilities of the Zoological Parks Board of NSW. The assumed liabilities were recognised on 17 March 2006 together with an offsetting receivable representing the related funding due from the former employer.

The financial report was authorised for issue by the Chairman of the Zoological Parks Board of NSW on 16 October 2007.

#### (b) Basis of preparation

This is a general purpose financial report prepared in accordance with the requirements of Australian Accounting Standards, the *Public Finance and Audit Act 1983*, the *Public Finance and Audit Regulation 2005*, and specific directions issued by the Treasurer.

Generally, the historical cost basis of accounting has been adopted and the financial report does not take into account changing money values or current valuations. However, certain provisions are measured at fair value. See note (5).

The accrual basis of accounting has been adopted in the preparation of the financial report, except for cash flow information.

Management's judgements, key assumptions and estimates are disclosed in the relevant notes to the financial report.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

#### (c) Comparative information

Comparative information is stated only for the period from 17 March to 30 June 2006.

#### (d) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable. Revenue from the rendering of personnel services is recognised when the service is provided and only to the extent that the associated recoverable expenses are recognised.

#### (e) Trade and Other Receivables

A receivable is recognised when it is probable that the future cash inflows associated with it will be realised and it has a value that can be measured reliably. It is derecognised when the contractual or other rights to future cash flows from it expire or are transferred.

A receivable is measured initially at fair value and subsequently at amortised cost using the effective interest rate method, less any allowance for doubtful debts. A short-term receivable with no stated interest rate is measured at the original invoice amount where the effect of discounting is immaterial. An invoiced receivable is due for settlement within thirty days of invoicing.

If there is objective evidence at year end that a receivable may not be collectable, its carrying amount is reduced by means of an allowance for doubtful debts and the resulting loss is recognised in the income statement. Receivables are monitored during the year and bad debts are written off against the allowance when they are determined to be irrecoverable. Any other loss or gain arising when a receivable is derecognised is also recognised in the income statement.

#### (f) Trade and Other Payables

Payables include accrued wages, salaries, and related on costs (such as payroll tax, fringe benefits tax and workers' compensation insurance) where there is certainty as to the amount and timing of settlement.

A payable is recognised when a present obligation arises under a contract or otherwise. It is derecognised when the obligation expires or is discharged, cancelled or substituted.

A short-term payable with no stated interest rate is measured at historical cost if the effect of discounting is immaterial.

#### (g) Employee Benefits

Provisions are made for liabilities of uncertain amount or uncertain timing of settlement.

Employee benefit provisions represent expected amounts payable in the future in respect of unused entitlements accumulated as at the reporting date. Liabilities associated with, but that are not employee benefits (such as payroll tax), are recognised separately. Long term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with *AASB 119 Employee Benefits*. Market yields on Government bonds of 6.45% are used to discount long term annual leave.

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)

Superannuation and leave liabilities are recognised as expenses and provisions when the obligations arise, which is usually through the rendering of service by employees.

All accrued annual leave is treated as a current liability with the expectation that annual Leave will be taken when due.

The on-costs i.e. payroll tax, workers' compensation insurance premiums and superannuation which are consequential to employment have been taken into account in calculating annual leave provisions.

Superannuation and long service leave provisions are measured at the present value of the estimated future payments. Superannuation provisions are actuarially assessed prior to each reporting date.

All other employee benefit liabilities (i.e. for benefits falling due wholly within twelve months after reporting date) are assessed by management and are measured at the undiscounted amount of the estimated future payments.

The amount recognised for superannuation and long service leave provisions is the net total of the present value of the defined benefit obligation at the reporting date, minus the fair value at that date of any plan assets out of which the obligations are to be settled directly.

The amount recognised in the income statement for superannuation and long service leave is the net total of current service cost, interest cost, the expected return on any plan assets and actuarial gains and losses. Actuarial gains or losses are recognised as income or expense in the year they occur.

The actuarial assessment of superannuation provisions uses the Projected Unit Credit Method and reflects estimated future salary increases and the benefits set out in the terms of the plan. The liabilities are discounted using the market yield rate on government bonds of similar maturity to those obligations. Actuarial assumptions are based on market expectations for the period over which the obligations are to be settled.

### (h) Accounting Standards Issued but not yet Effective

At reporting date a number of Australian Accounting Standards have been issued by the Australian Standards Board but are not yet operative. These have not been early adopted by the Board.

The following is a list of those standards that will have an impact on the financial report:

*AASB7 Financial Instruments: Disclosures* – potentially more substantial risk related disclosures relating to credit, liquidity and market risk.

*AASB 101 Presentation of Financial Statements* – prescribes the basis for presentation of financial statements.

*AASB 2007-4 Amendments to Australian Accounting Standards Arising from ED 151 and Other Amendments* – to fully comply with International Financial Reporting Standards.

### (i) Cash and Cash Equivalents

The division did not have a bank account as at 30 June 2007.

All transactions are processed via the bank account of the parent entity, Zoological Parks Boards of NSW.

## 2. EMPLOYEE EXPENDITURE

	2007 \$'000	2006 \$'000
Salaries & Wages	26,704	7,294
Long Service Leave	904	130
Payroll Tax	1,602	439
Workers Compensation Insurance	1,029	178
Other	280	3
	<b>30,519</b>	<b>8,044</b>

## 3. TRADE AND OTHER RECEIVABLES

Parent Entity – ZPB of NSW		
Total provisions receivable	7,207	6,887
Add accrued salaries, wages and on costs receivable	714	666
Less prepaid superannuation	(1,198)	(182)
	<b>6,723</b>	<b>7,371</b>

## 4. TRADE AND OTHER PAYABLES

Accrued salaries, wages and on-costs	714	666
--------------------------------------	-----	-----

## 5. PROVISIONS

**Current**

Annual Leave	2,896	2,812
Long Service Leave	3,929	3,454
<b>Total Current</b>	<b>6,825</b>	<b>6,266</b>

**Non-Current**

Annual Leave	–	–
Long Service Leave	360	314
Superannuation	22	307
<b>Total Non-Current</b>	<b>382</b>	<b>621</b>
<b>Total Employee Related Provisions</b>	<b>7,207</b>	<b>6,887</b>

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 5. PROVISIONS (CONT)

#### (a) Provisions for Annual and Long Service Leave

In 2006/07, on-costs of \$1,383,957 (\$1,251,556 in 2005/06) included components for payroll tax calculated at 6.0%, workers compensation calculated at 5.0% and superannuation calculated at 9.0% of the relevant leave liability.

The leave liabilities that are expected to be settled within twelve months and outside twelve months (discounted) are shown below;

	Annual Leave \$'000	Long Service Leave \$'000	Total \$'000
Expected to be settled within twelve months	1,860	276	2,136
Expected to be settled outside twelve months	1,036	3,653	4,689
Total	2,896	3,929	6,825

#### (b) Superannuation

All unfunded superannuation liabilities at 30 June 2007 have been included as non-current liabilities in the Balance Sheet and have been charged to superannuation expense in the Income Statement. All surplus balances in a fund at 30 June 2007 have been included as non-current assets in the Balance Sheet and have been credited to superannuation expense in the Income Statement.

All employees are entitled to superannuation benefits under one of the superannuation schemes, namely First State Superannuation Scheme (FSS), State Authorities Non-Contributory Superannuation (SANCS) Scheme, State Authorities Superannuation Scheme (SASS), and State Superannuation Scheme (SSF). All funds are administered by the Superannuation Administration Corporation trading as Pillar Administration. Employees also have the choice of using other superannuation schemes and some have opted to do so.

It is the Division's policy to provide for deferred employer liabilities. For the financial year ended 30 June 2007 the calculation of this liability was based on an actuarial assessment completed by the Fund's actuary for the defined benefit scheme administered by the Pillar Administration. Actuarial gains and losses are recognised in profit or loss in the year they occur.

The superannuation schemes include the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non Contributory Superannuation Scheme (SANCS). These schemes are all defined benefit schemes; at least a component of the final benefit is derived from a multiple of member salary and years of membership. All the schemes are closed to new members. Employees who are not members of an associated scheme and were covered by the State Authorities Non-Contributory Scheme (Basic Benefit) are automatically transferred into FSS.

### Reconciliation of the Present Value of the Defined Benefit Obligation

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
<b>Present Value of Partly Funded Defined Benefit Obligations at Beginning of the Year</b>	4,806	794	6,708	–	–	–
Current Service Cost	220	48	39	73	17	20
Interest Cost	278	45	387	83	14	114
Contributions by Fund Participants	121	–	22	35	–	14
Actuarial (Gains)/Losses	133	(15)	(624)	(64)	(20)	(387)
Benefits Paid	(223)	(62)	(514)	(134)	(63)	52
Transfer in on 17 March 2006	–	–	–	4,813	846	6,895
<b>Present Value of Partly Funded Defined Benefit Obligations at End of the Year</b>	5,335	810	6,018	4,806	794	6,708

### Reconciliation of the Fair Value of Fund Assets

<b>Fair Value of Fund Assets at Beginning of the Year</b>	4,989	714	6,481	–	–	–
Expected Return on Fund Assets	380	54	483	121	(1)	119
Actuarial Gains/(Losses)	365	42	252	91	11	7
Employer Contributions	175	40	21	(255)	268	99
Contributions by Fund Participants	121	–	22	36	–	14
Benefits Paid	(223)	(62)	(514)	(134)	(63)	52
Transfer in on 17 March 2006	–	–	–	5,130	499	6,190
<b>Fair Value of Fund Assets at End of the Year</b>	5,807	788	6,745	4,989	714	6,481

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 5. PROVISIONS (CONT)

#### Reconciliation of the Assets and Liabilities Recognised in the Balance Sheet

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Present Value of Partly Funded Defined Benefit Obligations at End of Year	5,335	810	6,018	4,806	794	6,708
Fair Value of Fund Assets at End of Year	(5,807)	(788)	(6,744)	(4,989)	(714)	(6,481)
<b>Net Liability/(Asset) Recognised in Balance Sheet at End of Year</b>	<b>(472)</b>	<b>22</b>	<b>(726)</b>	<b>(183)</b>	<b>80</b>	<b>227</b>

#### Expense Recognised in Income Statement

Components Recognised in Income  
Statement

Current Service Cost	220	48	39	73	17	20
Interest Cost	278	45	387	84	14	114
Expected Return on Fund Assets (Net of Expenses)	(380)	(54)	(483)	(121)	1	(119)
Actuarial Losses/(Gains) Recognised in Year	(232)	(57)	(876)	(156)	(31)	(394)
<b>Expense/(Income) Recognised</b>	<b>(114)</b>	<b>(18)</b>	<b>(933)</b>	<b>(120)</b>	<b>1</b>	<b>(379)</b>

## Fund Assets

The percentage invested in each asset class at the balance sheet date:

	30 June 2007	30 June 2006
Australian Equities	33.6%	37.4%
Overseas Equities	26.5%	27.9%
Australian Fixed Interest Securities	6.8%	9.9%
Overseas Fixed Interest Securities	6.4%	6.8%
Property	10.1%	8.6%
Cash	9.8%	5.0%
Other	6.8%	4.4%

## Fair Value of Fund Assets

All Fund assets are invested by STC at arm's length through independent fund managers.

## Expected Rate of Return on Assets

The expected return on assets assumption is determined by weighting the expected long-term return for each asset class by the target allocation of assets to each class. The returns used for each class are net of investment tax and investment fees.

## Actual Return on Fund Assets

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Actual Return on Fund Assets	720	96	879	226	10	262

## Valuation Method and Principal Actuarial Assumptions at the Balance sheet Date

### a) Valuation Method

The Projected Unit Credit (PUC) valuation method was used to determine the present value of the defined benefit obligations and the related current service costs. This method sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation.

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 5. PROVISIONS (CONT)

#### b) Economic Assumptions

	30 June 2007	30 June 2006
Salary Increase Rate (Excluding Promotional Increases)	4.0% pa to June 2008 3.5% pa thereafter	4.0% pa to June 2008; 3.5% pa thereafter
Rate of CPI Increase	2.5% pa	2.5% pa
Expected Rate of Return on Assets Backing Current Pension Liabilities	7.6%	7.6%
Expected Rate of Return on Assets Backing Other Liabilities	7.6%	7.6%
Discount Rate	6.4% pa	5.9% pa

#### (c) Demographic Assumptions

The demographic assumptions at 30 June 2007 are those used in the 2006 triennial actuarial valuation. A selection of the most financially significant assumptions is shown below:

- (i) **SASS Contributors** – the number of SASS contributors expected in any one year (out of 10,000) members, at the ages shown, to leave the fund as a result of death, disability, resignation, retirement and redundancy. Promotional salary increase rates are also shown.

Number of members expected in any one year, out of 10,000 members  
at the age shown, to leave the fund as a result of:

Age nearest Birthday	Death	Total & Permanent Disability	Retirement		Resignation		Redundancy		Additional Promotional Salary Increase Rate %
			Part 1	Part 3	Part 1	Part 3	Part 1	Part 3	
<b>Males</b>									
30	4	8	–	–	280	395	150	–	2.90
40	6	10	–	–	150	285	150	–	1.80
50	11	30	–	–	112	172	150	–	0.00
60	30	–	1,400	950	–	–	150	–	0.00
<b>Females</b>									
30	2	2	–	–	372	700	150	–	2.90
40	3	6	–	–	175	320	150	–	1.80
50	7	28	–	–	144	270	150	–	0.00
60	18	–	1,500	1,500	–	–	150	–	0.00



(ii) SSS Contributors – the number of SSS contributors expected in any one year (out of 10,000 members), at the ages shown, to leave the fund as a result of death, disability, resignation, retirement and preservation. Promotional salary increase rates are also shown.

Number of members expected in any one year, out of 10,000 members at the age shown, to leave the fund as a result of:

Age nearest Birthday	Death	Ill-health Retirement	Retirement (R60 for females)	Cash Resignation (R60 for females)	Preservation (R60 for females)	Additional Promotional Salary Increase Rate %
<b>Males</b>						
30	4	42	–	178	95	2.90
40	6	54	–	80	140	1.80
50	11	144	–	20	50	0.00
60	30	–	6,500	–	–	0.00
<b>Females</b>						
30	2	6	–	204	124	2.90
40	3	21	–	72	105	1.80
50	7	103	–	30	90	0.00
60	18	–	6,300	–	–	0.00

(iii) SSS Commutation – the proportion of SSS members assumed to commute their pension to a lump sum in any one year.

Age Later of Commencement or Age 55	Proportion of Pension Commuted	
	Retirement 0.15 Widow	Breakdown 0.20 Widower
55	0.2500	0.2500
65	0.5380	0.5800
75	0.4825	0.5160
85	0.3928	0.3728

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2007

### 5. PROVISIONS (CONT)

(iv) SSS Pensioner Mortality – assumed mortality rates (in 2006/2007) for SSS pensioners (separately for normal retirement/spouses and invalidity)

Age	Retirement Pensioners and Spouses and Widows		Invalidity Pensioners	
	Males	Females	Males	Females
55	0.0025	0.0014	0.0081	0.0066
65	0.0070	0.0055	0.0112	0.0125
75	0.0194	0.0157	0.0505	0.0314
85	0.0945	0.0634	0.1134	0.1268

(v) SSS Pensioner Mortality Improvements – per annum assumed rates of mortality improvements for SSS pensioners

Age	Improvement rates (for years post 2006)	
	Males	Females
55	0.0152	0.0113
65	0.0101	0.0065
75	0.0087	0.0068
85	0.0052	0.0080

### Historical Information

	SASS	SANCS	SSS	SASS	SANCS	SSS
	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2007 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000	Financial Year to 30 June 2006 \$'000
Present Value of Defined Benefit Obligation	5,335	810	6,018	4,806	794	6,708
Fair Value of Fund Assets	(5,807)	(788)	(6,745)	(4,989)	(714)	(6,481)
(Surplus)/Deficit in Fund	(472)	22	(726)	(182)	80	227
Experience Adjustments – Fund Liabilities	133	(15)	(624)	(64)	(20)	(387)
Experience Adjustments – Fund Assets	(365)	(42)	(252)	(91)	(11)	(7)

### Expected Contributions

Expected Employer Contributions	230	53	35	68	18	22
---------------------------------	-----	----	----	----	----	----

### Funding Arrangements for Employer Contributions

#### (a) Surplus/Deficit

The following is a summary of the 30 June 2007 financial position of the Fund calculated in accordance with AAS 25 *Financial Reporting by Superannuation Plans*:

	SASS	SANCS	SSS	SASS	SANCS	SSS
	30 June 2007 \$'000	30 June 2007 \$'000	30 June 2007 \$'000	30 June 2006 \$'000	30 June 2006 \$'000	30 June 2006 \$'000
Accrued Benefits	5,286	800	5,309	4,630	748	5,532
Net Market Value of Fund Assets	(5,807)	(788)	(6,745)	(4,989)	(714)	(6,481)
<b>Net (Surplus)/Deficit</b>	<b>(521)</b>	<b>12</b>	<b>(1,436)</b>	<b>(359)</b>	<b>34</b>	<b>(949)</b>

## 5. PROVISIONS (CONT)

### (d) Contribution Recommendations

Recommended contribution rates for the board are:

	SASS	SANCS	SSS
	Multiple of Member Contributions	% Member Salary	Multiple of Member Contributions
	1.90	2.50	1.60

### (e) Funding Method

The method used to determine the employer contribution recommendations at the last actuarial review was the Aggregate Funding method. The method adopted affects the timing of the cost to the employer.

Under the Aggregate Funding method, the employer contribution rate is determined so that sufficient assets will be available to meet benefit payments to existing members, taking into account the current value of assets and future contributions.

### (f) Economic Assumptions

The economic assumptions adopted for the last actuarial review of the Fund were:

#### Weighted-Average Assumptions

Expected rate of return on Fund assets backing current pension liabilities	7.7% pa
Expected rate of return on Fund assets backing other liabilities	7.0% pa
Expected salary increase rate	4.0% pa
Expected rate of CPI increase	2.5% pa

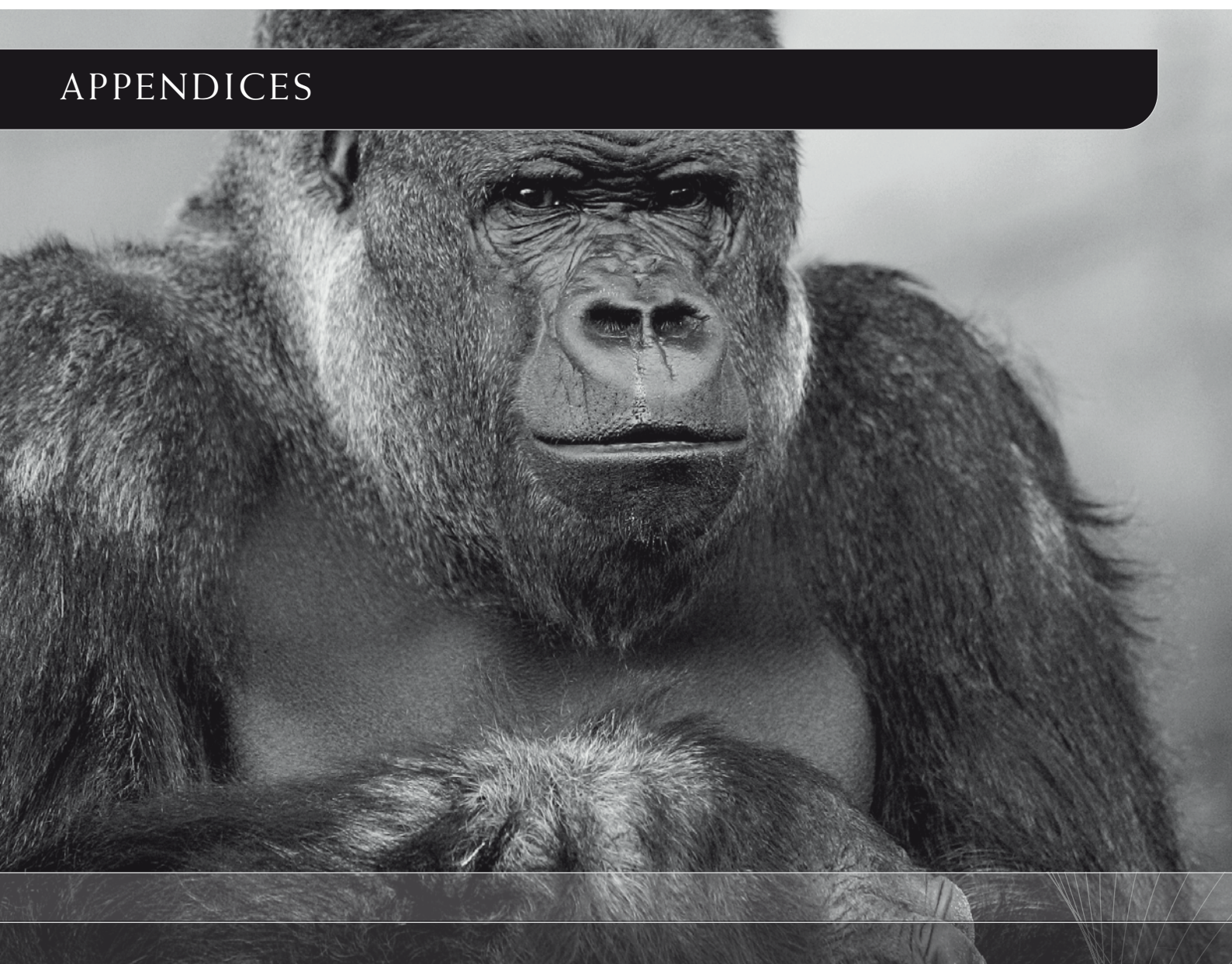
#### Nature of Asset/Liability

If a surplus exists in the employer's interest in the Fund, the employer may be able to take advantage of it in the form of a reduction in the required contribution rate, depending on the advice of the Fund's actuary.

Where a deficiency exists, the employer is responsible for any difference between the employer's share of fund assets and the defined benefit obligation.

**End of Audited Financial report**

# APPENDICES



FUNCTIONS OF THE ZOOLOGICAL PARKS BOARD OF NSW	130	STAFF REPRESENTATION ON EXTERNAL COMMITTEES	149	ETHNIC AFFAIRS PRIORITIES STATEMENT 2006-2007	163
PRIVACY MANAGEMENT	130	OVERSEAS TRIPS BY STAFF	151	ACTION PLAN FOR WOMEN	165
AUSTRALASIAN SPECIES MANagements PLAN PARTICIPATION	131	EEO TARGET GROUPS	154	STRATEGIES FOR 2006-2007	165
ANIMAL TRANSACTIONS RELATING TO SPECIES MANAGEMENT PROGRAMS	132	SENIOR EXECUTIVE SERVICE	154	LIST OF ALL STAFF OF THE ZOOLOGICAL PARKS BOARD OF NEW SOUTH WALES	166
AUSTRALASIAN SPECIES MANAGEMENT PROGRAMS	132	PERFORMANCE STATEMENT	155		
RESEARCH PROJECTS AND CONSERVATION PROGRAMS	133	SENIOR STAFF	156		
POST-MORTEM AND CLINICAL SAMPLES SUPPLIED FOR RESEARCH AND TEACHING PURPOSES	137	CORPORATE SPONSOR LIST	157		
SCIENTIFIC ADVISORS	138	ASSOCIATION OF ZOO FRIENDS (NSW) INC	158		
PAID CONSULTANCIES UNDERTAKEN BY THE BOARD	139	EMPLOYEES BY PROGRAM AREA, 2005-2007	161		
LECTURES AND PRESENTATIONS BY STAFF	140	ZOOLOGICAL PARKS BOARD OF NEW SOUTH WALES CODE OF CONDUCT AND ETHICS	161		
PUBLICATIONS	146	FREEDOM OF INFORMATION	161		
		CONSULTANT FEES INCURRED IN 2006-2007	162		
		VIP VISITS TO TARONGA ZOO (1 JULY 2006-30 JUNE 2007)	162		

RETURN TO HOME

THIS PAGE: Born in 1977, 'Kibabu' the silverback leads the group at Taronga Zoo. He is a perfect role model exercising firm and fair control over the group. PHOTOGRAPH COURTESY RICK STEVENS

## APPENDIX 1

### Functions of The Zoological Parks Board of New South Wales

The main functions of the Board are specified in Section 15 of the Zoological Parks Board Act, 1973 (as amended) which provides as follows:

- 15 (1) The Board may establish, maintain and control zoological parks for the following purposes:
- (a) carrying out research and breeding programs for the preservation of endangered species;
  - (b) carrying out research programs for the conservation and management of other species;
  - (c) conducting public education and awareness programs about species conservation and management; and
  - (d) displaying animals for educational, cultural and recreational purposes.
- (2) The Board may also maintain and control:
- (a) the zoological park established before the commencement of this Act on the land described in Schedules 3 and 4, under the name of 'Taronga Zoological Park'; and
  - (b) other zoological parks on land or premises vested in or held by the Board, whether or not those parks were established by the Board, for the purposes referred to in this section.
- (3) The Board:
- (a) may co-operate with, and provide funds and other assistance to, such scientific and other institutions, governments and other bodies and individuals as the Board may determine in connection with species conservation and management and for other scientific and zoological purposes; and
  - (b) may investigate and carry out research into:
    - (i) the design of, and equipment and procedures in, zoological parks; and
    - (ii) the care and well-being of animals kept in zoological parks, whether or not those zoological parks are maintained and controlled by the Board; and
  - (c) may provide educational services for the public (whether in the nature of lectures, broadcasts, films, publications or otherwise) about species conservation and management, zoological parks and the biology of animals; and

(d) may provide and charge for such services in connection with zoological parks maintained and controlled by the Board as the Board may determine; and

(e) may make recommendations or reports to the Minister with respect to matters connected with the Board's powers, authorities, duties and functions or the administration of this Act.

(4) The Minister may request the Board to make recommendations or reports to the Minister with respect to matters connected with the Board's powers, authorities, duties and functions or the administration of this Act and the Board is to comply with any such request.

(5) The Board may exercise and perform such other powers, authorities, duties and functions as may be conferred or imposed on the Board or under this or any other Act."

## APPENDIX 2

### Privacy Management

In accordance with Section 33 of the Privacy and Personal Information Act 1988, the ZPB produced a Privacy Management Plan in May 2000. The ZPB web site ([www.zoo.nsw.gov.au](http://www.zoo.nsw.gov.au)) also displays the Board's Internet Privacy Policy with regard to personal information collected over the internet.

The Privacy Management Plan identifies:

- Collections of personal information held by the ZPB
- Obligations of employees in respect of personal information
- Guiding principles for the collection, storage and dissemination of personal information
- Procedures for lodging complaints or internal reviews

For a copy of the ZPB's Privacy Management Plan, please contact:

**Executive Assistant  
Corporate Services  
Taronga Zoo  
PO Box 20  
Mosman  
NSW 2088**

**Tel: 9978 4709  
Fax: 9969 7515**

## APPENDIX 3

**Australasian Species Management Plan Participation –  
Level 1a and 1b Species which are managed on a genetic and demographic level.**

Species	Held at TZ	Held at WPZ	Coordinator
Addax		•	K Lihou
Aldabra Giant Tortoise	•		Vacant
Asian Elephant	•	•	W Meikle*
Asiatic Golden Cat	•		S Rice
Australian Barn Owl	•		Vacant
Australian Little Penguin	•		T Carney
Black and White Ruffed Lemur		•	S Barlow
Black-handed Spider Monkey	•		K Bullo
Black-winged Stilt	•		T Carney
Bolivian Squirrel Monkey	•		Vacant
Bongo	•	•	V Nedved*
Broad-headed Snake	•		P Andrew*
Brush-tailed Rock Wallaby	•		Vacant
Cassowary	•		C Hibbard*
Cheetah		•	R Wilkins
Chimpanzee	•		M Finnigan
Cotton-Top Tamarin	•		A Embury
Eastern Barred Bandicoot	•		P Courtney
Fennec Fox	•		S Vaartjes
Fijian Banded Iguana	•		P Andrew*
Fijian Crested Iguana	•		P Harlow*
Fishing Cat	•		L Small*
Galapagos Giant Tortoise		•	Vacant
Giraffe	•	•	L Jolly
Goodfellow Tree-kangaroo	•		G Skipper
Greater Bilby	•		C Lees
Helmeted Honeyeater	•		I Stych
Hippopotamus		•	S Barlow
Hooded Robin	•		B Pascoe
Lowland Gorilla	•		E Walraven*/L Grossfeldt*
Meerkat	•	•	P Wood
Noisy Pitta	•		P Andrew*
Orang-utan	•		A Embury
Oriental Small-clawed Otter	•	•	L Andrews
Plains Zebra	•	•	L Jolly
Przewalski's Horse		•	R Wilkins
Red Panda	•		R Dockerill*/C Hibbard*
Regent Honeyeater	•	•	C Hibbard*
Ring-tailed Lemur		•	M Tyler
Rose-crowned Fruit-dove	•		C Hibbard*

## Australasian Species Management Plan Participation (cont)

Species	Held at TZ	Held at WPZ	Coordinator
Royal Spoonbill	•		R Hudson
Sacred Kingfisher	•	•	C Hibbard*
Scimitar Oryx		•	R Wilkins
Siamang		•	S Stephens
Silvery Gibbon	•		L Cocks
Snow Leopard	•		M West
Southern White Rhinoceros		•	S Stephens
Squirrel Glider	•		L Andrew
Sumatran Tiger	•	•	C Hibbard*
Sun Bear	•		G Skipper
Swift Parrot	•		C Srb
Tasmanian Devil	•		C Srb
Tuatara	•		B Blanchard
White-browed Woodswallow	•	•	V Wilson
Yellow-footed Rock Wallaby	•	•	H Guy

\* ZPB Staff

## APPENDIX 4

### Animal Transactions Relating to Species Management Programs (Level 1a and 1b).

(Legend 1.1.1 = Male. Female. Undetermined sex.)

#### Australasian Species Management Programs

##### From Zoological Parks Board of NSW

1.4.0 Asian Elephant from the Zoological Parks Organisation, Thailand  
 1.3.0 Brush-tailed Rock-wallaby from Waterfall Springs, NSW  
 1.0.0 Cotton-top Tamarin from Crocodylus Part, NT  
 1.0.0 Noisy Pitta from Gosford, NSW  
 0.1.0 Noisy Pitta from Public Donation  
 0.1.0 Regent Honeyeater from Currumbin, QLD  
 1.1.0 Cassowary from Cairns Tropical Zoo, QLD  
 4.0.0 White-browed Woodswallow from Clelend Wildlife Park, SA  
 0.0.8 Red-tailed Phascogale from Alice Springs Desert Park, NT  
 0.1.0 Bongo to Monarto Zoo, SA  
 2.0.0 Sumatran Tiger to Orana Wildlife Park, New Zealand  
 1.0.0 Przewalski's Horse to Altina Wildlife Park, NSW  
 0.1.0 Addax to Werribee Open Range Zoo, VIC  
 1.0.0 Przewalski's Horse to Altina Wildlife Park, NSW

##### To Zoological Parks Board of NSW

0.1.0 Cotton-top Tamarin to Adelaide Zoo, SA  
 1.1.0 Cotton-top Tamarin to Cairns Tropical Zoo, QLD  
 0.1.0 Gorilla to Duisburg Zoo, Germany  
 0.1.0 Gorilla to Lisbon Zoo, Portugal  
 1.0.0 Gorilla to Ueno Zoo, Japan  
 1.0.0 Gorilla to Nagoya Zoo, Japan  
 1.0.0 Macleays Fig Parrot to Currumbin Sanctuary, QLD  
 0.1.0 Noisy Pitta to Australian Reptile Park, NSW  
 1.0.0 Noisy Pitta to Adelaide Zoo, SA  
 0.1.0 Noisy Pitta to Cairns Tropical Zoo, QLD  
 0.1.0 Noisy Pitta to Harry Carr (Private Breeder), NSW  
 1.0.0 Orang-utan to Adelaide Zoo, SA  
 1.0.0 Regent Honeyeater to Adelaide Zoo, SA  
 0.1.0 Regent Honeyeater to Currumbin Sanctuary, QLD  
 0.1.0 Rose-crowned Fruit-dove to Australian Reptile Park, NSW  
 3.0.0 White-browed Woodswallow to Adelaide Zoo, SA  
 1.0.0 White-browed Woodswallow from Healesville Sanctuary, VIC  
 1.0.0 Sumatran Tiger from Stuttgart Zoo, Germany  
 0.1.0 Przewalski's Horse from Werribee Open Range Zoo, VIC  
 1.0.0 Scimitar Oryx from Monarto Zoo, SA  
 1.0.0 Bongo from Monarto Zoo, SA



## APPENDIX 5

## Research Projects and Conservation Programs

AEC No.*	Project Title	Researchers	Institution	Source of Funds
3a/04/07	Audiometric behaviour of pinnipeds	Dr T Rogers; Dr C Hogg	AMMRC-ZPB	
3a/12/06	Growth rate of seal whiskers	Dr T Rogers; Dr C Hogg	AMMRC-ZPB	
3b/02/07	Ecology of pack ice seals on the Antarctic Peninsula	Dr T Rogers; Dr A Carlini; Dr C Hogg	AMMRC-ZPB	Winnifred Scott Foundation
3b/08/05	Spatial behaviour of Leopard Seals in Australian waters	Dr T Rogers	ZPB	Winnifred Scott Foundation
4a/04/06	Ecology of Southern Elephant Seals on the Antarctic Peninsula	Dr T Rogers; Dr A Carlini	ZPB	Winnifred Scott Foundation
4a/06/06	Growth rate of seal whiskers – pilot study	Dr T Rogers	AMMRC-ZPB	
	Antarctic Leopard Seal program	Dr T Rogers	AMMRC-ZPB	ASX; ASAC; Winnifred Scott Foundation
	Cortisol modifying factors in Weddell Seals	A Parslow; Dr T Rogers; G Dutton	AMMRC-ZPB; Sydney University	ASAC; Winnifred Scott Foundation
	Virological investigation of Antarctic Phocids	Dr T Rogers; Dr R Slade	AMMRC-ZPB; University of Queensland	
	Vocal behaviour of Ross Seals	Dr T Rogers; Professor J Thomas	AMMRC-ZPB; University of Illinois	
	Information entropy analysis in Leopard Seals	Dr T Rogers; Associate Professor John Buck	AMMRC-ZPB; University of Massachusetts	
	Marine Mammals – Acoustic Catalogue Database	Dr K Schultz; Dr D Cato	AMMRC DSTO	DSTO
	Acoustic surveys of Antarctic pack ice seals	Dr T Rogers; M Ciaglia; G Rowney; Dr D Cato	AMMRC-ZPB DSTO	ASAC; Winnifred Scott Foundation
	Individual variation of cow-pup 'attraction' calls in Weddell seals <i>Leptonychotes weddellii</i>	K Collins; Dr T Rogers; Dr P McGreevy; Professor J Terhune; R R Harcourt	AMMRC-ZPB; University of Sydney; University New Brunswick; Macquarie University	Ecological Society of Australia Linnean Society NSW; Sydney University Grants-in-aid; PADI Aware Foundation
	Acoustic behaviour of Australian fur seals <i>Arctocephalus pusillus doriferus</i>	J Tripovich; Dr T Rogers; Dr R Canfield	AMMRC-ZPB; Sydney University	Zoo Friends; Sydney University Postgrad Research Support Scheme Grant; Australian Geographic
4c/04/06	Monitoring corticoids & reproductive hormones during transport & acclimatization to novel environments in Asian Elephants	T Keeley, WPZ; Dr B Bryant, WPZ; Dr M Lynch	ZPB; Zoos Victoria	
3a/02/07	Maintaining Genetic Diversity of the Tasmanian Devil: Development of Assisted Reproductive Technology	T Keeley, WPZ; Dr P McGreevy; Dr J O'Brien; Dr H Hesterman; Dr M Jones	ZPB (WPZ); University of Sydney; DPIW Tasmania	Morris Animal Foundation, USA

## Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Management of Captive Southern Hairy-nosed Wombats ( <i>Lasiorhinus latifrons</i> ): A Model for the Future Captive Management of Northern Hairy-nosed Wombats ( <i>Lasiorhinus krefftii</i> ).	L Hogan; Dr A Horsup; Dr C Phillips; Dr V Nicolson; T Keeley, WPZ; S Walton; Dr S D Johnston <sup>1</sup>	The University of Queensland; QPWS; Rockhampton Dreamworld; ZPB (WPZ); Rockhampton Zoological Gardens	EPA Wombat Foundation; Smart State Grant; University of Queensland Research Scholarship
	Characterisation of oestrous cycle activity, pregnancy and lactation in the Julia Creek Dunnart ( <i>Sminthopsis Douglasi</i> ) using a combination of urogenital cytology, behavioural oestrus and a faecal EIA.	K Pollock; Dr S D Johnston; Dr R Booth; K Grogan; T Keeley, WPZ	The University of Queensland; David Fleay Wildlife Park; ZPB (WPZ)	
	Testosterone secretion, testicular histology and the cryopreservation of cauda epididymal spermatozoa in the common ringtail possum ( <i>Pseudocheirus peregrinus</i> )	D J Phillips; A McKinnon; T Keeley, WPZ; R Wilson; S D Johnston	University of Queensland; QPWS; EPA; ZPB (WPZ)	
4b/10/04	Aspects of comparative reproductive anatomy and physiology in male rhinoceros	Dr T Portas, WPZ; T Keeley, WPZ	ZPB	
4d/06/05	Gamete rescue in an infertile Black Rhinoceros ( <i>Diceros bicornis</i> )	Dr B Bryant, WPZ; Dr T Portas, WPZ; Dr T Hildebrandt; Dr R Hermes; Dr F Goritz; Dr J Kelly; Dr L MacLellan	ZPB; Institute for Zoo Animal & Wildlife Research (Berlin) (IZW)	IZW; ZPB
	Nutritional status of a captive White Rhinoceros ( <i>C simum</i> ) group with respect to magnesium	Dr B Bryant, WPZ; Dr T Portas, WPZ; Asti May	ZPB; Sydney University	Sydney University
	Oestrus synchronisation of black rhinoceros ( <i>D bicornis</i> ) using progestagen withdrawal and hCG.	Dr B Bryant, WPZ; Dr T Hildebrandt; Dr T Portas, WPZ; T Keeley WPZ; Dr F Goritz; Dr F Schwarzenberger; Dr R Hermes	ZPB; IZW; University for Veterinary Medicine, Vienna	IZW; ZPB
	Immunological contraception of a male giraffe ( <i>Giraffa camelopardalus</i> ) using GnRF vaccine	Dr B Bryant, WPZ; Dr T Portas, WPZ; T Keeley WPZ	ZPB	
4a/08/05	Post release monitoring of captive bred Malleefowl	Dr A Wilson; Judith Gillespie, WPZ; Skye Wassens; Chris Coombs; Dr R Dehaan; H Findlay WPZ; M Norman WPZ; Dr B Bryant WPZ; Dr T Portas WPZ	Charles Sturt University; ZPB	
3b/12/06	Effects of stress and nutrition on birth sex ratios in the Black Rhinoceros ( <i>D bicornis</i> )	E Berkely; Dr B Bryant, WPZ; Dr T Portas, WPZ	Victoria University of Wellington, NZ; ZPB	IRF; Victoria University of Wellington

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Fundraising for support of Turtle Conservation and Ecology Program at Cuc Phong Turtle Conservation Center (Vietnam)	Herpetofauna Division TZ	ZPB	Public donations
	Corroboree Frog Recovery Program (DEC)	G Marantelli; M McFadden; M Saxon, R. Pietsch; D Hunter; Dr W Osborne	ARC (Victoria.); ZPB; DEC; University Canberra	
	Booroolong Frog Captive Husbandry Project	M McFadden; D Hunter; R Pietsch	ZPB; DEC	Murray Catchment Management Authority
3c/12/06	Blood parasites in a field population of Fijian Crested Iguanas	Dr P Harlow; S Morrison	ZPB; ANU	Zoo Friends Fellowship; International Iguana Foundation
	Diet and habitat preferences of the Fijian Crested Iguana on Yadua Tabu, Fiji: implications for conservation	Dr C Morrison; T Osborne; Dr P Harlow; P Biciloa; J Niukula	University of the South Pacific; ZPB	Pacific Biological Foundation
	The molecular phylogeny and evolution of Pacific iguanas.	Dr S Keogh; Dr P Harlow	ANU; ZPB	ANU
	Tropical dry forest on Yadua Tabu Island, Fiji: Survey of vegetation types	Dr C Morrison; G Keppel; N Thomas; I Rounds; Dr P Harlow	University of the South Pacific; ZPB	Pacific Biological Foundation
	Conservation biology of the Fijian crested iguana	S Morrison; Dr S Keogh; Dr P Harlow	ANU; ZPB	ANU; International Iguana foundation
	Ecology of communal egg-laying in reptiles.	E. Cheetham; Dr S Doody; Dr P Harlow	University Canberra; ZPB	University Canberra
4c/08/04	Urban possums, population biology, health and public profile	N Hill, VQC	Macquarie University; ZPB	Macquarie University
	Monitoring the health & reproduction of Brush-tailed rock wallabies at Jenolan Caves	Dr L Vogelnest, TZ	ZPB; DEC; Caves Reserve Trust	DEC; ZPB (travel only)
4b/06/05	Immune function studies in the koala	Dr D Higgins; VQC; Australian Mammals TZ	Sydney University; ZPB	Sydney University
4c/06/05	Prevention & treatment of Cryptococcosis in koalas	Dr M Krockenberger; VQC; Australian Mammals TZ	Sydney University; ZPB	Sydney University
4a/02/06	Collection of opportunistic samples for researchers from live animals during veterinary procedures	Dr L Vogelnest; VQC; TZ	ZPB	Researchers pay administration fee & any other collection costs
4b/04/06	Demonstrating native wildlife handling and anaesthesia procedures	Dr L Vogelnest; VQC; TZ	ZPB	No funding needed
	Fertility management of koalas, kangaroos & wallabies; Remote delivery trials in the Eastern Grey Kangaroo	Dr C Herbert; Dr L Vogelnest	UNSW; ZPB	UNSW

## Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Experimental Research to Obtain a Better Understanding of the Potential Presence and Impact of New Amphibian Diseases in Australia.	Dr Alex Hyatt; Dr Linfa Wang; Dr John Bingham; Dr Jacki Pallister; Dr Rick Speare; Dr Lee Berger; Dr Lee Skerratt; Dr Karrie Rose; Jane Hall; Mr G Marrantelli; Ms Deborah Pergolotti	Australian Animal Health Laboratories; James Cook University (JCU); Australian Registry of Wildlife Health; The Amphibian Research Centre – Cairns Frog Hospital	DEW Funded; Funding January 2007 to June 2008
	Hosting a Digital Information Network (DINS)	Dr Karrie Rose; Dr Alex Hyatt	Australian Registry of Wildlife Health; Australian Animal Health Laboratories	DEW
	Surveillance of wild birds in NSW for avian influenza.	Dr Peter Kirkland; Mr John Tracey; Dr Phil Hansboro; Dr Karrie Rose	NSW DPI; University of Newcastle; Australian Registry of Wildlife Health	DAFF
	Wildlife Disease Investigation Publications – reprinting Wildlife Health Investigation Manual. Preparing Wild Bird Disease Surveillance Guidelines	Dr Karrie Rose; Jane Hall	Australian Registry of Wildlife Health	DAFF
	Australian Leishmania Lifecycle Investigation	Dr Shelley Walton;  Dr Bruce Alexander;  Dr Karrie Rose	Menzies School of Health; Liverpool School of Tropical Medicine; Australian Registry of Wildlife Health	Australian Biosecurity; CRC
	Trypanosoma evansi in Agile wallabies ( <i>Macropus agilis</i> ).	Dr Simon Reid; Dr Jonathan Lee;  Dr Karrie Rose	Murdoch University; Northern Australia Quarantine Service; Australian Registry of Wildlife Health	Australian Biosecurity; CRC
4b/08/04	Release of captive-bred Little Penguin, <i>Eudyptula minor</i> , from the Taronga Zoo animal collection to the last NSW mainland population in Pittwater	E. Walraven; Marine Mammals Division; VQC	ZPB; NSW DEC	
4a/02/05	Genetic resource banking of cell culture lines from Australian native wildlife	Dr Ian Gunn	Animal Gene Resource & Storage Centre; WPZ	
4b/02/05	Collection of samples opportunistically for researchers from live animals during veterinary procedures	Dr Benn Bryant, WPZ	ZPB	
4c/02/05	Handling of animals for educational purposes at WPZ	Dr Benn Bryant, WPZ	ZPB	
4a/06/05	Education in Zoo and Outreach Programs	Mr Ken de la Motte; Education Centre; B2B	ZPB	
4a/12/05 Final	Telomeres as a possible estimator of age in wombats	Dr Andrea Taylor	Monash University	
3a/10/06	Backyard to Bush School and Visitor Education Programs	Mr Simon Duffy	Education Centre; B2B	ZPB

AEC No.*	Project Title	Researchers	Institution	Source of Funds
3b/04/07	Evolution of reptile sex chromosomes and sex determination systems	Mr Denis O'Meally	Australian National University; ZPB	

\* This number indicates approval by the ZPB Ethics Committee which is required for all projects with a research component under the NSW Animal Research Act, 1985

## APPENDIX 6

### Post-mortem and Clinical Samples Supplied for Research and Teaching Purposes

Receiving Organisation	Individual	Sample and Purpose
Ambrose Ecological Services	Mr Ambrose	Bird feathers: identification of bird species from feather structure
Australian National University	Mr O'Meally	Blood or eye/pericardium from Tuatara and Colubrid snakes: evolution of reptile sex chromosomes and sex determination systems
Australian National University & University of Sydney	Dr Alsop Dr Belov	Blood and tissues from Tasmanian Devils: Tasmanian Devil Facial Tumour research
Australian Museum	Dr Boles Ms Ingleby Mr Sadlier	Bird carcasses: education and display Australian/Pacific mammal carcasses: education and display Herpetofauna carcasses: education and display
Australian Museum – Evolutionary Biology Unit	Ms Johnson	Tissue samples from all species: preparing a genetic library
Centenary Institute of Cancer Medicine and Cell Biology	Associate Professor Rasko	Blood/serum and organs from any mammals: identification of viral sequences
Macquarie University Department of Biological Sciences	Ms Deane Ms Vilcins Ms Hill	Serum/plasma, post mortem tissues from marsupials: Marsupial immune function and disease Ectoparasites from any animal: impact of ectoparasites on animal health and survival Ecto- and endoparasites from all species, serum from felids: to determine if disease can be transferred to wild Brushtail Possums
Menzies School of Health Research, Northern Territory	Ms Dougal	Serum from macropods, dingos: Australian Leishmania lifecycle Investigation
Monash University	Dr Gunn	Skin biopsy from Dingo, Bilby, Bridled Naitail Wallaby, Eastern Quolls: DNA resource library
St George Hospital	Dr Clark	Blood from chimps, gorillas, orang-utans: SGM1 gene in spinal development
University of Liverpool, UK	Dr Nelson	Digit measurements from non-human primates: primate mating strategies and sociality
University of NSW	Associate Professor Ashwell Dr Russell	Brain & skin from monotremes: Craniocervical region from non-human Primates: ID of ampulo-glomerular organ in this region
University of NSW: CRC for eye research and technology	Ms Tragoulias	Tears from variety of species: research and technology surface pressure and protein analysis of animal tears

## Post-mortem and Clinical Samples Supplied for Research and Teaching Purposes (cont)

Receiving Organisation	Individual	Sample and Purpose
University of Sydney	Dr Kuchel	Whole blood from any animal: water transport across red cell membranes
	Dr O'Brien	Blood from male Gorillas and Reproductive tissues from non-human primates: sperm sexing & assisted reproductive technology in endangered primates
	Dr Vickery	Liver & spleen from all species: develop immunological reagents for wild animals
	Dr Malik	EDTA and serum from non-domestic cats: blood groups and blood parasites in captive cats
	Dr Hemsley Dr Spielman	Marsupial carcasses: education Blood from reptiles, birds, amphibians: to prepare blood smears for education library
Veterinary Laboratory Agency UK	Dr Dawson	Serum, whole blood and tissues from marine mammals: classical and molecular typing of Brucella species
	Ms Watkinson	Peacock feathers: private use
Westmead Childrens Hospital	Dr Daniel	Ratite testis biopsies and blood: Sex-determining chromosomes & loci in birds/ratites
Zoo Friends, Taronga Zoo	Ms O'Donnell	Giraffe vertebrae: education/touch table
Zoological Parks Board of NSW Australian Marine Mammal Research Centre	Dr Rogers	Pinniped and cetacean carcasses and tissues: Education, behaviour and hormones in marine mammals
Scientific Research & Wildlife Conservation	Dr Firestone	Tissue samples from Northern Quolls: genetic studies
Veterinary & Quarantine Centre	Dr Rose	Serum and tissues from various native animals of disease concern/interest
Western Plains Zoo	Dr Keely	Faeces from Short- and Long-beaked Echidnas:

## APPENDIX 7

### Scientific Advisors

Consultant	Institution	Consultancy
Dr G Allan	Veterinary Imaging Associates	Radiologist
Dr I Beveridge	University of Melbourne	Parasitology
Dr A Black	Northern Sydney Veterinary Specialist Centre	Orthopaedic Surgery
Dr P Canfield	University of Sydney	Pathology
Dr D Clarke	K-9 Gums	Dentistry
Dr C Dart	University of Sydney	Anaesthesia
Dr A Dart	University of Sydney	Equine Surgery
Dr C Dunlop	Advanced Anaesthesia Specialists	Anaesthesia
Prof I Fraser	University of Sydney	Gynaecology
Dr WJ Hartley	Scientific advisor	Pathology
Dr R Howlett	Faculty of Medicine, UNSW	Pathology
Dr B Hudson	Royal North Shore Hospital	Infectious Diseases
Dr K Hoffman	Animal Referral Hospital	Sonology
Dr P Kirkland	Elizabeth Macarthur Agricultural Institute	Virology
Dr W Lamb	Ryde Specialist Centre	Internal Medicine
Prof C Maxwell	University of Sydney	Reproductive physiology
Dr P McGreevy	University of Sydney	Behaviourist

Dr T Mogg	University of Sydney	Equine Medicine
Dr RJ Montali	University of California, Davis	Pathology
Dr J O'Brien	University of Sydney	Reproductive Physiology
Dr B Reinberger	University of Sydney	Goat Market Assurance Program
Dr L Skerratt	James Cook University	Parasitology
Dr C Smith	University of Sydney	Equine Medicine & Surgery
Dr J Smith	Eye Clinic for Animals	Ophthalmology
Dr D Spratt	CSIRO	Parasitology
Dr B Webster	Westmead Children's Hospital	Haematologist
Dr C Whittaker	Eye Clinic for Animals	Ophthalmology

## APPENDIX 8

**Paid Consultancies Undertaken by the Board**

<b>Report/Services</b>	<b>Receiving Organisation</b>
Veterinary pathology consultancies	Austral and Canley Heights Veterinary Clinics
Staff assistance and advice	China Shipping
Veterinary pathology consultancies	Department of Defence
Veterinary consultancies; Veterinary and Pathology consultancies of confiscated animals as required; Staff training	NSW Department of Environment and Conservation
Veterinary pathology consultancies	Dr Ian Hough, South Australia
Veterinary consultancies; Veterinary pathology consultancies	Oceanworld, Manly
Veterinary consultancies; Veterinary pathology consultancies	Sydney Aquarium
Veterinary consultancies; Veterinary pathology consultancies	Sydney Wildlife World
Veterinary consultancies; Veterinary pathology consultancies	Sydney Olympic Park Authority
Veterinary consultancies; Veterinary pathology consultancies	University of NSW, Cowan Field Station
Veterinary pathology consultancies	University of Wollongong
Herpetofauna Division; Green and Golden Bell frog consultancy	Village Building Company, ACT

## APPENDIX 9

### Lectures and Presentations by Zoo Staff

Subject	Staff Member	Receiving Body
Captive Management of Greater One-horned Rhinoceros at WPZ	I Anderson	International Rhino Keeper Workshop
Insects and Spiders are fascinating – what zoos do to help conserve invertebrates?	W Angus	University of Sydney, Biology students, 2nd Year
Backyard to Bush – An Australian Journey	W Angus S Elton	Starlight Foundation
Bettongs in ANFFS	I Anderson	University of the 3rd Age
Brush-Tailed Bettongs in the ANFFS	I Anderson	Association of Zoo Friends (NSW) Inc
Management of Southern White Rhinoceros at WPZ	P Benoit	International Rhino Keeper Workshop
Meet a Keeper – 'My Life as a Bird Nerd'	N Bishop	Zoo Careers Day
Quality teaching	N Bodel	Environmental Education Conference Dubbo
Quality Teaching project plan	N Bodel	ARAZPA Education SAG
Quality Teaching project update	N Bodel	ARAZPA Education SAG
Quality Teaching project update	N Bodel D Smith	Coalition of Knowledge Building Schools Conference
Quality Teaching project outline (article)	N Bodel	ARAZPA members
Career Pathways in Zoo Education Presentation	N Bodel	RZS Student Forum (Zoology graduates and undergraduates)
AGQTP submission guidance	N Bodel Eleanor Igoe	EEC conference Western Plains Zoo
AGQTP update	N Bodel	ARAZPA Education SAG, Wellington Zoo
AGQTP poster presentation	N Bodel	ARAZPA conference, Wellington NZ
Panel and poster session	N Bodel	QTAL (2007) Planning Conference
Animal Record Keeping	S Brice	TAFE students
Veterinary Reproductive Management of Black Rhino at WPZ	B Bryant	International Rhino Keeper Werribee, Victoria 2007
Reproductive research at WPZ	B Bryant	Zoological Parks Board of NSW
Tigers at WPZ	R Clifford	Association of Zoo Friends (NSW) Inc
Assisted Reproduction Techniques in Black Rhinoceros at WPZ – a Keeper's perspective	J Conaghan	International Rhino Keeper Workshop
Taronga Zoo update	G Cooper	Rotary Club, Mosman
Walking the tightrope to Tier One: the future of zoos	G Cooper	ARAZPA Conference (Wellington)
Sponsorship relationships	G Cooper	2007 Clean Up Australia sponsor thank you dinner
Zoo update	G Cooper	RSPCA National Council (Tasmania)
A modern Masterplan for a historic Zoo	G Cooper	State Government Heritage Forum
Premier's Export Awards Winners speech	G Cooper	ACCOR /AusTrade
CAPAM 2006 Biennial Conference Speech	G Cooper	Taronga Zoo
Manure, more valuable than gold	J Corney	Association of Zoo Friends (NSW) Inc
Veterinary nursing at WPZ	J Corney	Australian Institute of Medical Scientists Conference
Exhibit design	M Counihan	Association of Zoo Friends (NSW) Inc
Life as a Keeper	A D'Ettorre	Taronga Foundation Fundraiser
Zoo Friends Fellowship	A Dorrian	University of the 3rd Age
Maximising the Impact	S Duffy	ARAZPA Conference (Wellington)



Subject	Staff Member	Receiving Body
Koala's to Chang Mai Zoo	C Ellis	Association of Zoo Friends (NSW) Inc
Creepy Crawlies – what role do spiders play in our lives	S Elton B Finlayson N Ford	Association of Zoo Friends (NSW) Inc
Native animal awareness – An evolutionary look	B Finlayson S Murray	Odyssey Tour Group at Australian Wildlife
Cane toads and northern quolls: can quolls persist in the face of a toxic onslaught?	K Firestone	Invasive Animal CRC Cane Toad Workshop
Translocations/Introductions	K Firestone	3rd year Conservation Biology students, UNSW
Reintroductions/Augmentations	K Firestone	3rd year Conservation Biology students, UNSW
Ex situ conservation	K Firestone	3rd year Conservation Biology students, UNSW
Ex situ conservation practicum	K Firestone	3rd year Conservation Biology students, UNSW
How to Train Birds	G Fisher C Browne	Parrot Society of NSW
'Why Train' – the value of training in Zoos and at home	G Fisher	Aviculture Society of NSW
Meet a Seal	D Fox R Tate	Girl Guides NSW
Teaching Teachers	D Fox R Tate	AMMRC
Greater One-horned Rhinoceros	K Garard	Association of Zoo Friends (NSW) Inc
Conditioning program for Greater One-horned Rhinoceros at WPZ	K Garard	Conditioning program for Greater One-horned Rhinoceros at WPZ
Great Southern Oceans Update	M Grainger	Association of Zoo Friends (NSW) Inc
Echidnas and goanna of kangaroo Island	D Haesler	University of the 3rd Age
Kyoto agreement for Principals	D Haesler	Western Region Principal Conference
I want to be a Zookeeper – A career in Conservation	D Haesler	ASZK conference Alice Springs
Prestige oil spill response – Spain 2002-2003	E Hall	SOSSA Annual General Meeting
Rehabilitation of African Penguins at the Treasure oil spill	E Hall	SOSSA Annual General Meeting
Catching and handling of oiled wildlife	E Hall	Queensland DEH, Great Barrier Reef Marine Park Authority, Townsville
Rehabilitation of oiled seabirds	E Hall	Queensland DEH, Great Barrier Reef Marine Park Authority, Townsville
Catching and handling of oiled wildlife	E Hall	Queensland DEH, Great Barrier Reef Marine Park Authority, Cairns
Rehabilitation of oiled seabirds	E Hall	Queensland DEH, Great Barrier Reef
Wildlife rehabilitation techniques	E Hall	University of Sydney, Veterinary Conservation Biology post-grad students
Catching and Handling Wildlife	E Hall	Oiled Wildlife Workshop, Massey University, NZ
Rehabilitation and release of wildlife	E Hall	Oiled Wildlife Workshop, Massey University, NZ
The Prestige Oil Spill, Spain	E Hall	Oiled Wildlife Workshop, Massey University, NZ
The Treasure oil spill, South Africa	E Hall	Oiled Wildlife Workshop, Massey University, NZ
Rehabilitation and release techniques	E Hall	New Zealand Wildlife Conference
Rehabilitation and release of wildlife	E Hall	WIRES Annual General Meeting
Ecology of sex-determining mechanisms in Australian dragon lizards	P Harlow	Australian Catholic University, Biology staff and students

## Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
Ecology and Biology of Australian reptiles and amphibians	P Harlow	Australian Catholic University, Biology students
Conservation biology of the Fijian Crested Iguana	P Harlow	Macquarie University, Biology students
Exotic antivenom importations, future plans & lessons learnt from past bites at Taronga Zoo	P Harlow	Exotic Snake Forum, Melbourne Zoo
Australian Dragon Lizards in Captivity	P Harlow	Macarthur Herpetological Society, Campbelltown
The ZPB's Fijian Crested Iguana Conservation Project	P Harlow	University of NSW Conservation Biology 3rd year students
Annual update on in situ Fijian Iguana Conservation Projects	P Harlow	The IUCN / Iguana Specialist Group annual meeting, Puerto Rico
Do we do enough Enrichment for Australian Mammals?	M Hawkins	Workshop – ASZK Annual Conference. Alice Springs May 2007
Microchipping techniques of wildlife	F Hulst	NSW DECC (NPWS – Sydney North)
The sustainable management of ungulate species in the Australasia; surplus males and lessons drawn from nature	N Jamieson T Portas	ARAZPA Conference, Wellington NZ, 2007
Thailand Elephants	N Jamieson	Association of Zoo Friends (NSW) Inc
The venomous snake consultation	R Johnson	AVA, National Conference Melbourne
Zoo, wildlife and exotic Practice in Australia	R Johnson	Veterinary University of Vienna, students and academic staff
Medicine and surgery of Australian animals	R Johnson	Veterinary University of Vienna, students and academic staff
Medicine and surgery of Australian Herpetofauna	R Johnson	Veterinary University of Vienna, students and academic staff
Zoo, wildlife and exotic Practice in Australia	R Johnson	Zoo Dv r Králové, Czech Repub – curators, keepers, vets
Medicine and surgery of Australian animals	R Johnson	Zoo Dv r Králové, Czech Repub – curators, keepers, vets
Medicine and surgery of Australian Herpetofauna	R Johnson	Zoo Dv r Králové, Czech Repub – curators, keepers, vets
Dental and maxillofacial disease in Australian marsupials	R Johnson	CAZWW – Annual Conference Czech Republic
Zoo, wildlife and exotic Practice in Australia	R Johnson	University of Veterinary and Pharmaceutical Sciences Brno, Czech Republic, Veterinary students and academic staff
Medicine and surgery of Australian mammals	R Johnson	University of Veterinary and Pharmaceutical Sciences Brno, Czech Republic, Veterinary students and academic staff
Medicine and surgery of Australian Herpetofauna	R Johnson	University of Veterinary and Pharmaceutical Sciences Brno, Czech Republic, Veterinary students and academic staff
Captive management of Macropods and herpetofauna (tutorials)	R Johnson	University of Sydney, Veterinary Conservation Biology post-grad students
An anatomical approach to prognosis of traumatic injuries in common eastern long-necked turtles	R Johnson	Wildlife Society Annual Conference, University of Sydney
The working life of a Zoo veterinarian	R Johnson	JCU, Townsville, Queensland, Veterinary Science 1 Students
Anaesthesia and sedation of reptiles	R Johnson	Post-graduate Foundation in Veterinary Science, University of Sydney
Behaviour of reptiles pertinent to the consulting room	R Johnson	Post-graduate Foundation in Veterinary Science, University of Sydney

Subject	Staff Member	Receiving Body
Common therapies and treatment techniques for reptiles	R Johnson	Post-graduate Foundation in Veterinary Science, University of Sydney
Some commonly occurring conditions in captive reptiles	R Johnson	Post-graduate Foundation in Veterinary Science, University of Sydney
Big Cat Enrichment	H Joseph	University of the 3rd Age
Reproductive Laboratory at Western Plains Zoo	T Keeley	University of the 3rd Age
The ART of Captive Breeding	T Keeley	ARAZPA Conference
The Role of Reproductive Biology in Zoo Conservation	T Keeley	University of Sydney Students
Reproduction Lab	T Keeley	Association of Zoo Friends (NSW) Inc
Common myths and untruths about snakes	S Kozlowski	'Fearless Snake Phobia' program, run by Backyard To Bush
Behavioural Enrichment	C Magner	University of the 3rd Age
Behavioural Enrichment at WPZ	C Magner	Association of Zoo Friends (NSW) Inc
Zoo Education for the future	P Maguire	Northern Sydney Region Principal Conference
Stakeholder Management	P Maguire	ARAZPA Education SAG
Zoological Parks Board of NSW Education Strategy	P Maguire	ARAZPA conference, Wellington NZ
Zoo Education – Middle Years	P Maguire	North Sydney Region Principal conference
Zoo Education for conservation	P Maguire	Tall Poppy teacher in service
Curriculum Mapping	P Maguire	Pymble PS Staff
Recovery program and captive management of the critically endangered Corroboree frog	M McFadden	UTS Trends in Environmental Research Series
Amphibians in danger series	M McFadden	Warringah Council, 'Headland to Hilltop' lecture
Amphibian conservation in Australia	M McFadden	National Parks Association
Incubation of reptile eggs	M McFadden	Hawkesbury Herpetological Society
Conservation and management of amphibians	M McFadden	University of Technology Sydney, 3rd Year Wildlife Ecology students
Captive efforts to conserve Australia's endangered amphibians	M McFadden	2007 International Herpetological Symposium
Conservation of the Southern Corroboree Frog	M McFadden	Macarthur Herpetological Society, Campbelltown
The ZPB's Corroboree Frog Conservation Project	M McFadden	University of NSW Conservation Biology 3rd year students
Australia's Endangered Frogs	M McFadden	National Threatened Species Day, Rockdale Council
Husbandry Manuals – help or hindrance?	W Meikle	ARAZPA Conference 2007
Studies in Outstanding Relationship Building	S Naidoo	Fundraising Institute of Australia, National Conference
ANZ and Taronga Zoo Partnership	S Naidoo	Australian Sponsorship Marketing Association, NSW Breakfast
Sex Ratio Variation and Implications for Captive Breeding Programs.	V Nedved	ARAZPA Wellington, NZ
Sleeping and Resting Behaviour in a Group of Asian Elephants	V Nedved M Hawkins	ASZK Annual Conference Alice Springs May 2007
Sustainable management of southern white rhinoceros in Australasia into the future	T Portas	ARAZPA Conference, Wellington NZ, 2007
Sustainable management of ungulate species in the Australasian Region	T Portas N Jamieson	Zoological Parks Board of NSW
National Parks of Vietnam	H Quine	Association of Zoo Friends (NSW) Inc

## Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
Barometers of the Antarctic	T Rogers	University of Sydney & Veterinary Science Foundation JD Stewart Address
Barometers of climate change	T Rogers	Taronga Foundation GSO Establishment Dinner
Barometers of climate change	T Rogers	NSW Department of Education and Training, NSW Office for Science and Medical Research & Australian Institute of Political Science. Working Scientifically at the Zoo Workshop.
Barometers of climate change	T Rogers	NSW Ministry of Science & Medical Research. Science Week program (Science Exposed) Parliament House
Leopard Seal Crittercams	T Rogers	National Geographic Travelling Roadshow
Zoo Pathology and the Australian Registry of Wildlife Health	K Rose	Australian Association of Veterinary Laboratory Diagnosticians (AAVLD)
Ensuring the Zookeeping Profession does not become Extinct!	B Sammut	ARAZPA conference 2007
Laboratory Diagnostics in the Zoo Environment	C Shilton	Australian Association of Veterinary Laboratory Diagnosticians (AAVLD)
Australian Registry of Wildlife Health	C Shilton	University of Sydney, Veterinary Conservation Biology post-grad students
Determination of antimicrobial and antifungal properties of sea turtle oviductal secretions	C Shilton	WAIF training course
Cultural presentation	P Sinclair	North-Sydney Jewish community group
Fish Husbandry and Aquatic Systems	A Skidmore	
Meet a Keeper	B Spinks R Tate	School Groups
Trip to Chiang Mai Zoo Thailand to support Koala transfer	S Stark	Western Plains Zoo staff and Association of Zoo Friends (NSW) Inc
Great Southern Oceans	R Tate	Taronga Foundation Fundraiser
Animal Behaviours	R Tate	Students from ACT
Overview of the Black Rhinoceros breeding	R Taylor	International Rhino Keeper Workshop program at WPZ
Black Rhinoceros	R Taylor	University of the 3rd Age
Captive management of Macropods and herpetofauna (tutorials)	K Vinnette – Herrin	University of Sydney, Veterinary Conservation Biology post-grad students
Efficacy of an inactivated Vaccine in the prevention of Encephalomyocarditis virus Infection in chimpanzees (Pan Troglydotes) and other species	L Vogelnest	AAZV, Annual Conference Tampa, Florida, USA
Zoological Medicine at Taronga Zoo	L Vogelnest	Aust Assoc of Veterinary Diagnosticians, Annual Conference
Microchipping techniques for wildlife	L Vogelnest	NSW DECC NPWS
Zoo and wild animal medicine internship opportunities at Taronga and Western Plains Zoos	L Vogelnest	University of Sydney, 3rd year veterinary students
The role of a veterinarian in wildlife rehabilitation	L Vogelnest	University of Sydney, Veterinary Conservation Biology post-grad students
Wildlife emergencies	L Vogelnest	University of Sydney, Veterinary Conservation Biology post-grad students
Marine mammal strandings	L Vogelnest	University of Sydney, Veterinary Conservation Biology post-grad students
Captive management of Macropods and herpetofauna (tutorials)	L Vogelnest	University of Sydney, Veterinary Conservation Biology post-grad students

<b>Subject</b>	<b>Staff Member</b>	<b>Receiving Body</b>
Elephant Importation	L Vogelnest	Association of Zoo Friends (NSW) Inc – Annual General Meeting
Reproductive management of zoo and wild animals	L Vogelnest	Wildlife Society Annual Conference, University of Sydney
Reproductive management of zoo and wild animals	L Vogelnest	Endocrinology Dept, Royal Prince Alfred Hospital
Little Penguins Breeding Program	J Walker M Grainger	UTS
Little Penguins Breeding Program	J Walker M Grainger	National Parks and Wildlife Services
Little Penguins Breeding Program	J Walker M Grainger	University of Technology, Sydney
Great Southern Oceans	J Walker	Rotary
Rescue and rehabilitation of Oiled Wildlife	E Walraven	Sydney University
Rescue and rehabilitation of Oiled Wildlife	E Walraven	Multiple NSW Government Agencies
Rescue and Rehabilitation of Oiled Wildlife	E Walraven	Department of Primary Industries
Animal Welfare in Zoos	E Walraven	ARAZPA Conference Wellington
Tapirs, Their Natural History and Captive Husbandry at WPZ	A Watson	Association of Zoo Friends (NSW) Inc
Australian Shark Attack File	J West	Annual National Lifeguard Industry Conference
Asian Elephant Importation to Taronga Zoo – Preliminary Data on Activity and Exhibit Usage	M Willemssen	ARAZPA Wellington, NZ

## APPENDIX 10

### Publications

#### Peer-reviewed Journal Articles & Book Chapters

- Harlow, P.S., M. Fisher, M. Tuiwawa, P.N. Biciloa, J. Palmeirim, C. Mersai, S., Naidu, A. Naikatini, B. Thaman, J. Niukula and E. Strand.** (2007). The decline of the endemic Fijian crested iguana *Brachylophus vitiensis* in the Yasawa and Mamanuca archipelagos, western Fiji. *Oryx*, 41(1): 44-50.
- McFadden, M. and Harlow, P.** (2007). Captive reproduction and longevity in Tawny Crevice (*Ctenophorus decresii*) and Central Nettle Dragons (*C. nuchalis*). *Herpetofauna*, 37(1): 23-27.
- Harlow, P. and Morrison, S.** (2006). Soaking Wet in a Fijian Dry forest. Iguana, 11(3): 193-197.
- Shine, R. W. R. Branch, J. K. Webb, P. S. Harlow, T. Shine, and J. S. Keogh.** (2007). Ecology of cobras (*Aspidelaps, Hemachatus, and Naja*; Serpentes, Elapidae) from southern Africa. *Journal of Zoology* (London), 272: 183-193
- Bryant B, Portas T, R Montali R.** Mammary and pulmonary carcinoma in a dromedary camel (*Camelus dromedarius*). *Australian Vet Journal* 85: 59-61
- Portas T, Hermes R, Bryant B, Goritz F, Thorne A, Hildebrandt T.** Anaesthesia and use of a sling system to facilitate transvaginal laparoscopy in a black rhinoceros (*D bicornis*) *Journal of Zoo and Wildlife Medicine* 37(2): 202-203
- Cato, D.H., McCauley, R.D., Rogers, T. and Noad, M.J.** (2006) Passive acoustics for monitoring marine animals – progress and challenges. *Proceedings of ACOUSTICS 2006*, Christchurch, New Zealand, pp 453-460
- Collins, K.T., Terhune, J.M., Rogers, T.L., Wheatley, K.E., Harcourt, R.G.,** (2006) Vocal individuality of in-air Weddell seal (*Leptonychotes weddellii*) pup “primary” calls. *Marine Mammal Science* 22(4): 933-951.
- Elledge, A., Leung, L. K. – P., Allen, L. R., Firestone, K., Wilton, A. N.** 2006 Assessing the taxonomic status of dingoes *Canis familiaris dingo* for conservation. *Mammal Rev.* Volume 36, No. 2, 142-156
- Firestone, K.** 2006. The Biodiversity Extinction Crisis, *Pacific Conservation Biology*, 2006 Vol. 12(2): 85-86
- Gray, R.B., Canfield, P.J., & Rogers, T.L.** (2006) Histology of selected tissues of the leopard seal and implications for functional adaptations to an aquatic lifestyle. *Journal of Anatomy* 209:179-199
- Hall-Aspland, S.A., and Rogers, T.L.** (2007) Identification of hairs found in leopard seal (*Hydrurga leptonyx*) scats. *Polar Biology* 30(5): 581-585.
- Johnston, SD., Ward, D., J Lemon, J., Gunn, I., MacCallum, C., Keeley, T and Blyde D.** (2007). Studies of male reproduction in captive African Wild dogs (*Lycaon pictus*) at Western Plains Zoo, Dubbo, Australia. *Ani. Repro. Sci.* 100: 338-355.
- Portas, T, Hermes R, Bryant B, Goritz F, Thorne A, Hildebrandt T.** Anaesthesia and use of a sling system to facilitate transvaginal laparoscopy in a black rhinoceros (*D bicornis*) *Journal of Zoo and Wildlife Medicine* 37(2): 202-203
- Rogers, T.L. and Knight, C.** (2006) Burrow and mate fidelity in the little penguin (*Eudyptula minor*) at Lion Island, New South Wales. *Ibis* 148(4), 801-806.
- Rogers, T.L.** (In press) Age-related differences in the acoustic characteristics of male leopard seals, *Hydrurga leptonyx*. *Journal of the Acoustical Society of America*.
- Rose, K., , Uhart, M., Lubroth, J., and Newman, S.** 2006. Wild Bird HPAI Surveillance Manual. Sample collection from health, sick and dead birds. Food and Agricultural Organisation of the United Nations, Rome, 2006
- Rose, K., Uhart, M., Lubroth, J., and Newman, S.** 2006. Sick and Dead Wild Bird Disease Surveillance. Sample Collection Protocol. A joint publication of the Zoological Parks Board of NSW, United Nations Food & Agriculture Organisation, and Wildlife Conservation Society. FAO/OIE, Highly Pathogenic Avian Influenza Wild Bird Conference, 30-31 May, Rome.
- Hill, N.J., Rose, K., Deane, E.M., and Old, J.M.** (2007) *Rodentolepis fraternal*: the cause of mortality in a new host, the Spinifex hopping mouse (*Notomys alexis*). *Australian Veterinary Journal* 85(1)&(2):62-64.
- Johnson, R.** (2006) Dystocia in an injured common Eastern long-necked turtle (*Chelodina longicollis*). *Veterinary Clinics: Exotic Animal Practice* 9(2006):575-581.
- Hall-Aspland, S.A, and Rogers, T.L.** (2007) Identification of hairs found in leopard Seal (*Hydrurga leptonyx*) scats. *Polar Biology* 30 (5): 581-585.

#### Grey Literature

- Harlow, P.** (2006). Going South. A story on transporting a large crocodile to Taronga. *Zoonoos*, December: p12-13.
- Kozlowski, S.** (2007). Deadly babies – A story on hatching Inland Taipans. *Zoonoos*, June: p21.
- McFadden, M.** (2006). Threatened Species Fact Sheet: Southern Corroboree Frog (*Pseudophryne corroboree*). *Hawkesbury Herpetologist*, 36: 2-3.
- McFadden, M.** (2006). Chytrid fungus – A frog epidemic. *Hawkesbury Herpetologist*, 36: 20-22.
- McFadden, M.** (2007). The exotic reptiles of Florida. *Hawkesbury Herpetologist*, 37: 34-36.

**McFadden, M.** (2007). Threatened Species Fact Sheet: Broad-headed Snake (*Hoplocephalus bungaroides*). *Hawkesbury Herpetologist*, 37: 21-23.

**McFadden, M.** (2007) Frogs on the edge – A story on Booroolong Frogs at Taronga Zoo. *Zoonooz*, June: p20.

**Skidmore, A.** (2007). Filed away – A story on baby File Snakes. *Zoonooz*, March, p16.

**Bombonato, E.** IMATA Newsletter 'Soundings'.

**Bianchi, C.** ASZK.Taronga Zoo Report.

**Bishop, N.** Fledglings. Parrot Society of Australia Magazine, 4 Editions

#### Workshops Convened

**Hall, E.** (2006) Umpire at two Oiled Wildlife Exercises in assistance to the Queensland Department of Environment and Heritage and the Great Barrier Reef Marine Park Authority. Townsville and Cairns.

#### Conference and Workshop Proceedings

**Behr B., Rath D., Hildebrandt T., Blottner S., Goeritz F., Bryant B., Portas T., Knieriem A., Maxwell W., Hermes R.** Index of sperm sorting ability in rhinoceros and elephant species. 43rd International Symposium on Zoo and Wildlife Disease, European Association of Zoo and Wildlife Veterinarians.

**Bryant B.** (2007) Veterinary reproductive management of black rhinoceros (*D bicornis*) at WPZ. Proceedings annual conference of the Rhino Keepers Association.

**Bryant B., Hildebrandt T., Portas T., Keeley T., Goeritz F., Schwarzenberger F., Hermes R.** (2007) Oestrus synchronisation in black rhinoceros (*D bicornis*) using chlormadinone acetate and hCG. Proceedings 43rd International Symposium on Zoo and Wildlife Disease, European Association of Zoo and Wildlife Veterinarians.

**Cato, D.H., McCauley, R.D., Rogers, T. and Noad, M.J.** (2006) Passive acoustics for monitoring marine animals – progress and challenges. Proceedings of ACOUSTICS 2006. 20-22 November 2006, Christchurch, New Zealand.

**Cardoso, M., Firestone, K., Sherwin, W.** Conservation genetics of Australian quolls (Dasyuridae). 19th Annual meeting of the Australasian Wildlife Management Society. Auckland. Dec 4-7, 2006.

**Cardoso, M., Mooney, N., Clarke, P., Sherwin, W., Firestone, K.** Conservation Genetics of Tasmanian eastern quolls. Wildlife Disease Association, Naracoorte, SA, Sept 24-29, 2006.

**Cardoso, M., Firestone, K., Sherwin, W.** Conservation genetics of Australian quolls (*Family Dasyuridae*). 52nd Annual meeting of the Australian Mammal Society. Melbourne. July 3-5, 2006.

**Corney J.** (2007) Anaesthetic monitoring of captive giraffe (*Giraffa camelopardalis*) at WPZ. Proceedings Veterinary Nurses Council of Australia Annual Conference.

**Corney J.** (2007) Anaesthetic monitoring and maintenance of birds. Proceedings Veterinary Nurses Council of Australia Annual Conference.

**Firestone K, Robinson T.** (2006). Cane toads and northern quolls: can quolls persist in the face of an invasive toxic onslaught? Proceedings of the Invasive Animals Cooperative Research Centre/CSIRO/Queensland NRM&W Cane Toad Workshop (Ed. Molloy, K.L & Henderson, W.R.) pp. 176-184.

**Firestone, K. Ruibal, M., Cardoso, M.** Recent advances in the conservation genetics of spotted-tailed quolls. Department of Environment and Conservation Equology Meeting. Sydney. May 26, 2006.

**Firestone, K.** In Quest of Quolls. Sydney University Veterinary School. Sydney. April 19, 2006.

**Gray, R.B., Canfield, P.J., Rogers, T.L.** (2006) Hair as a non-invasive sample for trace element and heavy metal analysis in the leopard and Weddell seal. XXIXth SCAR Biology Symposium 17-19 July 2006. Hobart, Australia.

**Hall-Aspland, S.A., Rogers, T.L. and Canfield, R.C.** 2006. Stable carbon and nitrogen isotope analysis of vibrissae: long-term indicators of dietary change. The 5th International Conference on Applications of Stable Isotope Techniques to Ecological Studies. 13-18 August 2006. Queens University Belfast, Northern Ireland.

**Hawkins, M.** Enrichment for Australian Mammal Species: A Review. Proceedings of 7th International Conference on Environmental Enrichment. New York, USA, 31st July-5th August 2005.

**Hawkins, M.** Enrichment Evaluation: Why and How. Proceedings of 1st Australasian Regional Environmental Enrichment Conference. Melbourne Zoo, November 1st-2nd, 2006

**Hermes R., Hildebrandt T., Portas T.J., Göeritz F., Bryant B.R., Kretzschmar P., Walzer C., Schaffer N., Ladds P. and Blottner S.** Testis and epididymis ultrasonography and fine-needle biopsy in the rhinoceros for tumor and fertility diagnosis. 42nd International Symposium on Zoo and Wildlife Disease, European Association of Zoo and Wildlife Veterinarians.

**Hildebrandt T., Hermes R., Portas T., Bryant B., Kelly J., Maclellan L., Schnorrenberg A., Kaandrop S., McKeely T., Varsteedge L., Goeritz F.** Development of ovum pick up protocols for live rhinoceroses as assumption for successful in vitro fertilisation programmes. Proceedings 43rd International Symposium on Zoo and Wildlife Disease, European Association of Zoo and Wildlife Veterinarians.

**Johnson, R.** (2007) Dental and maxillofacial diseases in Australian marsupials. In: Proceedings Czech Association of Zoo and Wildlife Veterinarians, Veterinary Dentistry Conference – Exotic Pets, Czech Republic.

**Johnson, R.** (2006) Anaesthesia and sedation of reptiles. In: Proceedings Advanced Exotics Course, Sydney. Post-graduate Foundation in Veterinary Science, University of Sydney, Australia.

## Publications (cont)

**Johnson, R.** (2006) Behaviour of reptiles pertinent to the consulting room. In: Proceedings Advanced Exotics Course, Sydney. Post-graduate Foundation in Veterinary Science, University of Sydney, Australia.

**Johnson, R.** (2006) Common therapies and treatment techniques for reptiles. In: Proceedings Advanced Exotics Course, Sydney. Post-graduate Foundation in Veterinary Science, University of Sydney, Australia.

**Johnson, R.** (2006) Some commonly occurring conditions in captive reptiles. In: Proceedings Advanced Exotics Course, Sydney. Post-graduate Foundation in Veterinary Science, University of Sydney, Australia.

**Johnson, R.** (2006) Behaviour of reptiles in captivity. In: Proceedings Combined Unusual and Exotic Pets and Association of Avian Veterinarians – Australian Committee) Conference, Wellington, New Zealand.

**Johnson, R. and Roffey, J.** (2006) An anatomical approach to prognosis in traumatic injuries of the common eastern long-necked turtle. In: Proceedings Combined Unusual and Exotic Pets and Association of Avian Veterinarians – Australian Committee) Conference, Wellington, New Zealand.

**Johnson, R.** (2006) Anaesthesia and sedation of reptiles. In: Pocket Pets. Brendan Carmel & Robert Johnson, Continuing Veterinary Education, Murdoch University, Western Australia.

**Johnson, R.** (2006) Behaviour and handling of reptiles. In: Pocket Pets. Brendan Carmel & Robert Johnson, Continuing Veterinary Education, Murdoch University, Western Australia.

**Johnson, R.** (2006) Some commonly occurring conditions in captive reptiles. In: Pocket Pets. Brendan Carmel & Robert Johnson, Continuing Veterinary Education, Murdoch University, Western Australia.

**Keeley T., McGreevy P. M., and O'Brien J. K.** (2007) The ART of Captive Breeding. Proceedings of the ARAZPA Conference – Wellington Zoo.

**Meikle W.** (2007) Husbandry Manuals – help or hindrance? Proceedings of the ARAZPA Conference – Wellington Zoo

**Nedved, V.** (2007) Sex Ratio Variation and Implications for Captive Breeding Programs. Proceedings of the ARAZPA Conference – Wellington Zoo

**Negrete, J., Cantoni, L., Rogers, T., Ciaglia, M.B., Carlini, A.R.** (2007) Monitoreo y registro remoto de actividades en mamíferos marinos: desarrollo de un sistema de video, su utilidad y fiabilidad en la antártida. VI Simposio Argentino y II Latinoamericano sobre Investigaciones Antárticas.

**Portas T., Hermes R., Bryant B., Goeritz F., Thorne A., Hildebrandt T.** (2006) Diagnosis and management of a seminoma in a black rhinoceros (*D. bicornis*) 42nd International Symposium on Zoo and Wildlife Disease, European Association of Zoo and Wildlife Veterinarians.

**Portas T.** (2007) Sustainable reproductive management of white rhinoceros (*C. simum*) in Australasia into the future. ARAZPA Conference – Wellington Zoo

**Rogers, T.L., Hogg, C.J., Ciaglia, M. and Cato, D.** (2006) Identifying pupping habitat of the vociferous Antarctic seals. Acoustical Society of America. 28 November-2 December 2006. Hawaii, U.S.A.

**Ruibal, M., Peakall, R., Firestone, K., Claridge, A.** Molecular scatology: a management tool? Postgraduate Symposium, ANU. Sept 7, 2006

**Vogelnest, L., Hulst, F., Reiss, A. and Barnes, J.** (2006) Efficacy of an inactivated vaccine in the prevention of Encephalomyocarditis virus infection in chimpanzees (*Pan Troglodytes*) and other species. In: Proceedings Annual Conference of American Association of Zoo Veterinarians, Tampa, Florida, U.S.A.

**Walraven, E.** (2007) Animal Welfare in Zoos. Proceedings ARAZPA Conference – Wellington Zoo

**Walraven, E.** (2007) ARAZPA's Accreditation Program – Progress to date.

**Willemsen, M., Hawkins, M., Nedved, V.** Asian Elephant Importation to Taronga Zoo – Preliminary Data on Activity and Exhibit Usage. Proceedings ARAZPA 2007

**Willemsen, M., Hawkins, M., Nedved, V.** (2007) Asian Elephant Importation to Taronga Zoo – Preliminary Data on Activity and Exhibit Usage. Proceedings ARAZPA Conference – Wellington Zoo

## Reports

**Hall, E.** (2006) Australian Bird and Bat Banding Scheme – Annual Report. Prepared for the Australian Government: Department of the Environment and Heritage.

## Brochures, Newsletters and Flyers

Fearless at Taronga Brochure

Sustainable Seafood Flyer

## Books

**Gray, R.B., Rogers, T.L. and Canfield, P.J.** (In press) Health status of the Leopard-seal (*Hydrurga leptonyx*) in Prydz Bay, Eastern Antarctica. In: Health of Antarctic Wildlife. (Eds. K. Kerry and M. Riddle).



**Rogers, T., Hogg, C., Parslow, A., Constable, S. and Dutton, G.** (In press) Comparison of invasive and non-invasive techniques in assessing cortisol levels in Weddell seals. In: Health in Antarctic Wildlife. (Eds. K. Kerry & M. Riddle).

**Rogers, T.L. and King, J.E.** (In press) Leopard Seal, *Hydrurga leptonyx* (de Blainville, 1820). In: Mammals of Australia. (ed. S. Van Dyck).

**Rogers, T.L.** (In press) Leopard Seals. In: The Encyclopedia of the Antarctic. ed. B. Riffenburgh.

**Rogers, T.L.** (In press) The leopard seal. In: Encyclopedia of Marine Mammals Second Edition. Perrin, W.F., Wursig, B. and Thewissen, J.G.M. (eds.) San Diego, Academic Press.

**Rose, K.** In prep. Wildlife health investigation and a guide to post mortem examination of Australian mammals In L Vogelneust and R Woods, Medicine of Australian Mammals. CSIRO Publishing, Melbourne

**Thomas, J.A., and Rogers, T.L.** (In press) The Ross seal. In: Encyclopedia of Marine Mammals Second Edition. Perrin, W.F., Wursig, B. and Thewissen, J.G.M. (eds.) San Diego, Academic Press

## APPENDIX 11

### Staff Representation on External Committees

#### Andrew, P

ASMP Chair, ARAZPA  
Board Member, ARAZPA  
Taxonomy Specialist Advisor, ASMP  
Member, ISIS Scientific Advisory Committee  
Member, Exotic Bird Advisory Group – DEW  
Taxonomy Chair, ZIMS

#### Brice, S

Member, ARAZPA the Animal Data Information Systems Committee  
Document Champion, ZIMS Data Standards

#### Bryant, B

Member, ZPB Animal Ethics Committee

#### Ciaglia, M

Associate Member, SCAR Expert Group on Seals

#### Cooper, G

Winston Churchill Fellowship Assessment Committee  
Blue Mountains Hotel School Advisory Committee  
International Rhino Foundation Board Member  
Vice President (from March 07), Australasian Regional Association of Zoological Parks and Aquaria

#### Firestone, K

Associate Editor, Pacific Conservation Biology  
Associate Editor, Australian Mammalogy  
Conference organising committee Treasurer, 'The Biodiversity Extinction Crisis,' Inaugural meeting of the Australasian section of the Society for Conservation Biology  
Conference organising committee, 54th Annual Conference, Genetics Society of Australia  
Member, South-east Forest Spotted-tailed Quoll Working Group  
Board Member, Mainland Eastern Quoll Management Group  
Board of Directors (Secretary/Treasurer), Society for Conservation Biology (Australasia)  
Chair, Strategic Planning Committee, Society for Conservation Biology (Australasia)  
Member, Student Affairs Committee, Society for Conservation Biology (global)  
Member, Awards Committee, Society for Conservation Biology (global)  
Board of Directors, Iridian  
Member, Molecular Ecology and Evolution Facility (MEEF), School of BEES, UNSW

#### Gillespie, J

Member, DECC Brush-tailed Rock-wallaby Recovery Committee

#### Hall, E

Committee Member, Southern Ocean Seabird Study Association

#### Harlow, P

Member IUCN Iguana Specialist Group  
Committee Member, Australian Society of Herpetologists  
Member, DEC Declining Frogs Working Group

#### Hawkins, M

Member, International Environmental Enrichment Conference Committee

#### Hogg, C

Member, Australian & New Zealand Society of Mass-Spectrometry  
Member, ARAZPA Specialist Research Group  
Associate Member, SCAR Expert Group on Seals

#### Johnson, RSP

Member of Department of Environment and Climate Change, Animal Care and Ethics Committee  
Member of University of Western Sydney  
Bachelor of Animal Science Review Committee  
Member of the Unusual and Exotic Pets (SIG) Committee  
Policy Council of the Australian Veterinary Association

#### McFadden, M

Member DEC Corroboree Frog Recovery Team  
Member DEC Declining Frogs Working Group  
Vice-President, Hawkesbury Herpetological Society

## Staff Representation on External Committees (cont)

### Meikle, W

ZPB Member, Exhibited Animals Advisory Committee  
ZPB Member, Non-indigenous Animals Advisory Committee  
Junior Vice-President, Royal Zoological Society of NSW  
ZPB Representative, Australian Wildlife Health Network (Operations Committee)  
Australian Wildlife Health Network, Representative Australian Animal Welfare Strategy – Animals in the Wild Working Group  
Chair, Animal Ethics Committee, Zoological Parks Board NSW (appointed February 2007)  
Proboscid and Perissodactyl TAG Convenor, ASMP  
ZPB representative, Biodiversity Research Network Steering Committee

### Newton, L

Member Sydney Nagoya Sister City Committee

### Naidoo, S

NSW Committee Member Australian Sponsorship Marketing Association

### Portas, T

Chairperson, Wildlife Diseases Association, Australasian Section

### Rogers, T

Director, Australian Marine Mammal Research Centre  
Chair, Animal Care and Ethics Committee Zoological Parks Board NSW (resigned December 2006)  
Scientific Member, Animal Care and Ethics Committee Zoological Parks Board of NSW (resigned December 2006)  
Member, ARAZPA Specialist Research Group  
Board Member, Gowing Whale Research Foundation  
Member, SCAR Expert Group on Seals

### Rose, K

Member, Wildlife Exotic Disease Preparedness Program Advisory Committee  
Member, Australian Wildlife Health Network – Operations Committee  
Member, Australian Wildlife Health Network – Advisory Committee  
Member, Australian Wildlife Health Network – Assistant State Coordinator

### Spindler, R

Member, Smithsonian Scientific Research Group  
Editorial Board, Reproduction, Fertility and Development  
Scientific Advisor, Nickelodeon Television Programs  
International Advisor, Scientific Council, PróCarnívoros, Sao Paulo, Brazil  
Scientific Advisor, China Research and Conservation Centre for the Giant Panda  
Member, ZPB Animal Ethics Committee

### Stevens, A

Mosman Council – Business and Marketing Community Committee

### Rosemary Swift

Councillor Association of Zoo Friends Council

### Vogelnest, L

Editorial Committee, Clinical Section, Australian Veterinary Journal  
Oceania Representative of the American Association of Zoo Veterinarians, International Committee

### Walraven, E

Accreditation Committee Chair – ARAZPA  
National Oiled Wildlife Response Plan – Australian Maritime Safety Authority  
Carnivore TAG Convenor, ASMP  
Member, DECC Little Penguin Recovery Team  
Member, DECC Brush-tailed Rock-wallaby Recovery Team  
Board Member, ARAZPA  
Member, DECC Wildlife Issues Advisory Panel

## APPENDIX 12

## Overseas trips by staff

**Andrew, P**

Curator, Taronga Zoo

*Christchurch, New Zealand*

Attend the Australasian Species Management Program (ASMP) committee meeting

**Andrew, P**

Curator, Taronga Zoo

*Wellington, New Zealand*

To attend 2007 ARAZPA Conference

**Angus, W**

Australian Fauna Precinct Manager, Taronga Zoo

*Fiji*

To produce and educational DVD on Fiji's wildlife heritage

**Bevan, M**

Keeper, Taronga Zoo

*Japan*

To accompany two male Western Lowland Gorillas to Nagoya Higashiyama Zoo and Ueno Zoo

**Bodel, N**

Education Advisor, Taronga Zoo

*Wellington, New Zealand*

To attend 2007 ARAZPA Conference

**Bishop, N**

Keeper, Free Flight Bird Show, Taronga Zoo

*Orlando, Florida*

To attend three workshops, Natural Encounters Incorporated

**Britton, B**

Elephant Keeper, Taronga Zoo

*Cocos (Keeling) Island*

To assist with the quarantine and importation of five Asian Elephants

**Bryant, B**

Veterinarian, Western Plains Zoo

*Indonesia*

To visit the Sumatran Rhino Sanctuary (SRS) to participate in an induction to the breeding and research program

**Chiakaew, N**

Mahout, Thailand

*Cocos (Keeling) Island / Sydney*

Assist with Elephant transfer from Cocos (Keeling) Island to Sydney

**Ciaglia, M**

Research Assistant, Australian Marine Mammals Research Centre

*Antarctica*

To conduct AMMRC research on Southern Elephant Seals

**Chunarong, P**

Mahout, Thailand

*Cocos (Keeling) Island / Sydney*

Assist with Elephant transfer from Cocos (Keeling) Island to Sydney

**Cooper, G**

Director and Chief Executive, Taronga and Western Plains Zoos  
*Thailand*

Meeting with the Ministry of Foreign Affairs & finalisation of travel logistics for five Asian Elephants

**Cooper, G**

Director and Chief Executive, Taronga and Western Plains Zoos

*Cocos (Keeling) Island*

Assist and oversee Elephant transfer to Sydney

**Cooper, G**

Director and Chief Executive, Taronga and Western Plains Zoos

*Wellington, New Zealand*

Attend ARAZPA Conference

**Duffy, S**

Visitor Education and Animal Presentation Manager, Taronga Zoo

*Wellington, New Zealand*

ARAZPA Conference

**De la Motte, K**

Divisional Manager, Australian Mammals, Taronga Zoo

*Chiang Mai, Thailand*

Accompany four koalas to Chiang Mai Zoo

**Desiree, M**

Assistant Behavioural Biologist

*Wellington, New Zealand*

To attend 2007 ARAZPA Conference

**Findlay, H**

Keeper

*Wellington, New Zealand*

To attend 2007 ARAZPA Conference

**Firestone, K**

Conservation Biologist

*Bangor, Wales*

To attend the wildlife DNA Forensics course

**Firestone, K**

Conservation Biologist

*Papua New Guinea*

Assist in field Research on New Guinea Quolls

**Gillespie, J**

Curator, Western Plains Zoo

*Christchurch, New Zealand*

Attend the Australasian Species Management Program (ASMP) committee meeting & the ARAZPA Taxon Advisory Group (TAG) workshop

**Grossfeldt, L**

Senior Primate Keeper, Taronga Zoo

*Japan*

To accompany two male Western Lowland Gorillas to Nagoya Higashiyama Zoo and Ueno Zoo

## Overseas trips by staff (cont)

### Hall, E

Senior Veterinary Nurse, Taronga Zoo  
*New Zealand*

To address the Oiled Fauna Response Course and Wildlife Conference

### Harlow, P

Divisional Manager, Herpetofauna, Taronga Zoo  
*Yadua Taba Fijian Crested Iguana Sanctuary Island, Fiji*  
Research on blood parasites in Fijian Crested Iguanas

### Hogarth, L

Contractor, Capital Works and Infrastructure  
*Cocos (Keeling) Island*  
3rd August 06 & 22 October 06  
Assist and oversee transport of five Asian Elephants

### Hulst, F

Veterinarian, Taronga Zoo  
*Chiang Mai, Thailand*  
Inspect the suitability of facilities at both Chiang Mai Zoo and Chiang Mai Night Safari before animal transfers

### Hutchison, B

Visitor Education and Interpretation Officer, Taronga Zoo  
*Cambodia*  
To write a book for Phnom Tamao Zoo and to research materials for Sun Bear interpretive graphics at Taronga Zoo

### Jamieson, N

Keeper  
*Wellington, New Zealand*  
To attend 2007 ARAZPA Conference

### Johnston, B

Elephant Keeper, Taronga Zoo  
*Cocos (Keeling) Island*  
1 August 06 & 30 October 06  
To assist with the quarantine and importation of five Asian Elephants

### Kerr, C

General Manager, Marketing, Taronga Zoo  
*Cocos (Keeling) Island*  
27 July 06 & 29 October 06  
Supervise and oversee filming of documentary 'Flight of the Elephants'

### Keeley, T

Reproductive Biologist  
*Christchurch, New Zealand*  
Attend the Australasian Species Management Program (ASMP) committee meeting & the ARAZPA Taxon Advisory Group (TAG) workshop

### Maguire, P

Education Manager  
*Wellington, New Zealand*  
To attend 2007 ARAZPA Conference

### McFadden, M

Unit Supervisor, Herpetofauna, Taronga Zoo  
*Toronto, Canada and Detroit, USA*  
To present paper at International Herpetological Symposium and study amphibian captive breeding

### Meikle, W

General Manager, Life Sciences  
*Christchurch, New Zealand*  
Attend the Australasian Species Management Program (ASMP) committee meeting & the ARAZPA Taxon Advisory Group (TAG) workshop

### Meikle, W

General Manager, Life Sciences  
*Chiang Mai, Thailand*  
Inspect the suitability of facilities at both Chiang Mai Zoo and Chiang Mai Night Safari before animal transfers

### Meikle, W

General Manager, Scientific Research and Wildlife Conservation  
*Wellington, New Zealand*  
Attend ARAZPA Conference

### Nedved, V

Behavioural Assistant  
*Wellington, New Zealand*  
To attend 2007 ARAZPA Conference

### Portas, T

Veterinarian, Western Plains Zoo  
*Netherlands*  
Participate in the anaesthesia of a female White Rhinoceros for surgical collection of oocytes

### Portas, T

Veterinarian, Western Plains Zoo  
*Wellington, New Zealand*  
To attend 2007 ARAZPA Conference

### Portas, T

Veterinarian, Western Plains Zoo  
*Beekees Bergen, Netherlands*  
To participate in an artificial insemination of a White Rhinoceros

### Rogers, T

Research Biologist, Australian Marine Mammals Research Centre  
*Honolulu, Hawaii*  
Attend the fourth joint meeting of the Acoustical Society of America & the Acoustical Society of Japan

**Rose, K**

Veterinary Pathologist  
*Bethesda, USA*  
*Madison, Canada*  
 To attend two comparative pathology training courses

**Schmidt, A**

Keeper, Taronga Zoo  
*Lisbon*  
 To accompany a female Western Lowland Gorilla from Taronga Zoo to Lisbon Zoo

**Sammut, B**

General Manager, Human Resources  
*Wellington, New Zealand*  
 To attend 2007 ARAZPA Conference

**Smith, S**

Keeper  
*Cocos (Keeling) Island*  
 To assist with the quarantine and importation of five Asian Elephants

**Stark, S**

Keeper  
*Chiang Mai, Thailand*  
 To assist with settling in of koalas which had been exported to Chiang Mai Zoo

**Stevens, A**

Marketing Manager  
*Wellington, New Zealand*  
 To attend 2007 ARAZPA Conference

**Vogelnest, L**

Senior Veterinarian, Taronga Zoo  
*Thailand*  
*Cocos (Keeling) Island*  
 Assist and oversee Elephant transfer to Sydney

**Vogelnest, L**

Senior Veterinarian, Taronga Zoo  
*Tampa, Florida*  
 Attend the American Association of Zoo Vets Conference

**Walraven, E**

Senior Curator  
*Christchurch, New Zealand*  
 Attend the Australasian Species Management Program (ASMP) committee meeting & the ARAZPA Taxon Advisory Group (TAG) workshop

**Walraven, E**

Senior Curator  
*Wellington, New Zealand*  
 To attend 2007 ARAZPA Conference

**Weston, E**

Keeper, Taronga Zoo  
*San Diego*  
 To accompany two Goodfellow's Tree Kangaroos to Taronga Zoo

**Wilkin, D**

Keeper, Taronga Zoo  
*Norfolk Island*  
 Assist with in-situ research projects on Norfolk Island Parrots

## APPENDIX 13

### EEO Target Groups

(Permanent and Temporary Staff Only)

**TABLE A – Trends in the Representation of EEO Groups**

EEO Group	Benchmark or Target	04	05	06	07
Women	50%	48%	47%	48%	48%
Aboriginal People and Torres Strait Islanders	2%	1.3%	0.25%	-	0.5%
People whose first language was not English	19%	13%	0.25%	1%	1%
People with a disability	12%	1.5%	0.25%	3%	1.5%
People with a disability requiring work related adjustment	7%	0.8%	0.25%	1%	0.25%

**Table B – Trends in the Distribution of EEO Groups**

EEO Group	Benchmark or Target	04	05	06	07
Women	100	103	98	100	100
Aboriginal People and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	102	n/a	n/a	n/a
People with a disability	100	n/a	n/a	n/a	n/a
People with a disability requiring work related adjustment	100	n/a	n/a	n/a	n/a

## APPENDIX 14

### Senior Executive Service

In October 1991, the New South Wales Government undertook to further enhance the accountability and performance of the Senior Executive Service. The following sets out details of information now required under Clause 4c(i) of the Annual Reports (Statutory Bodies) Regulation 1985.

Number of Chief Executive Service (CES) / Senior Executive Service (SES) positions

Level	Total CES/SES End of Previous Year	Total CES/SES End of Current Year
Level 1		1
Level 2	3	3
Level 3		
Level 4		
Level 5	1	1
Level 6		
Level 7		
Level 8		
CEO under S11A		
TOTAL	4	5

In the current and previous year, one SES position was filled by a woman

## Performance Statement

### Chief Executive, Mr Guy Cooper

Mr Cooper has overseen the delivery of key Zoological Parks Board of NSW projects and objectives, specifically:

- the successful arrival of five Asian Elephants and commencement of the conservation breeding program for this endangered species;
- a 6.5% increase on admissions across both Zoos;
- the investment of over \$33M of capital and maintenance funding; and
- a 26.5% increase in philanthropic fundraising through the Taronga Foundation.


In a World first, in conjunction with the Berlin Institute of Zoo and Wildlife Research, veterinarians at Western Plains Zoo successfully harvested female Black Rhinoceros eggs for IVF breeding.

During the year, Mr Cooper was appointed to the position of Vice President of the Australian Regional Association of Zoos and Aquaria (ARAZPA), the umbrella organisation for all Zoos and Aquaria in the region.

Significant progress has also been made throughout the year on:

- construction of Taronga Zoo's next Master Plan project, the \$54M Great Southern Oceans precinct;
- the delivery of environmental education programs, with over 103,000 participating in formal education programs delivered by the zoos;
- the delivery of conservation education outreach programs, with an increase of 19% on prior year; and
- the care of orphaned and injured wildlife with over 800 individual animals being treated this year.

Under Mr Cooper's leadership, the ZPB maintained its strong international reputation for the care and conservation of wildlife.



**Phil Koperberg**

30 June 2007

## APPENDIX 15

### Senior Staff

#### Executive

Guy Cooper, LAAI, FAIM –  
*Director and Chief Executive*

Hayley Holloway, BSc (REM) –  
*Executive Officer*

#### Human Resources

Bettina Sammut, BA, Cert (PR), Grad Cert (HRM) –  
*General Manager Human Resources*

Heather Turner –  
*Manager Employee and Organisation Development*

Michelle Despas, Dip Hotel Mgmt and Ass Dip Hotel Mgmt –  
*Manager HR Services (Maternity Leave from February 07)*

Sarah Wooldridge, BBus (HRM)  
*Acting Manager HR Services*

Christine Smith – Dip OHS Mgt –  
*Manager OHS&E*

#### Life Sciences and Environmental Education

Cameron Kerr, BSc (Hons), MCom –  
*General Manager, LS and EE*

John West, PSM Dip Aqua –  
*Manager Operations Life Sciences*

Lisa Keen, BA(Hons), GradDipProfComms –  
*Communications Manager*

Paul Maguire, BEd (PE and Sci) –  
*Manager Education*

#### Scientific Research and Wildlife Conservation

William Meikle, BSc, MSc –  
*General Manager SR & WC*

Erna Walraven, BAppSc, DipParkMgmt –  
*Senior Curator*

Rebecca Spindler, BSc (Hons), PhD –  
*Manager Research and Conservation*

Tracey Rogers, BSc, DipEd, PhD –  
*Research Biologist*

#### Taronga Zoo

Larry Vogelneest, BVSc, MVS, MACVSc –  
*Senior Veterinarian TZ*

#### Western Plains Zoo

Benn Bryant, BVSc, MVS –  
*Senior Veterinarian WPZ*

#### Corporate Services, Finance and Legal

Hunter Rankin, BCom, FCPA –  
*General Manager Corporate Services, Finance and Legal*

Sue Keen, CA –  
*Finance Manager*

Marianne Richards –  
*Budget and Reporting Manager*

Richard Norburn, BSc (Hons) –  
*Manager Information Technology*

Nicole Delbridge –  
*Records Manager*

#### Capital Works and Infrastructure

Alexander Halliburton, BLA (Hons)  
*General Manager, Capital Works and Infrastructure*

Anthony Andjic, BBuild (Hons), Dip PM –  
*Manager, Development*

Peter Brogan, BBSc MPM –  
*Acting Manager Development*

Michael Poon, BSc (Hon) MSc, MIE, CPEng, MICE –  
*Manager Contracts*

Stephen Bedford –  
*Manager Facilities*

John Inkratas, BE(Civil) –  
*Manager Asset Maintenance*

#### Marketing, Guest and Commercial Operations

Steven Skarott, BCom –  
*General Manager, M, GSCO*

Brian Vanden Hogen, BSc –  
*Manager, TZ Operations*

Annette Stevens, BCom (Marketing) –  
*Manager Marketing*

Shanthini Naidoo, BBus (Com) –  
*Manager Fundraising and Development*

Brent Thomas –  
*Security Manager*

Susan Baker –  
*Executive Manager Retail*

#### Western Plains Zoo

William Garton, BSc MBA –  
*General Manager, Western Plains Zoo*

Rochelle Stevenson –  
*WPZ Commercial Manager (to October 2006)*

Gary Dawson –  
*Manager, WPZ Works and Maintenance*

Trish Crisante, BBus (Marketing) –  
*WPZ Marketing & PR*



## APPENDIX 16

## Corporate Sponsor List

## Principal partners



## Crown sponsors

Australian Radio Network  
Bing Lee  
Boral  
Clearview Retirement Solutions  
MasterCard  
McDonalds  
SC Johnson  
Sydney Water  
The Sun-Herald

## Presidential Sponsors

Computer Associates  
ING  
SAP  
Sunrice

## Primary Sponsors

4-D International  
Australian Stock Exchange  
Centaman Systems  
Champion Sponsors  
Collex Waste Management  
Compass Australia (Australia)  
Creative Digital Technology  
Design Enterprise IG  
Ernst & Young  
Fosters Australia  
FUJIFILM Australia  
Hulsbosch Design  
IBM  
MassMedia Studios  
Masterfoods – Petcare

Masterfoods – Spices  
Moon Design  
Qantas  
Southern Cross Ten  
St George Bank  
The Classic Safari Company  
Transport & Tourism Forum  
Watchguard Technologies

## Major Donors

Nigel Adams and Rebecca Nyman  
Robert Albert AO RFD RD  
Anonymous  
ASZ Reuters Charity Foundation  
Len Bleasel AM  
The Estate of the late Peter Borrell  
Camilla Boyd  
Sir Ron Brierley  
Steve and Anna Crane  
Jacqueline Crookston  
Ian and Min Darling  
Gretchen Dechert  
The Denton Family  
Steve and Linda Fanale  
The Estate of the late Barbarar Forsyth  
Jeremy Garling  
Bradley Trevor Greive  
Joy and Reg Grundy  
Fiona and David Hancock  
Angus Hawley  
The Estate of the late Rita Hore  
Dr Sandra and Mr Graham Humphrey  
Eisuke Kashima (Nagoya Zoo, Japan)  
Prue and Andrew Kennard  
Yvonne, Arthur and Danilo Koenig  
Robert and Susan Maple-Brown  
Helen Molesworth  
Geoff and Roz Morgan  
Maurice L Newman AC  
Dawn O'Donnell

The Estate of the late John Robertson  
Rebel Penfold-Russell  
Prue and Sandra Salteri  
Joyce Sproat and Janet Cooke  
Swan Services Pty Ltd  
Anne Turnbull  
Emil and Elizabeth Weber

## Supporters

Advanced Press  
Alspec  
American Shingles  
Aspen Pharmacare Australia  
Bayer Health Care  
Boomerang  
Boots Great Outdoors  
Burwood Press  
Carnival Australia  
Clearwater Filter Systems  
Daikin  
DMag  
DNA Creative  
Dubbo Base Hospital  
Elam Communications  
Elastic Wit Studios  
Ensystem  
Forests NSW  
Forty Two  
Hanrob  
Henry Davis York  
IPS  
Kelato Animal Health  
Kennards Self Storage  
KidFriendly  
Kra-mar Pet Supplies  
Mentos (Stuart Alexander)  
Minter Ellison  
Nestle Staff Club  
Nexon Asia Pacific Pty Ltd  
NSW Fire Brigades  
Orana Education & Training  
Orica  
Out and About  
PaLib Group Pty Ltd

Pfizer Animal Health  
Pickfords Security Destruction  
Praline Chocolates  
Radio 2DU  
Richard Oliver International  
Royal Australian Mint  
Signwave  
Stihl  
TDK  
Ticketek  
Veolia  
Virbac Australia  
VIP Packaging  
VisyPak – PET  
Visy Paper  
Weston Animal Nutrition  
Weston Cereal Industries  
Wet & Forget

**The Taronga Foundation would like to thank the following philanthropic groups and individuals who pledged \$10,000 or more during this year:**

Nigel Adams and Rebecca Nyman  
Robert Albert AO RFD RD  
ASX Reuters Foundation  
Len Bleasel AM  
Camilla Boyd  
Sir Ron Brierley  
Steve and Anna Crane  
Jacqueline Crookston  
Ian and Min Darling  
Gretchen Dechert  
Steve and Linda Fanale  
Jeremy Garling  
Bradley Trevor Greive  
Fiona and David Hancock  
Angus Hawley  
Prue and Andrew Kennard  
McMeel Foundation  
Helen Molesworth  
Geoff Morgan  
Maurice L Newman AC

Damian and Julie O'Carrigan  
Dawn O'Donnell  
Rebel Penfold-Russell  
Paul and Sandra Salteri  
Bob and Judy Swan  
Anne Turnbull  
Emil and Elizabeth Weber

## APPENDIX 17

### Association of Zoo Friends (NSW) Inc – Active Volunteers

Abernethy, Wendy  
Abrahams, Lesley  
Adams, Sheila  
Allen, Sue  
Allpass, Joan  
Alm, Gillian  
Andrews, Leah  
Angliss, Jane  
Anstee, Wendy  
Archbold, Sandra  
Armstrong, Margaret  
Arnold, Hugh  
Arnold Roslyn  
Arnott, Marion  
Ashby, Kathleen  
Ashford, Jennifer  
Ashenden, Judy  
Ashford, Jennifer  
Assenza, Judith  
Attenborough, Donald  
Attenborough, Elizabeth  
Austin, Jean  
Balbi, Wendi  
Banzer, Sigrid  
Barclay, Philip  
Barden, Robert  
Barker, Angela  
Barnetson, Diane  
Barron, Ann  
Barton, Gillian  
Beckett, Lorraine  
Beeston, Dinah

Bell, Robyn  
Bennett, Beryl  
Bennett, John  
Bennett, Tony  
Berriman, Helen  
Biggers, Patricia  
Bilios, Lea  
Birchmeier, Clint  
Blair, Marnie  
Blake, Mike  
Blanche, Judith  
Botha, Ingrid  
Bowen, Cliff  
Bradley, Gloria  
Bradley, Sue  
Bradwell, Pam  
Breden, Marion  
Brennan, Patricia  
Brennan, Robyn  
Brines, Marie  
Brogan, Nancy  
Browne, Diana  
Brown, Ivy  
Bruhl, Harry  
Brydon, Chris  
Brydon, Penni  
Buda, Carmel  
Bulman, Margaret  
Burke, Judith  
Burke, Sarah  
Burton, Carole  
Burton, Judy  
Buttrely, David  
Byron, Rosemary  
Calderon, Barbara  
Calocouras, Ann  
Cameron, Mary  
Cameron, Annette  
Casey, Anne-Nicole  
Carey, Joseph  
Catelli, Betty  
Cator, Rosemary  
Chan, Irene  
Chandler, Allan

Chant, Brian  
Chapman, June  
Chenault, Marilyn  
Chiang, Victor  
Churchill, Helen  
Clark, Diana  
Clatworthy, Alibeth  
Cleary, Shirley  
Clements, Darill  
Clout, Fay  
Cochrane, Margaret  
Cochrane, Marianne  
Collins, Debbie  
Combridge, Lisa  
Conder, May  
Conroy, Eleanor  
Cook, Anne  
Coombs, Kay  
Corbett, Deborah  
Corkery, Amanda  
Coverdale, Bob  
Cox, Ian  
Croker, Margaret  
Crutcher, Maggie  
Dalton, Jillian  
Darroch, Lesley  
Davis, Joan  
Davis, Mary  
Dawes, Elaine  
Deligny, Annette  
Dockerill, Robert  
Doherty, Ian  
Dowe, Anna  
Downs, June  
Doyle, Janne  
Duffy, Susan  
Dunn, Rosemary  
Dunsmore, Pamela  
Dunstan, Christine  
Durler, Jane  
Eddy, Micheal  
Edwards, Grae  
Elstein, Jacqueline  
Emerton, Marie

Faichney, Graham  
Farago, Joan  
Finch, Elizabeth  
Flatley, Thomas  
Fletcher, Coralie  
Fletcher, Ian  
Fletcher, Jan  
Flynn, Rosemary  
Foley, Lauren  
Forrest, Noeline  
Forrester, Patricia  
Forrester, Pauline  
French, Gillian  
Friedman, Jeff  
Friend, Joan  
Furney, Jennifer  
Gall, Dick  
Gallagher, Christine  
Gallian, Marilyn  
Garlick, Jan  
Gibbs, Annette  
Gibbs, Anthony  
Gibbs, Pauline  
Gibbs, Philip  
Giddings, Joann  
Giles, Joan  
Gleeson, Heather  
Gould, Narelle  
Grady, Marie  
Granger, Denise  
Granger, Kathryn  
Grant, Ian  
Grant, Karen  
Gray, Georgie  
Gray, Ross  
Greco, Josephine  
Greenwood, Teresa  
Greenwood, William  
Grimes, Cheri  
Grose, Margaret  
Guthrie, Jan  
Guthrie, Robyn  
Gutsche, Yvonne  
Hall, Marjorie

Hall, Sarah	Hurst, Col	Mabey, Annabelle	Norfor, Judith
Hamill, Brenda	Hurst, Sharon	McAuley, Steve	Oakley, Howard
Hamilton, Robyne	Irons, Chris	McCabe-Vote, Jill	Oakley, Veronica
Hardaker, Heather	Irving, Pat	MacFarlane, Heather	O'Dwyer, Mary
Harris, David	Iverson, Lynne	McGregor, Dimity	Oliver, Judy
Harris, Jill	James, Gloria	McIntyre, John	Orgill, Mary
Harris, Helen	Jaques, Jocelyn	McLachlan, Phillippa	Orr, Katherine
Hart, Dorothy	Jaques, Raymond	McKay, Jeanette	Orr, Robin
Hartman, Wendy	Jeavons-Fellows, Liz	Mackie, John	Osborn, Jan
Hartmann, Pat	Jenkins, Jennifer	McLean, Bruce	Owers, Ruth
Hattersley, Catherine	Johnston, Sarah	McLean, Amanda	Pace, Barbara
Hawes, Judith	Jones, Anita	McNaught, Ora	Pack, Barbara
Hawkins, Margaret	Jones, Glenda	McNeice, Enid	Palin, Brigid
Hay, Denise	Jones, Paulette	McRae, Lynne	Park, Gail
Hay, Robert	Joseph, Judith Ann	Martin, Kylie	Parker, Hilary
Hayden, Linley	Kearns, Julie	Mather, Elizabeth	Parker, Lyn
Heasman, Anne	Kennedy, Noelene	Mather, John	Parnell, Andrew
Heindl, Carla	Kennedy, Peter	Mavromatis, Kathleen	Paszkowski, Cecily
Hemsworth, Karen	Kidd, Helen	Maxwell, Margaret	Peacock, Mary
Herodes, Lana	King, Alan	Maynard, Ian	Pearce, Barbara
Hess, Anthony	King, Alison	Mendelsohn, Jacqueline	Pearce, Maralyn
Hessey Vivienne	King, George	Mercer, Nancy	Pearce, Noel
Heyer, Christine	Kinsey, Helen	Merkel, Helen	Petersen, Annette
Hibbins, Meg	Kirkham, Donna	Mike, Vicki	Peterson, Barbara
Higgs, Barbara	La Macchia, Rose Marie	Millard, Lorraine	Picone, Kim
Hill, Alan	Lambert, Gordon	Milner, Elizabeth	Pinnington, Lesley
Hill, Kenneth	Lamont, Jan	Mingaye, Diana	Plociennik, Lara
Hinkley, Judith	Lander, Nancy	Mirabello, Joseph	Plucknett, Rosie
Hisshion-Okubo, Keiko	Lander, Neil	Mitchell, Lorraine	Ponsford, Caroline
Hirst, Adrienne	Lang, Rhonda	Moir, Patricia	Posthuma, Merieke
Hodge, Dinah	Larkins, John	Moore, Janet	Potter, Robin
Hodgson, Robyn	Law, June	More, Diane	Potts, Beverly
Hollamby, Bernard	Lawes, Jasmin	Morey, Jean	Power, Sue
Holland, Alison	Leslie, Anne	Morgan, Valda	Powning, John
Hollier, Stephen	Lette, Alison	Muir, Louise	Price, John
Holmes, Patricia	Levine, Lynne	Muirhead, Fiona	Proweller, Rita
Horlock, Jan	Lewis, Pamela	Mulvena, Dawn	Rauch, Angelina
Hoskins, Michelle	Lindroos, Loma	Munro, Vikki	Reilly, Kate
Hoskins, Susan	Lord, Janelle	Negus, Sharon	Renouf, Coral
Howard, Scott	Lord, Pamela	Nevin, Josephine	Rheinberger, Joan
Howes, Sylvia	Lovell, Linda	Nicholas, Pamela	Rich, Wendy
Hromas, Harriet	Lovie, Robyn	Nicholson, Catherine	Richardson, Sandy
Huckin, Ray	Low, Lynette	Nicholson, Robbi	Roberts, Hope
Hunter, Pamela	Lynton, Anne	Nicol, Karen	Robertson, Sandra

Robinson, Barbara	Tait, Wendy	Whalan, Peter
Rogers, Suzanne	Talbot, Ellen	White, Berman
Ronaldson, Jean	Taylor, Anne	White, Veronique
Rosenfield, James	Teale, Joan	Whittington, Jeanette
Rowe, Julie	Tennant, Helen	Wichems, Christine,
Russell, Deborah	Teseriero, Michael	Wichems, Desmond
Russell, Malcom	Thomas, Katrina	Wilcox, Joan
Ryan, Sue	Thomas, Magaret	Wildenburg, Kath
Sakkas, Katerina	Thomas, Sheila	Wilkinson, Barbara
Santangelo, Julian	Thompson, Jean	Williams, Dorothy
Saphin, Paul	Thorley, Jane	Williams, Jesmond
Saunders, Richard	Timmony, Velella	Williamson, Jeanette
Savage, Greta	Tink, Valmai	Winston, Patricia
Saville, Leonie	Toluzzi, Anne	Wood, Chris
Scarf, Stephanie	Tosh, Alison	Wright, Anne
Scott, Jean	Trimble, Sue	Wright, Bev
Sconce, Rosemary	Trompf, Peggy	Wright, Muriel
Sakker, Elizabeth	Turnbull, Wai Chun (Angela)	Wright, Tom
Segal, Catherine	Underwood, Joan	Wyld, Frank
Sharman, Jayne	Vetter, Jordan	Yalg, Ron
Shaw, Joan	Verschuer, Marie	Young, Valerie
Shedden, Darcy Jean	Viner, Joan	
Sidiropoulous, Harry	Vostarek, Susan	
Silverman, Nicola	Wackett, Graham	
Skingsley, Brian	Wadey, Susanne	
Skingsley, Judith	Waite, Pamela	
Smart, Rosemary	Walker, Denise	
Smith, Frances	Walker, Margaret	
Smith, Sharon	Walker, Peter	
Snodgrass, Mary	Wall, Tony	
Southerden, June	Walton, Norma	
Spence, Patricia	Wardlaw, Ann	
Spender, Robyn	Warfe, Shane	
Squire, Ann	Watson, Brian	
Stein, Miriam	Watson, Ilona	
Stephen, Timothy	Watson, Suzanne	
Stevenson, Kay	Wayling, Margaret	
Stewart, Leanne	Wearne, Diane	
Stilwell, Barbara	Webb, Douglas	
Storey, Lydia	Weinberg, Benjamin	
Strassberg, Catherine	Wenborn, Christine	
Sturrock, Diane	Westman, Charlie	
Stuzzi, Pauline	Westman, Maggie	
Switzer, Joan	Whalan, Lana	

## APPENDIX 18

## Employees by program area, 2005 to 2007

Program Area	Permanent			Temp			Casual			Total		
	2005	2006	2007	2005	2006	2007	2005	2006	2007	2005	2006	2007
Life Sciences/Research	104	154	153	44	19	24	27	51	47	175	226	224
Marketing	34	30	28	15	8	6	39	74	40	88	112	74
HR	10	10	10	4	1	3	4	4	6	18	15	19
Corp Serv	25	22	26	9	1	2	1	9	7	35	32	35
Cap Works	65	76	76	9	0	9	0	1	0	74	77	85
Guest Serv	50	65	59	11	3	5	232	234	277	293	302	341
<b>Total</b>	<b>288</b>	<b>357</b>	<b>352</b>	<b>92</b>	<b>32</b>	<b>49</b>	<b>303</b>	<b>373</b>	<b>377</b>	<b>683</b>	<b>764</b>	<b>778</b>

### Employees by Category, 2007 (Permanent and Temporary Staff only)

#### Taronga And Western Plains Zoos Comparison for Permanent and Temporary Staff

Category	05	06	07
Executive	4	4	4
Clerical	137	140	144
General	26	28	32
Professional	16	16	16
Services	39	42	42
Technical	2	3	3
Trades	157	156	160
<b>Total</b>	<b>381</b>	<b>389</b>	<b>401</b>

## APPENDIX 19

### Zoological Parks Board of New South Wales Code of Conduct and Ethics

There were no amendments or additions to the Zoological Parks Board of New South Wales Code of Conduct and Ethics in the past financial year and therefore in accordance with the Treasury Circular NSW TC 01/19 (17 July 2001) the code does not appear here in full.

For a copy of the ZPB's Code of Conduct, please contact the Human Resources Division on (02) 9978 4695 (Tel) or (02) 9978 4582 (Fax).

## APPENDIX 20

### Freedom of Information

The Zoological Parks Board of NSW published its Summary of Affairs (as prescribed by the Freedom of Information Act NSW 1989) in the NSW Government Gazette. The Board's complete Statement of Affairs can be obtained by request in writing to the Freedom of Information Coordinator, PO Box 20 Mosman, NSW 2088.

The Board received 2 requests under the provisions of the Freedom of Information Act during the year with details as required by section 68(6) of the Freedom of Information Act being shown below. The impact of the FOI requirements on the Board's activities has been minimal.

FOI Requests	Other 06	Other 07	Personal 06	Personal 07
New	4	1	1	-
Brought forward (last year)	-	2	-	-
<b>Total to be processed</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>-</b>
Completed	1	2	1	-
Transferred	-	-	-	-
Withdrawn	1	-	-	-
<b>Total Processed</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>
Unfinished (carried onto next year)	2	1	-	-
Request: granted in full	-	1	1	-
granted in part	1	1	-	-
refused	-	-	-	-
deferred	-	-	-	-

## APPENDIX 2.1

### Consultant fees incurred in 2006/07

Consultants equal to or more than \$30,000

Consultant	Cost	Title/Nature
		Nil
<b>Total consultancies equal to or more than \$30,000</b>		<b>Nil</b>
<b>Consultancies less than \$30,000</b>		
During the year two consultancies were engaged in the following areas:		
Management Services	\$25,470.00	
<b>Total Consultancies less than \$30,000</b>	<b>\$25,470.00</b>	
<b>Total Consultancies</b>	<b>\$25,470.00</b>	

## APPENDIX 2.2

### VIP Visits To Taronga and Western Plains Zoos

(1 July 2006-30 June 2007)

#### July 2006

- 10 Managing Editor of the Daily Telegraph and family visit Western Plains Zoo
- 12 Guitarist from Rage Against the Machine, Tom Morello
- 14 Well known primatologist Dr Jane Goodall

#### August 2006

- 15 David Hick's defence lawyer, Major Mori
- 15 Celebrity journalist Richard Wilkins
- 23 Indonesia's General of Police with Australian Federal Police escorts

#### September 2006

- 18 Visiting US Trade Commissioner
- 19 Mowtown singers, The Supremes
- 30 Vatican party

#### October 2006

- 03 Thai Embassy media party visit Wild Asia and the Asian Elephants
- 18 Heavy metal band, Lamb of God
- 18 Nagoya Sister City Committee and Sydney City Council
- 20 Heavyweight boxer Lennox Lewis
- 24 American singer Beyonce Knowles
- 24 American Consul General, Steven Smith

#### November 2006

- 03 Chinese Consul for Provincial Secretary General
- 05 Japanese Education delegation

#### December 2006

- 10 Delegates from Wujiang, China visit Western Plains Zoo

#### January 2007

- 12 Singer Delta Goodrem and UK singer boyfriend Brian McFadden
- 12 British Youth Olympics Gymnast Team

#### February 2007

- 02 Actor and comedian Billy Crystal and his friends and family
- 09 Her Excellency, the Governor of NSW, Marie Bashir and Sir Nicholas Shehadie

#### March 2007

- 19 Singer Keith Urban and family

#### April 2007

- 04 Wife of Singapore's statesman Lee Kwan Yu, Mrs Lee Kwan Yu
- 18 Thai Consulate General with Thai Government film crew
- 27 Channel 7 Sunrise presenter Melissa Doyle and family
- 30 American band, Good Charlotte & socialite Nicole Ritchie

#### May 2007

- 02 MAC cosmetic representative Dita Von Teese
- 18 Russian Parliamentary Delegation
- 22 Television presenter and comedian Rove McManus
- 23 Senior Iraqi diplomat
- 28 Governor of Jakarta

#### June 2007

- 01 NSW Police Department Dignitary Protection Unit visit by two American Corrective Services staff
- 01 British singer Mika as part of Universal Music Tour
- 04 Vietnamese Health Minister

## APPENDIX 23

## Ethnic Affairs Priorities Statement – 2006/07

Objective	Strategies	Achievements – 2006/2007	Program for 2007/2008
Integrate ethnic affairs initiatives into all ZPB business activities	Ensure all strategic and business plans include the impact of cultural diversity in their planned outcomes	Strategic redevelopment of Zoo facilities continues to consider community needs and access	On-going
Increase the multi-cultural service capacity of both zoos	Increase staff training in customer service with a particular focus on cultural diversity	Induction training and recruitment programs redeveloped to include training on multi-cultural issues	These will continue to be monitored and updated as required  Concurrent training programs to be conducted for zoo volunteers focusing on maximising awareness of visitors from culturally diverse backgrounds
		Surveys of visitors conducted at both zoos	On-going Program
	Maintain a database of staff with language skills that are prepared to use this skill within the workplace	Database of all staff at both zoos with community language skills incorporated into the Human Resources Management Information Systems	Information to be regularly updated
	Continue to provide broad zoo based community education programs with special emphasis on the ethnic community	Zoo based language programs have been developed by Education staff targeting NESB students and overseas students	On-going
		NESB and ESL schools targeted by the Department of Education Zoo mobile focusing on regional areas of NSW and inner city schools. This Zoo mobile visited approximately 15536 students in 2006/2007 of which 9420 were students from disadvantaged schools, where student, for various reasons, are unable to experience a visit at Taronga Zoo	On-going Program
		St George Foundation Zoo mobile visited approximately 16,959 people during 2006/ 2007 which also included students from disadvantaged schools, where students, for various reasons, are unable to experience a visit to Taronga Zoo	On-going Program
		The DET Zoo mobile delivered the Aboriginal "Animals of the Dreaming" outreach program to 4556 students	On-going Program
	Provide visitor information through foreign language interpretation guides (currently provided in Japanese, Chinese, Korean, Spanish, Vietnamese, German, and French)	Surveys conducted to determine visitor needs	On-going Program

Objective	Strategies	Achievements – 2006/2007	Program for 2007/2008
	Interpretive and directional signs and educational graphics provided which are more pictorial in nature	Upgrade of all directional signage and implementation of a maintenance program on interpretive signage	On-going Program
	Increase management awareness of cultural difference in staff	Management training program continuing at middle management level	On-going program to train all managers and staff
Promote the zoos and the services of the board within the ethnic communities	Target visitors of overseas origin through foreign language publications and ethnic print/broadcast media	In accordance with Premier's Department Guidelines, the Board continues its commitment to expenditure of 7.5% of its advertising budget on advertising of the Board's services throughout the ethnic community	On-going Program
		Zoo Education targets in bound student travel organisations including JTB, Kintestu, Jalpak, and foreign language schools	On-going Program
		Taronga Zoo received significant media exposure through SBS Radio and Television	On-going program to ensure access for all ethnic media
		Quarterly PR media mailout included ethnic/community press and broadcast media	On-going program will continue in accordance with requests received
		The PR department at both zoos hosted various media teams from foreign countries	On-going Program
	Targeted promotional activities	The ZPB supported ethnic communities throughout the year with free entry passes in relation to fundraising activities	On-going Program
Promote respect and accommodate cultural difference amongst ZPB staff	Continue to provide opportunities through the ZPB's work experience program particularly from people from non- English speaking backgrounds	Work experience program through Greencorp targeting 50% NESB participants	On-going Program
	Providing policies in accordance with the Multiculturalism Act 2000 eg Holy Days Religious Duty Policy	Policy reviewed and updated in 2007	On-going
		Deliver customer service training which assist staff when dealing with international visitors	On-going
	International volunteer keeper program allowing students and Keepers to work in Australia	19 international students participated in the international volunteer program during 2006/2007	On-going
Development of a new Website and Intranet	To provide and disseminate information on EAPS issues both internally and externally	ZPB EAPS placed on ZPB Intranet to ensure staff accessibility	Both the new Intranet and Internet will be launched in late 2007
Ensure ZPB recruitment activities support EAPS	Ensure all ZPB position descriptions include an EAP selection criterion requiring applicants to demonstrate EAPS knowledge and understanding	ZPB position descriptions include EAPS selection criterion	On-going



Objective	Strategies	Achievements – 2006/2007	Program for 2007/2008
	Ensure a range of vacant positions at both zoos are made known to a selection of organisations with multi-cultural community reach	A range of zoo vacancies directly advertised with several multi-cultural organisations	On-going
Promote understanding of multi-cultural communities	Provide opportunities for multi-cultural demonstrations	Thai dancing demonstrations at Wild Asia Precinct	On-going

## APPENDIX 24

### Action Plan for Women

The ZPB is committed to providing a fair and equitable workplace and is an Equal Employment Opportunity employer. The functions of the ZPB which support the NSW Government's Action Plan for Women, and specifically address various issues faced by women are:

- On-going development of the ZPB's SAP Human Resources Information System. This continues to enable the ZPB to undertake sophisticated employee demographic analysis, and better plan strategies for ensuring equity for the female workforce.
- Leadership and personal development. During the year, the ZPB filled a number of management positions with women. The ZPB's total female representation at the SES level is 20%, while the participation rate for women at middle management and senior management level remained greater than 50%.
- Access to Child Care. Taronga Zoo staff continue to have access to child care programs held in the Zoo's education centre every school holiday period, with access to this program for children of Zoo staff being financially subsidised by the ZPB. Other benefits which the ZPB provides to its employees which may be of particular interest to women continue to be communicated staff.
- Flexible working arrangements. The ZPB has in place a number of flexible work arrangements.
- Human Resources Policy Review. This has been undertaken with particular attention given to the specific needs of women in the workforce to ensure they are able to contribute to their full potential and that any unnecessary systemic barriers are removed. This year, the ZPB's Anti-Discrimination and Harassment Free Workplace Policy, and Equal Employment Opportunity Policy were reviewed and enhanced.
- Zoo Friends Fellowship Program (2006/2007). During the year, 40% of Zoo Friends Fellowships were awarded to women to undertake development activities in their areas of specialisation.
- Training and Development Support. 50% of the employees sponsored by Zoo Friends to attend the annual ARAZPA Conference were women.

### Strategies for 2006/2007

It is intended that the following actions be undertaken over the next twelve months to aid in addressing issues for women in the workplace:

- With the ongoing development of the SAP Human Resources Information System, the ZPB will continue to focus on gathering staff profile data, thus enabling the ZPB to undertake demographic analysis and compare groups within the ZPB's workforce. This information will help determine strategies aimed at achieving a fair and equitable workplace with the employment profile representative of those found in the community.
- Continue financial support for female staff to access training and development programs and to attend the annual zoo industry conference.
- Continue exploration of alternative recruitment strategies using the ZPB website and other recruitment mediums and assessment methods to encourage women to apply for positions.
- Maintain information sheet outlining the benefits the ZPB offers to its employees, some of which may be of particular interest to women, and continue to ensure these benefits are made known to all new employees via the ZPB's Induction Program.
- Continue to review all ZPB Human Resources policies with particular attention given to the specific needs of women in the workforce.
- Continue a Leadership Strategy which incorporates initiatives to encourage women to apply for senior positions.
- Continue to participate in NSW Government women's forum discussions.
- Explore the development and implementation of a formal mentoring program for ZPB staff, with the potential mentoring program to encourage mentoring and networking opportunities for women.
- Ensure the promotion of International Women's Day at both Taronga and Western Plains Zoos.

## APPENDIX 25

### Staff of the Zoological Parks Board of New South Wales

Adams, Rachael	Blakestone, Suzanne	Cluff, Benjamin	Drake, Samuel
Albanil, Ovidio	Blount, Kathleen	Codd, Deanne	Duba, Brigitte
Albert, Simone	Blowes, Stephen	Coffey, Michael	Duffy, Simon
Alderson, Darrin	Blue, Jennifer	Collett, Jesse	Duncan, Janine
Alexander, Catherine	Blundred, Nicola	Collins, Megan	Dunn, Natalie
Alexander, Michael	Bodel, Nikki	Combridge, Lisa	Dunnett, Angela
Alexander, Anders	Bolivar, Javiera	Conaghan, Jennifer	Dzang, John
Allen, Mary-Louise	Bombonato, Elle	Connor, Sarah	Eade, Kevin
Almanro, Barry	Boylan, Terrence	Cook, Elizabeth	Eaton, James
Altuna, Juan	Bradshaw, Nathan	Cookson, Anthony	Eccleston, Carisa
Anderson, Ian	Brass, Adam	Cooper, Guy	Economu, Christina
Anderson, Peter	Bray, Robert	Cooper, Pauline	Edwards, Daryl
Andjic, Anthony	Brett, John	Corderoy, Lucy	Edwards, Danielle
Andrew, Paul	Brett, Lisa	Corney, Jodie-Lee	Edwards, Carol
Angel, Lauren	Brice, Sara	Couch, Jeanette	Eke, Sharon
Angus, Warrick	Bridge, Catherine	Counihan, Monique	Elfleet, Diane
Arcus, Tracey	Britt-Lewis, Anthony	Couper, Kevin	Elhindi, Lisa
Ariyan, Karen	Britton, Benjamin	Cowell, Nancy	Elliott, Pamela
Armitage, Janet	Brogan, Roger	Crabtree, Lucas	Elliott, Elaine
Armstrong, Evan	Brooks, Timothy	Crawford, Claire	Ellis, Carmen
Armstrong, Claire	Brown, Simon	Crisante, Patricia	Elton, Samantha
Armstrong, Charlotte	Brown, Neil	Crow, Kevin	Ensor, Jessica
Arnold, Hugh	Browne, Catherine	Crowley, Jamie	Epworth, John
Arnold, Elissa	Browning-Jones, Heather	Cusack, Suzanne	Etchells, Tammy
Arthur, Elizabeth	Bryant, Benn	Cveticanin, Lucinda	Evans, Wesley
Asimus, Allen	Bull, Chris	Dalziel, James	Evers, Stephen
Astley, Jason	Bulman, Anna	Darcy, Joshua	Every, Paul
Austin, Verity	Burchill, Leon	Dare, Ryan	Fabreschi, Flavio
Austin-Woods, Edward	Burgess, Jane	Darlington, Leanne	Faithfull, Simon
Bainbridge, Helen	Buzas, Richard	Davies, Paul	Falkenberg, Rosemary
Baker, Susan	Calwell, Jason	Davies, Melanie	Farmilo, Carol
Bambrick, Rachel	Cameron, Fiona	Davis, John	Farquhar, Thomas
Barden, John	Cameron, Christine	Davis, Megan	Farquhar, Eleanor
Barker, Thomas	Campbell, Veronica	Dawson, Garry	Farr, Diane
Barlow, Kylie	Canning, Christopher	De Britt, Melissa	Farrar, Lisa
Barnes, Julie	Cannon-Galvin, Jennifer	De Graaff, Nicolas	Farrugia, Nicole
Barnes, Rachel	Carlaw, Kim	de la Motte, Ken	Fegan, Christine
Barratt, Vanessa	Carmody, Paula	De Marchi, Emma	Fidock, Michelle
Barrott, Corey	Carolan, Patrick	de Vos, Nicholas	Field, Cyrelle
Bastian, David	Carr, Phillip	Dea, Matthew	Findlay, Hayley
Bastian, Andrew	Carroll, Liana	Delbridge, Nicole	Finlayson, Brett
Bates, Daniel	Caslick, Steven	Dembek, Angelika	Finn, Tracy
Battaglia, Adam	Cassidy, Elizabeth	Denton, Sandra	Finnigan, Maria
Beaven, Melissa	Castle, Amber	Desai, Raja	Firestone, Karen
Bedford, Stephen	Cavanagh, Simon	Despas, Michelle	Fisher, John
Bell, Adam	Chambers, Suzanne	D'Ettorre, Adalgisa	Fisher JR, Stephen
Bell, Tamara	Chan, Colin	Di Giglio, Vanessa	Fitzgerald, Nicole
Bellette, Laura	Chellingworth, Belinda	Diciano, Robert	Flanagan, Linette
Benoit, Pascale	Chen, Sean	Dick, Andrew	Fletcher, Eric
Berry, Tracey	Chin, Rebecca	Dickson, Pamela	Flintoft, Lisa
Bhatt, Uttam	Chisholm, Ian	Dixon, Tim	Ford, Wilhelmina
Bianchi, Claudia	Ciaglia, Michaela	Dobson, Andrew	Ford, Natasha
Bignell, Glenn	Cifuentes, Julia	Dockerill, Robert	Fox, Danielle
Bilton, Amanda	Clark, Nanette	Donnelly, Natalie	Fozard, Phillip
Birchmeier, Clint	Clatworthy, Narelle	Donoghue, Peter	Freeman, Wayne
Birrell, Maree	Clatworthy, Matthew	Dorrian, Anthony	Friederich, Judith
Bishop, Marina	Clayton, Lindsey	Downey, Claudine	Frith, Geoffrey
Bishop, Nicholas	Clifford, Robert	Downing, Annie	Frize, Lynne
Bishop, Rochelle	Clinch, Pamela	Doyle, Rebecca	Frost, Matthew

Gaffney, Yvonne	Harris, Helen	Joseph, Haley	Mance, Jennifer
Gamble, Warwick	Harris, Courtney	Jupp, Rebecca	Mansell, Sarah
Garard, Kristy	Harris, Lisa	Jury, Fiona	Marr, William
Gardiner, Linda	Harrison, Tanya	Katz, Veronika	Marshall, Jane
Garrett, Emily	Hart, Andrew	Keady, Jessica	Mason, Paul
Garton, William	Hattersley, Kelly	Keeley, Tamara	Matkovic, Richard
Gaylard, Vicki	Hauptert, Andrew	Keen, Lisa	Matthews, Farley
Gaylard, Alicia	Hawkins, Margaret	Keen, Susan	McAlpine, Emma
Gee, Brian	Hayes, Timothy	Keenan, Simone	McAuley, Stephen
Gemmell, Cathlin	Haynes, Leesa	Kell, Samuel	McCall, Calinda
Gentle, Simone	Hazlett, Tara	Kernot, Alessia	McCallion, Michael
Gibb, Kathryn	He, Yi	Kerr, Cameron	McCarron, Vanessa
Gibson, Jessica	Helmers, Susanna	Kettle, Matthew	McCluskey, Joshua
Gibson, Ben	Herbert, Sasha	Kettle, Edward	McCool, Colin
Giddings, Jessica	Hermansyah, Maman	Kidd, Geoffrey	McCracken, Stephen
Gifford, Annette	Heslin, Patricia	Killeen, Leonie	McDonald, Samuel
Gillespie, Judith	Hibbard, Christopher	Kinsella, Wendy	McDonald, Katherine
Ginman, Louise	Higgins, Damien	Kirk, Gregory	McFadden, Michael
Glass, Edward	Hill, Helen	Kitching, Paul	McGill, Danielle
Gleen, Wendy	Hines, Luke	Klaassens, Kristie	McGinn, Ciaran
Gleichman, Ian	Hoffmann, Terrence	Klarwein, Jason	McGrath, Angela
Goacher, Vicki	Hogg, Carolyn	Kleinig, Steven	McIntosh, Keith
Goodall, Henry	Holloway, Hayley	Kozlowski, Stuart	McKenzie, Edwin
Gordon, Martin	Holmes, Genevieve	Kulasinghe, Surangani	McKenzie, Tania
Gouniai, Melody	Holmes, Kate	Kumar, Ravinder	McKenzie, Matthew
Gowans, Carl	Hope, Andrew	Kurniawan, Sheley	McKinlay, Alison
Graham, David	Hopkins, Gillian-Kate	Kurniawan, Sheley	McLachlan, Mitchell
Grainger, Melissa	Host, Brendan	Laing, Rachel	McLean, Neil
Gramp, Joel	Hough, Cordelia	Landau, Imogen	McLellan, Amanda
Granger, Denise	Hudnall, Vicki	Lander, Sophie	McMonigal, Simone
Grant, Mark	Huggett, Jacen	Lane, Kaliste	McNaught, Susan
Grant, Justine	Hughes, Trent	Langdon, Samantha	McReaddie, Shallon
Grant, Brittany	Hughes, Bruce	Langman, Lloyd	Meikle, William
Green, Alice	Hughes, Peta	Langton, Emma	Melo, Lucy
Green, Matthew	Hulst, Frances	Latham, Kerri	Melo, Lucy
Greene, Belinda	Hume, Kathryn	Latham, Christopher	Mendis, Radhika
Greentree, Caroline	Humphreys, Kaye	Le, Doan	Methven, Laura
Grima, Mark	Hutchinson, Linda	Leach, Rachel	Milgate, Lisa
Grossfeldt, Louise	Hutchinson, Matthew	Lear, Katrina	Miller, Gary
Grul, Timothy	Hutchinson, Brooke	Leaddin, Anton	Millgate, Brendan
Gussoni, Rossana	Illuzzi, Paola	Lemon, Michelle	Milton, Jodie
Guy, Kenneth	Inkratas, John	Leplaw, Gregory	Milton, Kevin
Haddock, Joseph	Inkson, Carol	Lewis, Megan	Minor, Lisbeth
Hadfield, Tamara	Inkson, John	Lewry, Daryl	Mitchell, Michael
Haenga, Reece	Isaacs, Oliver	Licardy, Amber	Mohammed, Arif
Haesler, Debra	Jackson, Anthea	Lindley, Suzanne	Monaca, Gina
Hale, Megan	James, Karen	Lindsay, Michelle	Monaghan, Adam
Hall, Simon	James, Ann-Marie	Line, Owen	Mondon, Sandra
Hall, Elizabeth	Jamieson, Nathan	Lo, Krystal	Monk, Karen
Hall, Jane Ann	Jenkinson, Todd	Lodge, Robert	Monsour, Terasa
Hall, Madelaine	Jessop, Brian	Lombe, Christi	Montgomery, David
Halliburton, Alexander	Johnson, Tobias	Low, Maxwell	Morgan, Garry
Hamilton-Smith, Malina	Johnson, Robert	Low, Scott	Morris, Ian
Hammon, Arabella	Johnston, Bradd	Lynne, Jeffrey	Morris, Amelia
Hand, Joanna	Johnston, Catherine	Macfie, Simon	Mountfort, Patty
Hangan, Rebecca	Jolly, Victoria	MacMaster, Rebecca	Mowat, Cameron
Hanlon, Nicholas	Jones, Bradley	MacRae, Michael	Mullins, Russell
Hardy, Colin	Jones, Zoe	Madigan, Sharon	Murphy, Ben
Hare, Paul	Jones, Peter	Magner, Carolene	Murphy, Laura
Harlow, Peter	Jones, Jessica	Maguire, Paul	Murray, Sarah
Harper, Dianne	Jones, Rebecca	Maguire, Sharon	Naidoo, Shanthini
Harrington, Julie	Jones, Fiona	Mair, Veronica	Napthali, Dawn
Harris, Geoffrey	Jones, Regan	Male, Sarah	Nedved, Vera
		Manaros, Charn	Neumann, Ely

Newell, William  
 Newton, Linda  
 Nguyen, Hong  
 Nielsen, Suzanne  
 Noke, Gemma  
 Norburn, Richard  
 Nunura, Jose  
 O'Brien, Frances  
 O'Connor, Hannah  
 Olliek, Sarah  
 Olofinsky, Mark  
 Olsen, Deborah  
 Onggokusumo, Ricky  
 Orellana, Daniel  
 O'Riordan, Mark  
 Orvad, Catherine  
 O'Shea, Graham  
 Owers, Ruth  
 Pantenburg, Helen  
 Papp, Steven  
 Parry, Owen  
 Parsons, Melanie  
 Parsons, Todd  
 Pasqualini, Riccardo  
 Payne, Jeffery  
 Payne, Kathleen  
 Payne, Rosslyn  
 Peachey, Michael  
 Pecar, Joan  
 Pellow, Melissa  
 Perente, Irene  
 Perry, Laurence  
 Peterson, Rita  
 Phillips, Susan  
 Pietens, Belinda  
 Pilcher, Barbara  
 Pile, Wendy  
 Pilon, Georgina  
 Pirani, Naline  
 Pomeroy, John  
 Poon, Michael  
 Pope, Elizabeth  
 Portas, Timothy  
 Porter, Laura  
 Powell, Justine  
 Pride, Rebecca  
 Priest, Simon  
 Priestley, Terence  
 Pringle, John  
 Pritchard, Deborah  
 Purcell, Dean  
 Quaass, Laura  
 Quine, Heidi  
 Quinton, Janet  
 Rainey, Darrelyn  
 Rankin, Hunter  
 Reid, Colin  
 Reid, Sonia  
 Reid, Rhonda  
 Reid, Carly  
 Reidpath, Deirdre  
 Reilly, Andrew  
 Reilly, Jeffrey  
 Renwick, Cathie  
 Richards, Janet  
 Richards, Marianne  
 Richards, Natacha  
 Richardson, Sean  
 Rideout, Denise  
 Ridley, Lisa  
 Roberts, Collette  
 Roberts, Tracey  
 Roberts, Collette  
 Robinson, Marie  
 Rogers, Tracey  
 Rollins, Todd  
 Rose, Karrie  
 Rose, Matthew  
 Rosewarne, Louise  
 Rutherford, Sandra  
 Ryan, Sarah  
 Salvestro, Simone  
 Sammut, Bettina  
 Sanders, James  
 Scalora, Penny  
 Scannell, Charmaine  
 Schaap, David  
 Schaap, Louise  
 Schaefer, Emma  
 Schmelitschek, Emily  
 Schmidt, Allan  
 Scott, Philippa  
 Scrivener, Toby  
 Sehlin, Marilyn  
 Sehlmeier, Annabelle  
 Seymour, Jack  
 Shadie, Jason  
 Shiels, Michael  
 Shipway, Brendan  
 Sicilia, Raul  
 Sinclair, Paul  
 Singh, Aditya  
 Singh, Jagbir  
 Sistrom, Mark  
 Skarott, Steven  
 Skidmore, Adam  
 Slavica, Dragana  
 Small, Lesley  
 Smith, Christine  
 Smith, Bryan  
 Smith, Scott  
 Smith, Jannene  
 Smith, David  
 Smith, Alanna  
 Smithers, Hayley  
 Snider, Douglas  
 Snowdon, Michael John  
 Soden, Joanne  
 Spiers, Patrick  
 Spindler, Rebecca  
 Spinks, Michael  
 Springall, Teresa  
 Stanley, Renee  
 Stark, Sharon  
 Steedman, Anne  
 Stevens, Annette  
 Stewart, Sarah  
 Stone, Erin  
 Stoneman, Zoe  
 Strykowski, Julia  
 Sullivan, Jane  
 Surland, Elizabeth  
 Swift, Rosemary  
 Tamayo, Bobby  
 Tantini, Michele  
 Taprasert, Rattana  
 Tarry, Elizabeth  
 Tarry, Simon  
 Tarvey, Laura  
 Tate, Ryan  
 Taubert, Cheryl  
 Taunton, Suanne  
 Taweel, Angela  
 Tax, Daniel  
 Taylor, Ross  
 Taylor, Lloyd  
 Taylor, Kathryn  
 Teague, Kerri  
 Telford, Matthew  
 Theodore, Katharina  
 Theodoropoulos, Connie  
 Thomas, Brent  
 Thompson, Craig  
 Thompson, Susan  
 Thomson, Stephen  
 Timm, Judi  
 Tobias, Gabrielle  
 Todd, Peter  
 Todd, Elli  
 Topham, Philip  
 Topp, Victoria  
 Touvras, Anastasio  
 Townsden, Warren  
 Townsend, Shannon  
 Tranter, Emma  
 Trosse, Greg  
 Troy, Michelle  
 Tucker, William  
 Turner, Heather  
 Tweddell, Annika  
 Twentyman, Amy  
 Underhill, Ashley  
 Van, Vu  
 Vanden Hogen, Brian  
 Varga, Lloyd  
 Vercoe, Jane  
 Vial, Bobby-Jo  
 Vinette Herrin, Kimberly  
 Virgona, Gabriel  
 Vogelnest, Larry  
 Waldren, Tegan  
 Walker, Phyllis  
 Walker, Joanne  
 Walraven, Erna  
 Walve, Michael  
 Ward, Janelle  
 Warlum, Holly  
 Watkin, Lang  
 Watkins, Jacqueline  
 Watkinson, Gemma  
 Watson, Barbara  
 Watts, David  
 Waugh, Lisa  
 Webster, Janelle  
 Welch, Emma-Jane  
 West, John  
 Weston, Evelyn  
 Wheeler, Dean  
 Wigger, Merryn  
 Wilkin, David  
 Willemsen, Madelon  
 Williams, Mark  
 Williams, Phillipa  
 Willner, Abby  
 Wilson, Mikaylie  
 Wilson, Lisa  
 Winning, Kelly  
 Winslett, Barbara  
 Winten, Lara  
 Withaar, Matthew  
 Wong, Kingsley  
 Wood, Julie  
 Woodbury, Roger  
 Woods, Rupert  
 Woodward, Rachael  
 Wooldridge, Sarah  
 Wright, Lindsay  
 Wright, Stephen  
 Wyatt, Melissa-Ann  
 Xu, Liang  
 Yao, Melizza  
 Yensch, Merryn  
 Yu, Tantan  
 Zammit, Renae  
 Zhu, Yao  
 Zilio, Roger  
 Zivkovic, Danilo

AAD	Australian Antarctic Division	BCom	Bachelor of Commerce
AAZV	American Association of Zoo Veterinarians	BE(Hons)	Bachelor of Engineering (Honours)
AC	Companion of the Order of Australia	BEc	Bachelor of Economics
ACA	Associate of the Institute of Chartered Accountants	BHA	Bachelor of Health Administration
ACT	Australian Capital Territory	BMus	Bachelor of Music
Ad Cert Pers Mgmt	Advanced Certificate in Personnel Management	BRSc	Bachelor of Rural Science
AER	Asian Elephant Rainforest	BSc	Bachelor of Science
AFAIM	Associate Fellow of the Australian Institute of Management	BSc (Hons)	Bachelor of Science (Honours)
AGSRCA	Animal Gene Storage Resource Centre of Australia	BSc (Eng)	Bachelor of Science (Engineering)
AGL	Australian Gas Light Company	BTP (Hons)	Batchelor Town Planning (Honours)
AHRI	Australian Human Resource Institute	BVSc	Bachelor of Veterinary Science
AM	Member of the Order of Australia	BVSc (Hons)	Bachelor of Veterinary Science (Honours)
AMMRC	Australian Marine Mammal Research Centre	CEO	Chief Executive Officer
AMSA	Australian Maritime Safety Authority	CES	Chief Executive Service
ANFFS	Australian Native Flora and Fauna Sanctuary	Cert.Bus. Stud	Certificate Business Studies
ANU	Australian National University	CITES	Convention for the International Trade in Endangered Species
AO	Officer of the Order of Australia	CPEng	Chartered Professional Engineer (Australia)
AQIS	Australian Quarantine and Inspection Service	CSIRO	Commonwealth Scientific and Industrial Research Organisation
ARAZPA	Australasian Regional Association of Zoological Parks and Aquaria	DEC	Department of Conservation and Environment
ARKS	Animal Record Keeping System	DET	Department of Education and Training
ASAF	Australian Shark Attack File	Dip Aquaculture	Diploma of Aquaculture
ASMP	Australasian Species Management Program	Dip OHS Mgt	Diploma of Occupational Health and Safety
ASX	Australian Stock Exchange	DipParkMngt	Diploma of Park Management
ASZK	Australasian Society of Zoo Keepers	DSTO	The Defence Science and Technology Organisation
AWHN	Australian Wildlife Health Network	EEO	Equal Employment Opportunity
BA	Bachelor of Arts	ESL	English as a Second Language
BA (Comm)	Bachelor of Arts (Communications)	FACVSc	Fellow, Australian College of Veterinary Science
BA (Hons)	Bachelor of Arts (Honours)	FAICD	Fellow of the Australian Institute of Company Directors
BAppSc	Bachelor of Applied Science	FAIM	Fellow of the Australian Institute of Management
BArch	Bachelor of Architecture	FCA	Fellow of Chartered Accountants
BBus	Bachelor of Business	GMQ	Graduate Management Qualification

## GLOSSARY

GrDipComm	Graduate Diploma Communications	OHS&E	Occupational Health, Safety and Environment
GradDip ProfComm	Graduate Diploma Professional Communications	PhD	Doctor of Philosophy
GST	Goods and Services Tax	PR	Public Relations
Hon	Honourable	QC	Queen's Counsel
HSC	Higher School Certificate	Qld	Queensland
HR	Human Resources	QPWS	Queensland Parks and Wildlife Service
IRF	International Rhinoceros Foundation	RFD	Reserve Forces Decoration
ISIS	International Species Information System	RNS	Royal North Shore
IUCN	International Union for the Conservation of Nature	RSPCA	Royal Society for the Prevention of Cruelty to Animals
IT	Information Technology	SA	South Australia
IVF	In Vitro Fertilisation	SAFE	Saving Animals From Extinction
IZWR	Institute for Zoo and Wildlife Research, Berlin	SAP	Systems Analysis and Program Development
JP	Justice of the Peace	SES	Senior Executive Service
KEST	Koala and Endangered Species Trust	SCAR	International Scientific Committee for Antarctic Research
LAAI	Licentiate of the Australian Advertising Institute	SSC	Species Survival Commission
MACS	Member of the Australian Computer Society	TAFE	Technical and Further Education
MACVSc	Member of the Australian College of Veterinary Science	TZ	Taronga Zoo
MRCVS	Member Royal College Veterinary Surgeons	UK	United Kingdom
MBA	Master of Business Administration	US or USA	United States or United States of America
MBE	Member of the British Empire	UV	Ultra Violet
MBus	Masters of Business	VIC	Victoria
MCom	Master of Commerce	VQC	Veterinary Quarantine Centre
MEng	Master of Engineering	WA	Western Australia
MFIA	Member of Fundraising Institute of Australia	WELL	Workplace, English Language and Literacy
MIE	Member of Institution of Engineers Australia	WIRES	NSW Wildlife Information and Rescue Service
MIKE	Monitoring the Illegal Killing of Elephants	WPZ	Western Plains Zoo
MSc	Master of Science	WRAPP	Waste Reduction and Purchasing Policy
MSDS	Material Safety Data Sheets	YATZ	Youth at the Zoo
MVS	Master of Veterinary Science	YWCA	Young Women's Christian Association
Naidoc	National Aboriginal and Islander Day Observance Committee	ZPB	Zoological Parks Board of New South Wales
NESB	Non-English Speaking Background		
NPWS	National Parks and Wildlife Service		
NT	Northern Territory		
NSW	New South Wales		

Access	IBC	Investment Performance	108
Action Plan for Women	165	Land Disposal	109
Animal Collection and Display see		Liability Management Performance	109
Life Sciences at Taronga Zoo	22	Management Structure see	
Life Sciences at Western Plains Zoo	25	Appointed Board and Board Committees	12-13
Animal Watch and Animal Behavioural Enrichment	26	Organisational Chart	15
ANZ Conservation Theatre	59	Senior Management Team	14
Appendices (Contents Page)	129	Senior Staff	154,156
Asset Maintenance Service	33	Employees by Program Area	161
Assets (Statement of Financial Position)	72	Management and Activities see	
Australian Marine Mammal Research Centre (AMMRC)	36	Nature and Range of Activities	17, 20, 34, 46,62
Australian Registry of Wildlife Health	29	Measures of Performance	21, 35, 47, 63
Australian Shark Attack File	36	Internal and External Performance Review	18-19
Australian Wildlife Health Network (AWHN)	40	Benefits from Management and Strategy Review	18-19
Budgets see		Management Improvement Plans and Achievements	11, 16
Operating Budget	107	Major Problems and Issues	11,16, 56
Board Members, Committees	12-13	Major Works in Progress	11, 16, 30, 31, 32, 33
Catering Services	59	Marketing and Promotion	52
Chairman's Report	11	Media Relations	54
Charter (Mission Statement)	IFC	Mission Statement	IFC
Code of Conduct and Ethics	161	Occupational, Health, Safety and Environment	66
Community and Social Responsibilities	60	Payment of Accounts	108
Conservation and Research Projects	36	Performance Indicators	21, 35, 47, 63
Consultant Fees	162	Privacy Management	130
Consultancies undertaken by ZPB	139	Publications	146
Consumer Response see		Records Management	61
Customer Feedback	70	Recycling and Environmental Programs	66
Corporate Partnerships	51	Research Projects	133
Corporate Strategies	20,21,34,35,46,47,62,63	Retail Services	59
Customer Service	69	Risk Management	56
Director and Chief Executive	16	Security Services	69
Education Programs	41	Species Management Programs	132
Equal Employment Opportunity	154	Sponsorship	50, 51, 52
Ethnic Affairs Priority Statements (EAPS)	154	Staff Training and Development	64
Freedom of Information	161	The Taronga Foundation	47
Financial Statement and Notes	71	Tourism Marketing	54
Financial Statutory Information	88	Veterinary Services	26
Guarantee of Service	69	Wildlife Rehabilitation	28
Guest Services and Visitor Experience	69	Year in Brief see	
Highlight 2006/2007	17	Financials	18
Horticulture	33	Visitation	19
Human Resources	64	Zoofari Lodge	60
Industrial Relations	65	Zoo Friends, Association of	68, 158
Information Technology	58		



## PAPER

This report is printed on 9lives 80 Silk.

Spicers Paper is a market leader in environmental initiatives within our industry and this is one of our flagship stocks. The green movement is growing quickly in Australia and there is much jargon banded around. Sustainability is of paramount importance, and recycled content in paper is still the most widely recognised and immediately applicable aspect of this, reinforced by organisations such as Greenpeace, WWF and Friends of the Earth. These three NGO's are also part of the Forest Stewardship Council (FSC). This is one of the strictest bodies in forest certification worldwide, managing forests for biodiversity and sustainability and maintaining the highest conservation values. Also of vital importance within FSC are the social and economic aspects, ensuring the rights of the indigenous peoples who live in the forestry areas are respected and protected.

### **9lives 80**

9lives 80 contains 80% post consumer fibre and 20% totally chlorine free pulp. It is an FSC certified mixed source paper, which ensures that all virgin pulp is derived from well-managed forests, and is manufactured by an ISO 14001 certified mill.

## PRINTING

Southern Colour is a printing company committed to improving resource efficiency and reducing environmental impact. It is one of the few companies that has both ISO 14001 Environmental accreditation and FSC Chain-Of-Custody accreditation. Southern Colour is also a proud member of the Greenhouse Challenge, a joint voluntary initiative between the national Government and industry to abate greenhouse gas emissions.

PHOTOGRAPH COURTESY RICK STEVENS



## THE ZOOLOGICAL PARKS BOARD OF NSW

operates Taronga Zoo and Western Plains Zoo.

The principal office of the Board is at Taronga Zoo.  
Office Hours: 8.30am to 5.00pm Monday to Friday.

Both Zoos have wheelchair access to most exhibits  
and facilities, as well as special toilet facilities for people  
with disabilities.

[www.zoo.nsw.gov.au](http://www.zoo.nsw.gov.au)

The current annual report is available on the Zoological  
Parks Board of NSW (ZPB) website.

ISSN 0312 -181X

Design: Impress Design

Editor: Zoo Media Relations & Darill Clements

Printer: Southern Colour

Stock: 9lives 80

Total Cost of Production: The total cost of \$46,735 also includes  
\$2,225 for the production of the 2007 Animal Register, the annual  
reconciliation of wildlife held by the Zoos.



The New South Wales Government

