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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:
- carrying out research and breeding programs for the preservation of endangered species;
 - carrying out research programs for the conservation and management of other species;
 - conducting public education and awareness programs about species conservation and management;
 - displaying animals for educational, cultural and recreational purposes.
- (2) The Board may also maintain and control:
- 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
 - 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:
- 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
 - may investigate and carry out research into:
 - the design of, and equipment and procedures in, zoological parks; and
 - 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
 - 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

- may provide and charge for such services in connection with zoological parks maintained and controlled by the Board as the Board may determine; and
 - 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) 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		•	L Jolly
Aldabra Giant Tortoise	•		C Banks
Asian Elephant	•	•	W Meikle*
Golden Cat	•		S Rice
Australian Barn Owl	•		M Salverson
Australian Little Penguin	•		T Bird
Australian Owlet-nightjar	•		T Carney
Australian Sea-lion	•		H Groffen
Black and White Ruffed Lemur		•	S Barlow
Black-winged Stilt	•		T Bird
Bolivian Squirrel Monkey	•		N Dunn*
Bongo	•	•	V Nedved*
Broad-headed Snake	•		P Andrew*
Brush-tailed Phascogale	•		I Stych
Brush-tailed Rock Wallaby	•		D Dubroszczyk
Cheetah		•	R Wilkins
Chimpanzee	•		M Finnigan
Clamorous Reed-warbler	•		C Hibbard*
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		•	C Banks
Giraffe	•	•	L Jolly
Greater Bilby	•	•	C Lees
Helmeted Honeyeater	•		I Stych
Mcleays Fig parrot	•		C Hall
Meerkat	•	•	P Wood
Noisy Pitta	•		P Andrew*
Orang-utan	•		A Embury
Oriental Small-clawed Otter		•	H Guy
Plains Zebra	•	•	L Jolly
Przewalski's Horse		•	R Wilkins
Western Lowland Gorilla	•		E Walraven* / Louise Grossfeldt*

Australasian Species Management Plan Participation (cont)

Species	Held at TZ	Held at WPZ	Coordinator
Red Panda	•		R Dockerill*
Regent Honeyeater	•		C Hibbard*
Ring-tailed Lemur		•	M Tyler
Rose-crowned Fruit Dove	•		C Hibbard*
Royal Spoonbill	•		vacant
Sacred Kingfisher	•	•	C Hibbard*
Scimitar Oryx	•	•	R Wilkins
Siamang		•	S Stephens
Silvery Gibbon	•		L Cocks
Snow Leopard	•		S Stephens/M West
Southern White Rhinoceros		•	S Stephens
Striped Honeyeater	•		T Carney
Sumatran Tiger	•	•	D Pepper-Edwards*
Sun Bear	•		G Skipper
Swift Parrot	•		C Srb
Tasmanian Devil	•		C Srb
Tuatara	•		B Blanchard
Variegated Fairy-wren	•		T Carney
Yellow-footed Rock Wallaby	•	•	G Skipper/H Guy
White-browed Woodswallow	•	•	A Cowden

* Zoo 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

- 1.0.0 Siamang to Orana Wildlife Park, New Zealand
- 3.7.0 Australian Little Penguin to Omaha Zoo, USA
- 0.0.6 Australian Little Penguin release to the wild
- 1.0.0 Australian Owlet-nightjar to Adelaide Zoo, SA
- 0.2.0 Australian Owlet-nightjar to Perth Zoo, WA
- 1.0.0 Regent Honeyeater to Currumbin Sanctuary, QLD
- 1.0.0 Regent Honeyeater to Adelaide Zoo, QLD
- 0.1.0 Striped Honeyeater to Adelaide Zoo, QLD
- 1.0.0 Swift Parrot to Healesville Sanctuary, VIC
- 1.0.0 Swift Parrot to Adelaide Zoo, SA
- 1.0.0 Tasmanian Devil to Trowunna Park, TAS

To Zoological Parks Board of NSW

- 0.1.0 Oriental Small-clawed Otter from Adelaide Zoo
- 1.0.0 Oriental Small-clawed Otter from National Zoo and Aquarium
- 1.0.0 Bolivian Squirrel-monkey from Emmen Zoo, Netherlands
- 0.1.0 Eastern Barred Bandicoot from Melbourne Zoo, VIC
- 1.0.0 Noisy Pitta from Cairns Tropical Zoo, QLD
- 0.1.0 Rose-crowned Fruit-dove from Currumbin Sanctuary, QLD
- 0.2.0 Rose-crowned Fruit-dove from Australia Zoo, QLD
- 0.9.0 Swift Parrot from Adelaide Zoo, SA
- 0.1.0 Variegated Fairy-wren from Currumbin Sanctuary, QLD
- 1.1.0 Helmeted Honeyeater from Melbourne Zoo, VIC
- 1.1.0 Helmeted Honeyeater from Healesville Sanctuary, VIC

Appendix 5

Research Projects and Conservation Programs

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Australian Shark Attack File	J West	ZPB	
2a/3/00 5b/05/04 Final report 06/05	Development of sperm-sexing & assisted reproductive technology for production of pre-sexed offspring in Gorilla/Chimps,	Dr J O'Brien/ African Division	University of Sydney ZPB	
	Long-term study of behaviour & social relationship in adolescent male Chimpanzee	M Hawkins/ African Division	ZPB	
Completed 12/04	Study of changing relationship between adolescent male gorilla and the rest of the group	M Hawkins/ African Division	ZPB	
	Activity and breeding behaviour of Long-beaked Echidna	M Hawkins/Australian Mammal Division, TZ	ZPB	
Completed 12/04	Observation of behaviour in group of Western Lowland Gorillas before & during conditioning program	M Hawkins/ African Division	ZPB	
3a/10/00 5d/05/04	Collection of opportunistic samples for researchers from live animals during veterinary procedures	Dr L Vogelneust, TZ	ZPB	
3b/0202 Final report 10/04	Collection, preservation & storage of semen from African Wild Dogs	Dr B Bryant, WPZ	ZPB	
3c/04/02 3a/02/03	Training course on reptile capture & handling	Dr P Harlow	ZPB	
	Cryopreservation of macropod spermatozoa – studies of sperm structure & function	R McClean/WPZ		
3b/05/01	Demonstrating native wildlife handling and anaesthesia procedures	Dr L Vogelneust	ZPB	
3d/10/00	Immune responses & pathogenic effects of Chlamydia pecorum & C. pneumoniae in Koalas	Dr S Hemsley Australian Mammals Division/VQC, TZ	University of Sydney ZPB	
3a/04/03 Final report 10/05	Ultrasonographic investigation of cystitis in koalas	Dr M Krockenberger Australian Mammals/ VQC TZ	University of Sydney ZPB	
Completed 02/05	Maternal behaviour in Gorillas	M Hawkins/ African Division TZ	ZPB	
3d/05/01	Collection of opportunistic samples for researchers from live animals during veterinary procedures	Dr B Bryant, WPZ	ZPB	
	Investigation of retroviral-related disease in wildlife	Dr J Rasko Dr K Rose, TZ	University of Sydney Centenary Institute ZPB	

Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Investigation into viral diseases of snakes	Dr J Rasko Dr K Rose, TZ	University of Sydney Centenary Institute ZPB	AQIS
	Malleefowl breed-for-release in NSW program		NPWS WPZ	
	Bilby breed-for-release in QLD program		QPWS WPZ	
	Captive breeding of the Platypus	M Hawkins/A Battaglia Australian Mammals Division TZ	ZPB	
3b/07/01	Foraging ecology of Antarctic Leopard Seals	S Hall-Aspland/ Dr T Rogers Dr R Canfield	AMMRC-ZPB University of Sydney	ASAC; Winnifred Scott Foundation.
3d/04/03 Final report 04/05	Development of a non-invasive technique to assess reproductive status, population stress & health of great whales – field program	C Hogg/ Dr T Rogers/ Dr E R Vickers Assoc Prof C Maxwell	AMMRC-ZPB RNS Hospital/ University of Sydney University of Sydney	KEST; Winnifred Scott Foundation.
3a/04/02 Final report 04/05	Development of non-invasive technique to assess reproductive status, population stress & health of great whales	C Hogg/ Dr T Rogers Dr E R Vickers Assoc Prof C Maxwell	AMMRC-ZPB RNS Hospital/ University of Sydney University of Sydney	KEST; Post-grad. Res.Support Scheme Grant; Winnifred Scott Foundation
3b/04/02 3c/11/98 Final report 04/05	Audiometric behaviour of pinnipeds	Dr T Rogers/Marine Mammal Division Assoc Prof D Cato	AMMRC-ZPB DSTO	DSTO; KEST
	Individual variation of cow-pup 'attraction' calls in Weddell seals <i>Leptonychotes weddellii</i>	K Collins/Dr T Rogers Dr P McGreevy Prof J Terhune RR Harcourt	AMMRC-ZPB University of Sydney University New Brunswick Macquarie University	Ecological Society of Australia. Linnean Society NSW; University of Sydney 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 University of Sydney	Zoo Friends; University of Sydney Postgrad Research Support Scheme Grant; Australian Geographic
	Rehabilitation of oiled birds	E Walraven, TZ	ZPB	AMSA
	Northern Hairy-nosed Wombat Recovery Program (Epping Forest National Park, QLD) – collection of biological data & monitoring of wombat population	Dr A Horsup Dr A Reiss/ Dr B Bryant Dr T Portas M Hawkins (with D Treby)	QLD Parks & Wildlife ZPB	
	Health status of Leopard Seals & Weddell Seals	Dr R Gray/ Dr T Rogers Assoc Prof P Canfield	AMMRC-ZPB University of Sydney	ASAC; Winnifred Scott Foundation

Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	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 University of Sydney	ASAC; Winnifred Scott Foundation
4a/09/03 Final report 10/04	Testosterone secretion response to the administration of Human Chorionic Gonadotropin (hCG) in the male common wombat: a method for quantifying testicular function	Dr B Bryant, WPZ	ZPB	
4c/09/03	Backyard to Bush education programs	S Duffy, TZ	ZPB	
4a/12/03	Anti-microbial compounds from the pouch of the Koala	Prof E Deane; Australian Mammals TZ	Macquarie University ZPB	
4b/02/04	The physiological impact of a high browse diet on captive black rhinoceros nutrition	Dr B Bryant, WPZ Dr M Hyde	ZPB, Department of Animal Science, University of Sydney	
	Virological investigation of Antarctic Phocids	Dr T Rogers Dr R Slade	AMMRC-ZPB University of Queensland	ASAC
	Vocal behaviour of Ross seals	Dr T Rogers Prof J Thomas	AMMRC-ZPB University of Illinois	ASAC
	Information entropy analysis in Leopard Seals	Dr T Rogers Assoc Prof John Buck	AMMRC-ZPB University of Massachusetts	ASAC
	Fundraising for support of Turtle Conservation and Ecology Program at Cuc Phong National Park Cuc Phuong Asian Turtle crisis (Vietnam)	Herpetofauna Division TZ	ZPB	
	Contribution to CITES MIKE elephant project at Kuiburi & Salakphra National Parks, Thailand		ZPB	
Completed 11/04	Development of ante-mortem diagnostic test for <i>Angiostrongylus cantonensis</i> in macropods	J Hodgson, J Smaller, L Vogelnest	University of Sydney ZPB	
	Investigation into cutaneous leishmaniasis in red kangaroos	Dr K Rose, J Curtis, T Baldwin, A Mathis, B Kumar, A Sakthianandeswaren, T Spurk, J Low Choy, E Handman	ZPB Walter and Eliza Hall Institute of Medical Research Zurich University, Melbourne University Territory Wildlife Park	

Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Breeding and release of Little Penguins into the endangered Manly colony	E Walraven/Marine Mammals Division; VQC	ZPB NSW NPWS	
	Evaluation of olfactory enrichment in carnivore species	M Hawkins, Asian Division, TZ	ZPB	
	Effects of exhibit furniture changes on animal behaviour	M Hawkins All TZ Divisions	ZPB	
Completed 10/04	Effects of exhibit furniture changes on behaviour of meerkats	T Vestey M Hawkins	University of Sydney ZPB	
4a/06/04	Education in Zoo and Outreach Programs	K de la Motte	TZ	
4a/08/04	Exposure to UV light during tadpole development necessary for normal health growth of tadpoles and frogs	Dr P Harlow, TZ	ZPB	
4c/08/04	Urban possums, population biology, health and public profile	N Hill, VQC	Macquarie University/ ZPB	
4b/10/04	Aspects of comparative reproductive anatomy and physiology in male rhinoceros	Dr T Portas, WPZ	ZPB	
4a/02/05	Genetic resource banking of cell culture lines from Australian native wildlife	I Gunn	Animal Gene Resource & Storage Centre/WPZ	
4c/02/05	Handling of animals for educational purposes at WPZ	Dr B Bryant, WPZ	ZPB	
4d/02/05	Cage size requirements for normal activity in lizards	Dr P Harlow/ Herpetofauna TZ	ZPB	
3b/02/03 Final report 04/05	Marsupial genome project	Dr K Firestone	ZPB	
	Conserving our native carnivores, the application of molecular genetics to the conservation management of quolls.	Dr K Firestone, M Cardoso, W Sherwin, S Hamilton	ZPB, UNSW (ACE 05/008A)	ARC, DEC, NTPWC, DPIWE, EnvACT, CALM, DSE, UNSW, ZPB
	Paternity of spotted-tailed quolls	M Cardoso, A Glen, Dr K Firestone	University of Sydney, UNSW (ACE 05/008A) ZPB	ARC, Foundation for National Parks and Wildlife
	Conserving our native carnivores; the application of molecular genetics to the conservation management of quolls (eastern quolls <i>Dasyurus viverrinus</i> in Tasmania)	M Cardoso, N Mooney, Dr K Firestone	UNSW, DPIWE, (55/2004—2005) ZPB	ARC, DPIWE
	Patterns of latrine use by the spotted-tailed quoll: olfactory communication and the biological functions of latrines	M Ruibal, R Peakall, Dr K Firestone, A Claridge	ANU F.BTZ78.0 4), UNSW, DEC	ANU, ARC DEC, The Australian Academy of Science, Sophie Danforth Conservation Biology Fund

Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Reliable non-invasive genotyping techniques based on faecal DNA of the spotted-tailed quoll	M Ruibal, R Peakall, Dr K Firestone, A Claridge	ANU (F.BTZ70.0 4), UNSW, DEC	ANU, ARC DEC, The Australian Academy of Science, Sophie Danforth Conservation Biology Fund
	The social organisation and breeding biology of the threatened species the spotted-tailed quoll	M Ruibal, R Peakall, Dr K Firestone, A Claridge	ANU (F.BTZ70.0 4), UNSW, DEC	ANU, ARC; DEC; Aust. Academy of Science; Sophie Danforth Conservation Biology Fund
	Population genetics of New Guinean quolls	S Hamilton, Dr W Sherwin, Dr K Firestone	UNSW (ACE 05/008A) ZPB,	ARC, WWF-PNG, CI, WCS
	Refining the habitat requirements of spotted-tailed quolls in the Gosford Local Council area	Dr K Firestone, M Oakwood	ZPB, UNSW (ACE 05/008A)	Gosford City Council
	Measuring the response of populations of long-nosed potoroo to fox control	M Norton, F Kristo, P Craven, A Claridge Dr K Firestone	DEC (031027.02), University of NSW; ZPB	DEC
	Inbreeding within the Mainland captive population of Eastern quolls, <i>Dasyurus viverrinus</i> .	T Czarny, Dr K Firestone	Animal Gene Resource & Storage Centre, Physiology Dept, Monash University 2004/44)/ZPB	RE Ross Trust
	Phylogeography, ESUs, and subspeciation of northern quolls	Dr K Firestone	ZPB, UNSW, Smithsonian Institution	Australian Academy of Science
	A landscape-scale experimental test of factors driving mammal declines in Northern Australia (Tree rat project)	Dr B W Brooke; Dr C N Johnson; Dr R J Taylor; Dr JC Woinarski; Ms B R Rankmore; Dr K B Firestone	Department of Infra-Structure, Planning & NT Research & Innovation Board; ZPB	ARC
	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
	Effects of move from TZ to WPZ on the behaviour of the Asian Elephants	M Hawkins; G Madani Dr A English	ZPB; University of Sydney	
	Guidelines for frog captive breeding, raising and restocking programs in Australia	G Marantelli Dr P Harlow C Banks Dr M Mahoney Dr J Clulow	Amphibian Research Centre (Vic.); ZPB; Melbourne Zoo; University of Newcastle	Department of Environment and Heritage

Research Projects and Conservation Programs (cont)

AEC No.*	Project Title	Researchers	Institution	Source of Funds
	Diet and habitat preference of the Fijian crested iguana	Dr C Morrison 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; Ecological Society of Australia
	Invasive Plant Assessment and Weed Management Plan for the Fijian Crested Iguana Sanctuary Island of Yadua Tabu	P Biciloa Dr P Harlow W Kinsella, J Niukula T Osborne, I Rounds E Strand, S Sevutia Dr J Taylor B Thaman	National Trust of Fiji Islands; University of the South Pacific; ZPB; Wildlife Conservation Society	National Trust of Fiji Islands; Zoo Friends Fellowship (to W. Kinsella); Wildlife Conservation Society
	Standard survey design and data analyses techniques for population estimates of Fijian iguanas	Dr P Harlow P Biciloa	ZPB; National Trust of Fiji Islands	
	Monitoring the health & reproduction of Brush-tailed rock wallabies at Jenolan Caves	Dr L Vogelnest, TZ	ZPB; DEC; Caves Reserve Trust	
4a/06/05	Education in Zoo and Outreach programmes	K de la Motte, Ed. Centre TZ; Zoo Friends	ZPB	
4b/06/05	Immune function studies in the koala	Dr D Higgins; VQC/Australian Mammals TZ	University of Sydney ZPB	
4c/06/05	Prevention & treatment of Cryptococcosis in koalas	Dr M Krockenberger; VQC/Australian Mammals TZ	University of Sydney	ZPB
4d/06/05	Gamete rescue in an infertile black rhinoceros (<i>Diceros bicornis</i>)	Dr B Bryant, WPZ	ZPB; Institute for Zoo Animal & Wildlife Research (Berlin)	
	Faecal hormone analysis – Golden Cat	Dr J O'Brien; Exotic Mam. Division TZ	University of Sydney; ZPB	
	Ocular, Oro-Proboscis and Cutaneous Ulcerative Syndrome (OOCUS) in Malayan Tapirs (<i>Tapirus Indicus</i>): An Epidemiological Study In Australia	G Tobias	University of Sydney, Veterinary and Quarantine Centre, Exotic Mammal Division 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
Australian Museum	Dr Boles	Bird carcasses: education and display.
	Mr O'Mealy	Skin, kidney and liver samples from all species: preparing a genetic library.
	Ms Ingleby	Australian/Pacific mammal carcasses: education and display.
Centenary Institute	Dr Rasko	Blood/serum and organs from any mammals: identification of viral sequences.
Macquarie University Department of Biological Sciences	Ms Deane	Serum/plasma, post mortem tissues from marsupials: Marsupial immune function and disease.
	Ms Vilcins	Ectoparasites from any animal: impact of ectoparasites on animal health and survival.
NSW Police Service Forensics Services	Ms Wilson-Wilde	EDTA blood, hair and semen from various mammals: crime reference banks.
CRC for eye research and technology	Ms Tragoulias	Tears from variety of species: surface pressure and protein analysis of animal tears.
St George Hospital	Dr Clark	Blood from chimps, gorillas, orang-utans: SGM1 gene in spinal development.
University of NSW Department of Anatomy	Assoc. Prof. Ashwell	Monotreme carcasses: sensory system & hypothalamus study.
University of Sydney	Dr Kuchel	Whole blood from any animal: water transport across red cell membranes.
University of Sydney	Dr Malik	EDTA and serum from non-domestic cats: blood groups and blood parasites in captive cats.

Post-mortem and Clinical Samples Supplied for Research and Teaching Purposes

Receiving Organisation	Individual	Sample and Purpose
University of Tennessee, U.S.A.	Dr Kennedy	Whole blood, serum and faeces from non-domestic cats: feline coronavirus.
Veterinary Laboratory Agency U.K.	Dr Dawson	Serum, whole blood and tissues from marine mammals: classical and molecular typing of Brucella species.
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.

Appendix 7

Scientific Advisors

Consultant	Institution	Consultancy
Dr G Allan	Veterinary Imaging Associates	Radiologist
Dr V Barrs	University of Sydney	Internal Medicine
Dr T Baxter	University of Sydney	Dermatology
Dr I Beveridge	University of Melbourne	Parasitology
Dr J Braddock	University of Sydney	Internal Medicine
Dr G Childs	Ryde Specialist Centre	Neurologist
Dr D Clarke	K-9 Gums	Dentistry
Dr C Dart	University of Sydney	Anaesthesia
Dr E Dill-Macky	Animal Referral Hospital	Internal Medicine
Dr C Dunlop	Advanced Anaesthesia Specialists	Anaesthesia
Dr D Foster	Ryde Specialist Centre	Feline Medicine
Prof I Fraser	University of Sydney	Gynaecology
Dr S Goldsmid	Animal Referral Hospital	Orthopaedic Surgery
Dr WJ Hartley	Scientific advisor	Pathology
Dr K Hoffman	Animal Referral Hospital	Sonology
Dr B Hudson	Royal North Shore Hospital	Infectious Diseases
Dr P Kirkland	Elizabeth Macarthur Agricultural Institute	Virology
Dr M Kluckow	North Shore Private Hospital	Neonatal Paediatrician
Dr W Lamb	Ryde Specialist Centre	Internal Medicine
Dr C McPherson	University of Sydney	Orthopaedic Surgery
Dr T Mogg	University of Sydney	Equine Medicine
Dr C Murphy	Eye Clinic for Animals	Ophthalmology
Dr G Manning	Berry Veterinary Clinic	Artificial reproduction
Dr RJ Montali	University of California, Davis	Pathology
Dr F Nicholas	University of Sydney	Genetics
Dr R Nicolls	Veterinary Imaging Associates	Radiologist
Dr J O'Brien	University of Sydney	Reproductive Physiology
Dr P O'Donoghue	University of Queensland	Parasitology
Dr D Simpson	University of Sydney	Surgery
Dr L Skerratt	James Cook University	Parasitology
Dr J Smith	Eye Clinic for Animals	Ophthalmology
Dr D Spratt	CSIRO	Parasitology
Dr L Vogelnest	University of Sydney	Dermatology
Dr C Whittaker	Eye Clinic for Animals	Ophthalmology

Appendix 8

Paid Consultancies Undertaken by the Board

Report/Services	Receiving Organisation
Veterinary consultancies Veterinary pathology consultancies	Australian Museum Business Services
Veterinary pathology consultancies	Australian and Canley Heights Veterinary Clinics
Veterinary pathology consultancies	Centennial Parklands
Veterinary pathology consultancies	Environment ACT
Veterinary consultancies Veterinary pathology consultancies	Macquarie University Fauna Park Macquarie University Biology Museum
Veterinary consultancies Veterinary care and housing of wildlife and confiscated animals as required	NSW Department of Environment and Conservation
Veterinary consultancies Veterinary pathology consultancies	Oceanworld, Manly
Veterinary consultancies Veterinary pathology consultancies	Sydney Aquarium
Veterinary consultancies Veterinary pathology consultancies	Sydney Olympic Park Authority.
Veterinary pathology consultancies	Waratah Park Earth Sanctuary

Appendix 9

Lectures and Presentations by Zoo Staff

Subject	Staff Member	Receiving Body
Lap Rugs, Bone China and Sunday Lunch – The American Bison Story	I Anderson	University of the Third Age, Dubbo Chapter
Spider Evolution	W Angus	Students, University of Sydney
A spineless evolution – a model for change	W Angus	2nd Joint Annual Conference of SEAZA and ARAZPA, Melbourne.
Big Cats – their future in the wild	K Bailey	University of the Third Age, Dubbo Chapter
Effective, field-based inhalation anaesthesia for Crabeater seals (<i>Lobodon carcinophagus</i>)	J Barnes	Annual Conference of the Wildlife Disease Association, Cairns
Signs of Disease – Fish	J Barnes	TAFE Zookeeping students
The art and science of training trainers	N Bishop	2nd Joint Annual Conference of SEAZA and ARAZPA
Backyard to Bush and YATZ	N Bishop L Bryant	Sustainability Expo
Snakes, lizards and frogs of the Sydney region	T Boylan	Manly Eco Expo, Ocean Care Day
Reptile Husbandry	T Boylan	Students Granville TAFE
Reptile Husbandry	T Boylan M Grant M McFadden	Veterinary students

Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
Mala Monitoring Project in Central Australia	F Cameron	University of the Third Age, Dubbo Chapter
Tools and Resources used to Manage Captive Populations – Software Links and Genetic Management of Small Populations	F Cameron	University of Sydney – Faculty of Science and Faculty of Veterinary Science, ex situ Wildlife Management Course
Bilbies	K Carlaw	Girl Guides
Care of native wildlife in zoos	K Carlaw	Richmond TAFE Wildlife Care
The natural History, Behaviour and Biology of Gibbons	M Counihan	University of the Third Age, Dubbo Chapter
The merging roles of keepers and educators	S Duffy K Allanson L Bryany R Tappin B Findlayson	2nd Joint Annual Conference of SEAZA and ARAZPA, SAG delegates.
Dare to discover Backyard to Bush	S Duffy	Science Teachers Association
Backyard to Bush	S Duffy	Annual National Network Conference, Sydney
Discovery Learning	S Duffy	Students, Early Childhood, TAFE Ultimo
Marketing to schools	S Duffy	ARAZPA Education Specialist Advisory Group, Melbourne
Backyard to Bush	S Duffy K Morris R Tappin	Early Childhood Environmental Education Network Fair
Evolution of Australian Biota	B Finlayson V Hudnall	Odyssey Tours, Taronga Zoo
The Australasian Conservation Genetics Centre	K. Firestone	Monotremes and Marsupials Meeting, Australian Museum
Conserving our native carnivores: the application of molecular genetics to the conservation management of quolls	K Firestone	Department of Sustainability and Environment
Translocations	K Firestone	3rd year Conservation Biology Students, UNSW
Reintroductions	K Firestone	3rd year Conservation Biology Students, UNSW
Ex-situ conservation	K Firestone	3rd year Conservation Biology Students, UNSW
Ex-situ conservation in practice	K Firestone	3rd year Conservation Biology Students, UNSW
ARC project update	K Firestone	South-east Forests Spotted-tail Quoll Working Group
Applying non-invasive genetic techniques to investigate latrine use in the Spotted-tail Quoll	K Firestone M Ruibal R Peakall A Claridge	Department of Sustainability and the Environment
Conserving our native carnivores: the application of molecular genetics to the conservation management of quolls	K Firestone M Cardoso W Sherwin	Monotremes and Marsupials Meeting, Australian Museum
Molecular Genetics and Conservation: Advances in Conservation Management of the Australian Quolls (Family Dasyuridae)	K Firestone M Cardoso W Sherwin	International meeting of the Wildlife Disease Association

Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
Molecular Genetics and Conservation: Advances in the Conservation and Management of the Australian Quolls (Family Dasyuridae)	K Firestone M Cardoso W Sherwin	University of NSW, School of BEES
Identification of Small Mammals	W Gleen	Students, University of Sydney
Bushbirds and Rainforest Birds	T Grul	Zoo Friends
Catching, transport and handling of sea birds	E Hall	Southern Oceans Seabird Study Association (SOSSA) training
Intensive care, housing rehabilitation and release of sea birds	E Hall	Southern Oceans Seabird Study Association (SOSSA) training
Umpire – National Plan to combat pollution of the sea by oil (exercise/drill)	E Hall	NSW Department of Environment and Conservation, Kurnell
Umpire – National Plan to combat pollution of the sea by oil (exercise/drill)	E Hall	Queensland Parks and Wildlife Service, Cairns
Rehabilitation and release of wildlife	E Hall	National Wildlife Carer's Annual Conference, Penrith
Catching, handling and housing of sea birds	E Hall	National Wildlife Carer's Annual Conference, Penrith
Rehabilitation of African Penguins at the 'Treasure' oil spill	E Hall	National Wildlife Carer's Annual Conference, Penrith
Rehabilitation and release of wildlife	E Hall	TAFE Zookeeping Course
Rehabilitation and release of wild wildlife	E Hall	Masters of Wildlife Conservation students, University of Sydney
Captive husbandry techniques for large numbers of <i>Litoria aurea</i> tadpoles	P Harlow	Third National Conference of Frog Groups
Tadpole captive husbandry techniques for reintroduction projects	P Harlow	Amphibian Husbandry and Hygiene Conference
Green-and-gold bell frogs down the drain? Results of tadpole releases and reintroductions in the Sydney area	P Harlow	Amphibian Husbandry and Hygiene Conference
Biology and ecology of Australian reptiles and amphibians	P Harlow	Students Australian Catholic University
The ecology of sex determining mechanisms in Australian agamid lizards	P Harlow	Annual Conference of the Australian Society of Herpetologists
Distribution and abundance of the Fijian Crested Iguana	P Harlow	IUCN Iguana Specialist Group 'Conservation and Management Plan Workshop'.
Distribution and abundance of the Pacific Banded Iguana	P Harlow	IUCN Iguana Specialist Group 'Conservation and Management Plan Workshop'
Keeping Australian dragon lizards in captivity	P Harlow	Care of Australian Reptiles & Amphibians Conference.
From the Specific to the General: Factors of importance in the captive breeding of Platypus (<i>Ornithorynchus anatinus</i>)	M Hawkins	2nd Joint Annual Conference of SEAZA and ARAZPA
Zoo Behavioural Research	M Hawkins	Students ACU Environmental Science
Environmental Enrichment: what, why and how.	M Hawkins	ARAZPA Queensland Annual Conference
Observing and Recording Behaviour	M Hawkins	TAFE NSW Zookeeping I & II
Environmental Enrichment	M Hawkins	TAFE NSW Zookeeping I & II
Physiological and Behavioural Needs in Captive Animals	M Hawkins	TAFE NSW Zookeeping I & II
Captive Vertebrate Behaviour	M Hawkins	CSU, Captive Vertebrate Management, Post Grad.Diploma

Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
Observation of Australian Mammals at Taronga Zoo	M Hawkins	Students UTS Biological Science
Management of macropods and reptiles (tutorial)	S Herbert	Second year veterinary students, University of Sydney
Microchipping techniques for wildlife	D Higgins	TAFE Management of Fauna Populations Course
Using liquid chromatography-mass spectrometry to determine testosterone concentrations in dolphin saliva and blow	C Hogg T Rogers	Australian and new Zealand Society for Mass Spectrometry
Reproductive hormones are unstable in some non-invasive samples	C Hogg T Rogers	15th International Conference on Comparative Biology
Our new digs	V Hudnall	2nd Joint Annual Conference of SEAZA and ARAZPA, Melbourne
Diversity in small animals animal and wildlife practice	RSP Johnson	First year veterinary students University of Sydney
Congenital vestibular disease in Sumatran Tigers (poster)	F Hulst	Joint Annual Conference of the American Association of Zoo Veterinarians and Wildlife Disease Association, San Diego, USA
Development of a health screening protocol for captive bred Little Penguins (<i>Eudyptula minor</i>) prior to translocation to a wild population	F Hulst	Annual Conference of the Wildlife Disease Association, Cairns
The healthy reptile	RSP Johnson	Australian Veterinary Association Annual Conference, Gold Coast
The use of alfaxalone in reptiles	RSP Johnson	Australian Veterinary Association Annual Conference, Gold Coast
Ex-situ conservation facilities	C Lombe K de la Motte	Biology Students, University of New South Wales
Scaly facts about unique and fascinating reptiles	M McFadden	Hawkesbury Herpetological Society
Role of Zoos in Frog Conservation	M McFadden	Third National Conference of Frog Groups
Terrestrial Vertebrates – Taxonomy and Diagnostic Characteristics	M McFadden	Students University of Technology, Sydney
Reptile Ecology	M McFadden	Students University of Technology, Sydney
Lemurs of Madagascar	C Magner	Western Plains Zoo – Zoo Friends
Successful Cheetah Breeding at WPZ	C Magner	Western Plains Zoo – Zoo Friends
Breeding the Purr-fect Little Ones	C Magner	2005 ASZK Conference, Melbourne
African Wild Digs – Health, Husbandry and Handling	C Magner	University of Sydney – Faculty of Science and Faculty of Veterinary Science, ex situ Wildlife Management Course
<i>Angiostrongylus cantonensis</i> in wild Tawny Frogmouths in Sydney	R Montali	Wildlife Disease Association, Australasia – Annual Conference, Kinchega National Park, NSW
An overview of herpesvirus, Australasia – and tuberculosis in elephants North America	R Montali	Wildlife Disease Association Annual Conference, Kinchega National in Park, NSW
Ovarian sex cord/stromal tumour and mammary and uterine tumours in an Eastern Quoll	R Montali	Joint Annual Conference of the American Association of Wildlife Veterinarians and the Wildlife Disease Association, San Diego, USA

Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
Backyard to Bush	K Morris R Bishop L Bryant	Eco OOSH Network Trade Fair
Malleefowl Conservation and Breeding	M Norman	Western Plains Zoo – Zoo Friends
Malleefowl Conservation and Breeding	M Norman	University of the Third Age, Dubbo Chapter
Malleefowl Conservation and Breeding	M Norman	NSW Women in Agriculture Conference
Malleefowl Conservation and Breeding	M Norman	University of Sydney – Faculty of Science and Faculty of Veterinary Science, ex situ Wildlife Management Course
Corneal lipidosis in Green Tree Frogs	A Reiss	Wildlife Disease Association, Australasia – Annual Conference, Kinchega National Park, NSW
Veterinary aspects of wildlife rehabilitation	A Reiss	Second year veterinary students, University of Sydney
Veterinary involvement in wildlife emergencies	A Reiss	Second year veterinary students, University of Sydney
Veterinary involvement in marine mammal standings	A Reiss	Second year veterinary students, University of Sydney
Management of macropods and reptiles (tutorials)	A Reiss	Second year veterinary students, University of Sydney
Managing mixed exhibits	A Reiss	Masters of Wildlife Conservation students, University of Sydney
Veterinary involvements in Northern Hairy-nosed Wombat recovery program	A Reiss	University of Sydney, Wildlife Society seminar
African Wild Dogs	A Reiss	Veterinary Technical students, Japan
Preventative Medicine	A Reiss	TAFE Zookeeping Course
Reproduction in zoo animals	A Reiss	TAFE Zookeeping Course
Reproduction	A Reiss	TAFE Zookeeping Course
Veterinary aspects of Reproduction	A Reiss	TAFE Zookeeping Course
Signs of Disease	A Reiss	TAFE Zookeeping Course
Signs of Disease – Mammals	A Reiss	TAFE Zookeeping Course
Signs of Disease – Reptiles	A Reiss	TAFE Zookeeping Course
Eavesdropping on Antarctic Pack Ice Seals – Appropriateness Acoustic and Visual Surveys?	T Rogers	Australian Acoustical Society
Passive acoustic surveying of Antarctic pack ice seals	T Rogers	Underwater Acoustic Measurement Technologies and Results
Mother-Pup In-Air ‘Contact Calls’ in Weddell Seals, <i>Leptonychotes Weddellii</i>	T Rogers	Faculty of Veterinary Science Postgraduate Student Conference
Individual variation of the Pup Attraction Call and Female Attraction produced by female and pup Australian fur seals	T Rogers	Faculty of Veterinary Science Postgraduate Student Conference
Taronga Zoo’s Pathology Registry	K Rose	Masters of Wildlife Conservation students, University of Sydney
Clinical coccidiosis due to <i>Caryospora</i> (Apicomplexa) in Tawny Frogmouths, <i>Podargus strigoides</i> (Caprimulgiformes) in Australia (poster)	K Rose	Annual Conference of the Wildlife Disease Association, Cairns
Investigation into snake viral disease in Australia	K Rose	Annual Conference of the Wildlife Disease Association, Cairns

Lectures and Presentations by Zoo Staff (cont)

Subject	Staff Member	Receiving Body
The natural History and Biology of Zebras	J Saunders	Western Plains Zoo – Zoo Friends
Invertebrates	J Sanders	Western Plains ZOO – Zoo Friends
Animals of the Dreaming	P Sinclair	ARAZPA Education Specialist Group, Melbourne
Animals of the Dreaming	P Sinclair	Teaching the stage 7–10 Aboriginal Studies Syllabus Conference, Sydney
Animals of the dreaming	P Sinclair	Aboriginal Community Liaison Conference (ACLO), Sydney
Animals of the Dreaming	P Sinclair	2nd year Aboriginal Students, University of Technology
Animals of the Dreaming	P Sinclair	NSW Aboriginal TAFE workshop, Kangaroo Valley
Care and training of pinnipeds in captivity	R Tate P Hare	Students, Macquarie University
The Black Rhinoceros Program at Western Plains Zoo	A Thorne	University of Sydney – Faculty of Science and Faculty of Veterinary Science, ex situ Wildlife Management Course
Husbandry and care of smaller marsupials	A Toomey	Wildlife Care Conference
Galapagos Tortoise Breeding	A Watson	Western Plains Zoo – Zoo Friends
Galapagos Tortoise Breeding	A Watson	University of the Third Age, Dubbo Chapter
Monitoring the weight of a Glossy Black-cockatoo from egg to fledging	D Wilkin	2nd Joint Annual Conference of SEAZA and ARAZPA
Psittacid herpesvirus in Australia	L Vogelnest	Annual Conference of the Wildlife Disease Association, Cairns
Management of macropods and reptiles (tutorial)	L Vogelnest	Second year veterinary students University of Sydney
Reproductive management of zoo animals	L Vogelnest	Royal Prince Alfred Hospital and Westmead Hospital, Endocrinology group seminars
Pre-export quarantine Testing of Asian elephants	L Vogelnest	University of Sydney, Wildlife Society seminar
The Ark in my Surgery	L Vogelnest	Cobbitty Public School
Capture and restraint of zoo and wild animals	L Vogelnest	Taronga Zoo Life Sciences staff
Signs of Disease – Birds	L Vogelnest	TAFE Zookeeping Course

Appendix 10

Publications

JOURNAL ARTICLES

- Angus, W** (2004). Will you bee my honey. *ZooNooz*. August.
- Angus, W** (2004). A Tangled Web. *ZooNooz*. December.
- Angus, W** (2005). Habitat Selection of Redback Spider. *ZooNooz*. March.
- Angus, W** (2005). Do Bird-eating Spiders really eat birds? *ZooNooz*. June.
- Boylan, T** (2004). Taronga Zoo's Komodo Dragon. *ZooNooz*, March
- Firestone, K, Davis, R, Mack, A, Supuma, M, Hero, J-M and Dorfman, E** (2004). International Section News, Australasia. *Society for Conservation Biology Newsletter*. 11(2): 4-5.
- Firestone, K, Jones, M and Davis, R** (2004). International Section News, Australasia. *Society for Conservation Biology Newsletter*. 11(1): 6-7.
- Firestone, K** (2004). Australasian Section of the Society for Conservation Biology: News and Views. *Pacific Conservation Biology* 10(2-3): 77-79.
- Firestone, K** (2004). A new research centre in Australia. *International Zoo News* 51(3): 173.
- Firestone, K** (2005). Australian Mammals: Biology and Captive Management. A review. *Australian Mammalogy* 27.
- Firestone, K** (2005). Wildlife Tourism: Impacts, Management, and Planning. A review. *Pacific Conservation Biology*: in press.
- Firestone, K** (2005). Australasian section news update. *Society for Conservation Biology Newsletter*, May 2005.
- Harlow, PS** (2004). Lost in the South Pacific: the Fijian iguanas (Genus *Brachylophus*). *Iguana: Journal of the International Iguana Society*. 11 (4):199-205.
- Harlow, PS** (2004). The Pacific Banded Iguana: What we know about its conservation status. *Iguana: Journal of the International Iguana Society*. 11 (1):35
- Harlow, PS** (2004). The Fijian Crested Iguana: Lost in the South Pacific?. *Iguana: Journal of the International Iguana Society*. 11 (1):36
- Hawkins, M** (2005). How do Elephants Sleep? *ZooNooz* January.
- Hawkins, M** (2005). Platypus breeding reports. *ZooNooz*, March.
- Hawkins, M and Willemsen, M** (2004). Environmental Enrichment for Amphibians and Reptiles *Thylacinus* 28 # 3, pp 6-14.
- Hogg, CJ, Vickers, ER and Rogers, T** (2005). Determination of testosterone in saliva and blow of bottlenose dolphins (*Tursiops truncatus*) using liquid chromatography-mass spectrometry. *Journal of Chromatography B*. 814: 339-346.
- McFadden, M** (2004). A review of Australian amphibian declines and the role of zoos in frog conservation. *Thylacinus*. 28(2): 9-13.
- McFadden, M** (2005). Evidence of caudal luring in a captive Water Python (*Liasis fuscus*). *Herpetofauna* in press.
- McFadden, M and Munro, U** (2005). Molt in captive Regent Honeyeaters *Xanthomyza phrygia*. *Corella*. 29(1): 17-18.
- McFadden, M and Munro, U** (2004). Food consumption, body mass and fat deposition in captive regent honeyeaters, *Xanthomyza Phrygia* (Meliphagidae), during the non-breeding season. *Journal of Ornithology*. 146(1): 65-71.
- McLelland DJ, Kirkland PD, Rose K A, Dixon, RJ, and Smith, N** (2005) Serologic responses of Barbary Sheep (*Ammotragus lervia*), Indian Antelope (*Antelope cervicapra*), Wallaroos (*Macropus robustus*), and Chimpanzees (*Pan troglodytes*) to an inactivated encephalomyocarditis virus vaccine. *Journal of Zoo and Wildlife Medicine* 36(1): 69-73.
- Magner, C** (2005) Cheetah Breeding at Western Plains Zoo. *ZooNooz* March 2005
- Paterson, R, Paterson, P and Cato, DH** (2004) Continued increase in east Australian humpback whales in 2001, 2002. *Memoirs of the Queensland Museum*, 49 (2): 712.
- Portas, TJ, Spratt, DM, and Rose KA** (2005) Microfilaraemia associated with *Pelecitus roemeri* in a western grey kangaroo (*Macropus fuliginosus*). *Australian Veterinary Journal*. 83(6): 353-354.
- Rogers, T, Collins, KT, Terhune, JM, McGreevy, PD, Wheatley, KE and Harcourt, RG** (2005). Individual variation of in-air female 'pup contact' calls in Weddell seals, *Leptonychotes weddellii*. *Behaviour* 142: 167-189.
- Rogers, T, Hogg, C, Constable, C, Parslow, A and Dutton, G** (In press). Urinary cortisol sampling; a non-invasive technique for examining cortisol levels in Weddell seals, *Leptonychotes weddellii*. *Zoo Biology*.
- Rogers, T, Gray R B and Canfield, PJ** (In press) Investigation of serum proteins in the leopard seal, *Hydrurga leptonyx*, in Prydz Bay, Eastern Antarctica and the coast of NSW, Australia. *Comparative Biochemistry and Physiology*.
- Rogers, T, Gray RB and Canfield, PJ** (In press) Trace element and heavy metal analysis in the serum and fur of the Antarctic leopard seal, *Hydrurga leptonyx*, and Weddell seal, *Leptonychotes weddellii*. *Marine Pollution Bulletin*.
- Rogers, T and Hall-Aspland, SA** (2004) Summer diet of leopard seals, *Hydrurga leptonyx*, in Prydz Bay, Eastern Antarctica. *Polar Biology*. 27: 729-734.
- Rogers, T, Hall-Aspland, SA and Hall, AP** (2005). A new approach to the solution of the linear mixing model for a single isotope: application to the case of an opportunistic predator. *Oecologia*. 143: 143-147.
- Rogers, T and Knight, C** (2004). Factors influencing the little penguin (*Eudyptula minor*) fledgling production. *Wildlife Research* 31: 339-344.

Rose KA and Lugton I (2005) State and Territory Reports: New South Wales. Australian Wildlife Health Network Newsletter. 1(2):5-6.

Rogers, T, Cato, DH, Southwell, C, Chambers, M and Anderson, K (2005). Preliminary investigations – appropriateness of acoustic and visual surveys for Antarctic pack ice seals. GESTS International Transaction on Acoustic Science and Engineering. 3(1): 128-134.

Rogers, T (2005). Influences of Female Pupping Habitat and Maternal Care on the Vocal Repertoire Size of Male Phocid Seals. *Aquatic Mammals*. 31(1): 96-103.

Rogers, T, Hogg, C, and Irvine, A (2005). Spatial movement of adult leopard seals (*Hydrurga leptonyx*) in Prydz Bay, Eastern Antarctica. *Polar Biology*. 28(6): 456-463.

Rogers, T, Sergent, N and Cunningham, M (2004). Influence of biological and ecological factors on haematological parameters in wild little penguins, *Eudyptula minor*. *Comparative Biochemistry and Physiology Part A*. 138(3): 333-339.

Rose, KA (2005) The Australian Registry of Wildlife Health. Australian Wildlife Health Network Newsletter. 1 (2):4-5.

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Silberbauer, T, Mack, A and Firestone, K (2004). News from the Australasian Section of the Society for Conservation Biology. *Pacific Conservation Biology* 10(4): 207-209.

Silberbauer, T and Firestone, K (2005). News from the Australasian Section of the Society for Conservation Biology. *Pacific Conservation Biology* 11(1): 14-16.

Silberbauer, T, Mack, A and Firestone, K (2004). International Section News, Australasia. Society for Conservation Biology Newsletter. 11(4): 7-8.

Tripovich, JS, Rogers, TL and Arnould, JPY (*In press*) Species-specific characteristics and individual variation of the Bark Call produced by male Australian fur seals (*Arctocephalus pusillus doriferus*). *Bioacoustics*.

Van den Hoff, J, Fraccaro, R, Mitchell, P, Field, I, McMahon, C, Burton, H, Blanchard, W, Duignan, P, and Rogers, T, (*In press*). Estimating body mass and condition of leopard seals by allometrics. *Journal of Wildlife Management*.

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Bishop, N (2005). The Art and Science of Training the Trainers. Proceedings 2nd Joint Annual Conference of SEAZA and ARAZPA, Melbourne.

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Collins, K, Rogers, T, Terhune, J, and McGreevy, P (2004). Mother-Pup In-Air 'Contact Calls' In Weddell Seals, *Leptonychotes Weddellii*. Faculty of Veterinary Science Postgraduate Student Conference – 3 November 2004.

Gray, RB, Canfield, PJ and Rogers, TL (2004). The health status of the leopard seal, *Hydrurga leptonyx*, in Prydz Bay, Eastern Antarctica and NSW, Australia: a comparative study. Australian Marine Science Association Conference. Hobart, July 2004.

Hall, E (2004) Rehabilitation and release of wildlife. Proceedings National Wildlife Carer's Annual Conference, Australia.

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Harlow, P (2005). The ecology of sex determining mechanisms in Australian agamid lizards. Proceedings of the Australian Society of Herpetologists Annual Conference, Springbrook, QLD.

Harlow, P (2004). Tadpole captive husbandry techniques for reintroduction projects. Proceedings of the Amphibian Husbandry and Hygiene Conference, Werribee, Vic.

Harlow, P (2004). Green-and-gold bell frogs down the drain? Results of tadpole releases and reintroductions in the Sydney area. Proceedings of the Amphibian Husbandry and Hygiene Conference, Werribee, Vic.

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Hawkins, M (2005). From the Specific to the General: Factors of importance in the breeding of Platypus (*Ornithorhynchus anatinus*). Proceedings of the 2nd Joint Annual Conference of SEAZA and ARAZPA.

- Hogg, CJ, Rogers, TL and Vickers, ER** (2005). Reproductive hormones are unstable in some non-invasive samples. 15th International Conference on Comparative Endocrinology, Boston, 23-27 May 2005.
- Hogg, CJ, Vickers, ER and Rogers, TL** (2005). Using liquid chromatography-mass spectrometry to determine testosterone concentrations in dolphin saliva and blow. Australian and New Zealand Society of Mass Spectrometry, Adelaide, January 2005.
- Hudnall, V** (2005). Our new digs. Proceedings 2nd Joint Annual Conference of SEAZA and ARAZPA, Melbourne.
- Hulst, F** (2004) Congenital vestibular disease in Sumatran Tigers. Joint Annual Conference of the American Association of Zoo Veterinarians and Wildlife Disease Association, San Diego, U.S.A. (poster – won the prize for the best poster in the International Division).
- Hulst, F, Barnes J, Vogelnest L, and Reiss, A** (2005) Development of a health screening protocol for captive bred Little Penguins (*Eudyptula minor*) prior to translocation to a wild population. Proceedings Wildlife Disease Association, Annual Conference, Cairns, Australia.
- Johnson, RSP** (2005) The healthy reptile. Proceedings Australian Veterinary Association Annual Conference, Gold Coast, Queensland.
- McFadden, M** (2004). Role of Zoos in Frog Conservation. Proceedings of the Third National Conference of Frog Groups, Sydney, NSW.
- Magner, C** (2005). Breeding the Purr-fect Little Spotted Ones. Proceedings of the ASZK Conference, Melbourne, Victoria.
- Montali, RJ** (2004) *Angiostrongylus cantonensis* in wild Tawny Frogmouths in Sydney. Proceedings Wildlife Disease Association, Australasian Section, Annual Conference, Kinchega National Park, NSW.
- Montali, RJ** (2004) An overview of herpesvirus and tuberculosis in elephants in North America. Proceedings Wildlife Disease Association, Australasian Section, Annual Conference, Kinchega National Park, NSW.
- Montali, RJ** (2004) Ovarian sex cord/stromal tumour and mammary and uterine tumours in an Eastern Quoll. Proceedings Joint Annual Conference of the American Association of Wildlife Veterinarians and the Wildlife Disease Association, San Diego, U.S.A.
- Montali, RJ, Rose, K, Smith, H and O'Donoghue P** (2005) Clinical coccidiosis due to *Caryospora* (Apicomplexa) in Tawny Frogmouths, *Podargus strigoides* (Caprimulgiformes) in Australia. Wildlife Disease Association, Annual Conference, Cairns, Australia. (poster)
- Reiss, A** (2004) Corneal lipidosis in Green Tree Frogs. Proceedings Wildlife Disease Association, Australasian Section, Annual Conference, Kinchega National Park, NSW.
- Rogers, TL, Cato, DH, Southwell, C, Chambers, M and Anderson, K** Eavesdropping on Antarctic pack ice seals – appropriateness acoustic and visual surveys? (2004).
- Mee, DJ, Hooker, RJ and Hilcock, IDM** (eds.) In: *Acoustics 2004 – Transportation Noise and Vibration*. Australian Acoustical Society, pp. 297-300.
- Rogers, TL, Douglas, H, Cato, Southwell, C, Anderson, K and Chambers, M** (2005). Passive acoustic surveying of Antarctic pack ice seals. Underwater Acoustic Measurement Technologies and Results. 28th June-1st July 2005. Heraklion, Crete
- Rose, K, Montali, RJ, Ross, T, Srivastava, M, Rasko, J, Bailey, C and Woods, R** (2005) Investigations into snake viral diseases in Australia. Proceedings Wildlife Disease Association, Annual Conference, Cairns, Australia.
- Tripovich, J, Rogers, T, Arnould, J and Canfield, R** (2004). Individual variation of the Pup Attraction Call and Female Attraction produced by female and pup Australian fur seals. Faculty of Veterinary Science Postgraduate Student Conference – 3 November 2004.
- Smith, C** (2004) Managing Risks in a High Risk Environment, Safety Conference, Sydney, Australia.
- Wilkin, D** (2005). Monitoring the weight of Glossy Black-cockatoo from egg to fledging. Poster presentation, 2nd Joint Annual Conference of SEAZA and ARAZPA, Melbourne.
- Vogelnest, L** (2005) Psittacid herpesvirus in Australia. Proceedings Wildlife Disease Association, Annual Conference, Cairns, Australia.
- Vogelnest, L, Herbert, CA and Rose, K** (2005) An outbreak of *Bordetella bronchiseptica* infection in a captive colony of tammar wallabies (*Macropus eugenii*). Proceedings Wildlife Disease Association, Annual Conference, Cairns, Australia.

BOOKS

- Gray, RB, Rogers, TL and Canfield, PJ** (*In Press*) Health status of the Leopard-seal, (*Hydrurga leptonyx*) in Prydz Bay, Eastern Antarctica. Book chapter – Health of Antarctic Wildlife, eds. K. Kerry and M Riddle.
- Rogers, T, Hogg, C, Parlsow, 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, TL and King, JE** (*In press*) Leopard Seal, *Hydrurga leptonyx* (de Blainville, 1820). In: *Mammals of Australia*. (ed. S. Van Dyck).
- Rogers, TL** (*In press*) Leopard Seals. In: *The Encyclopedia of the Antarctic*. (Ed. B. Riffenburgh).
- Rose, K and Hopwood, P** (2005) Disease Surveillance. In: NSW Game Council, Hunter Education Handbook.

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WORKSHOPS CONVENED

Vogelnest, L and Barnes, J (2004). Anaesthesia of zoo and wild animals. Australian Society of Anaesthetists, 63rd National Scientific Congress, Sydney, Australia.

BROCHURES, NEWSLETTER AND FLYER

Backyard to Bush education flyer

Bunk With Beast Flyer

China Amway Package new map flyer

Foreign Language Sheet – Japanese

Lion King trail map flyer

Roar and Snore flyer (x3)

Roar and Snore Poster

Silvery Gibbon Public Appeal letter

Trunk Calls internal newsletter (x4)

Western Plains Zoo
Animal Encounters flyer

Wild Australia and Tourism map

Wild Asia Christmas Public Appeal letter

Zoo Adventures Brochures (x4)

Zoo Parent brochure (x4 reprints)

Appendix 11

Staff Representation on External Committees

Andrew, P

Member, Avian Sub-committee of the Non-indigenous Animal Advisory Committee

Member ASMP Committee

Taxonomy Chair, ZIMS

Barnes, J

NSW Representative of Wildlife Diseases Association, Australasian Section

Brice, S

Member ARAZPA the Animal Data Information Systems Committee

Document Champion ZIMS Data Standards

Boylan, T

IUCN/SSC Australian Reptile & Amphibian Specialist Group

Firestone, K

Member, South-east Forest Spotted-tailed Quoll Working Group

Board of Directors, Society for Conservation Biology – Australian Section

Chair, Society for Conservation Biology-Australasian section, Strategic Planning Committee

Member, Society for Conservation Biology, Student Affairs Committee

Board of Directors, Iridian

Board Member, Mainland Eastern Quoll Management Group

Associate Editor,
Pacific Conservation Biology

Member, Molecular Ecology and Evolution Facility (MEEF).

Gillespie, J

Member Brush-tailed Rock-wallaby Recovery Committee

Grossfeldt, L

NSW Representative, Australasian Primate Society

Hall, E

Committee Member, Southern Ocean Seabird Study Association

Harlow, P

Member IUCN Iguana Specialist Group
Committee Member, Australian Society of Herpetologists

Hawkins, M

Member International Environmental Enrichment Conference Committee

Hibbard, C

Australian Non-Passerine TAG Convenor
ASMP

Johnson, RSP

Member of Department of Environment and Conservation, Animal Care and Ethics Committee

Member of University of Western Sydney, Bachelor of Animal Science Review Committee

Meikle, W

ZPB Member Exhibited Animals Advisory Committee

ZPB Member Non-indigenous Animal Advisory Committee

Junior Vice Chair Royal Zoological Society of NSW

ZPB Representative Biodiversity Strategy Implementation Group

ZPB Representative Biodiversity Research Network Steering Committee

Rogers, T

Director Australian Marine Mammal Research Centre

Chair Animal Care and Ethics Committee
Zoological Parks Board NSW

Scientific Member Animal Care and Ethics Committee
Zoological Parks Board NSW

Member Australian Mammal Society

Member Australian Acoustical Society

Member Acoustical Society of America

Member Gowings Whale Research Foundation

Member The Society of Marine Mammalogy

Rose, K

Member of Management Group for Wildlife Exotic Disease Preparedness Program

Member of Advisory Group for National Registry Domestic Animal Pathology

Member of the Advisory Group, Operations Committee and NSW State Co-ordinator for the Australian Wildlife Health Network

Vogelnest, L

Editorial Committee, Clinical Section,
Australian Veterinary Journal

Oceania Representative of the American
Association of Zoo Veterinarians,
International Committee

Walraven, E

National Oiled Wildlife Response Plan
– Australian Maritime Safety Authority

Carnivore TAG Convenor, ASMP

DEC Little Penguin Recovery Team Member

Board Member ARAZPA

Member DEC Wildlife Issues Advisory Panel

West, J

NSW Aquatic Biodiversity Strategy
– Interagency Working Group

NSW Grey Nurse Shark – Recovery Plan
Team Member

International Shark Attack File
Committee Member

IUCN, SSC, Shark Specialist Group Member

Appendix 12

Overseas trips by staff

Andrew, P Senior Curator, Life Sciences,
Taronga Zoo.

Bristol, UK

To attend the ZIMS Workshop.
October 2004.

Brice, S Registrar, Life Sciences,
Taronga Zoo.

Orlando, Florida, USA

To attend the ZIMS International Data
Standards Workshop. May 2005.

Brice, S Registrar, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

To help with elephant transportation
finalisation. April 2005.

Brice, S Registrar, Life Sciences,
Taronga Zoo.

Auckland, New Zealand

Logistics review of Elephant transport.
March 2005.

Britton, B Keeper, Exotic Animals,
Taronga Zoo.

Saiyoke, Thailand

To assist with the elephants in quarantine.
February 2005.

Britton, M Media Relations Officer,
Marketing & Communications,
Taronga Zoo.

Saiyoke, Thailand

To commence documentary production.
September 2004.

Bryant, B Senior Veterinarian, VQC,
Western Plains Zoo.

Ontario, Canada

To attend ultrasound and assisted
reproduction workshops. January 2005.

Conaghan, J Keeper, Life Sciences,
Western Plains Zoo.

**Isla Santa Cruz, Galapagos via
Quito, Chile**

To study Galapagos Giant Tortoise
reproductive/dietary husbandry and to visit
the regions zoo (Zoo Friends Fellowship).
April 2004.

Cooper, G Director & Chief Executive,
Taronga Zoo.

Saiyoke, Thailand

To partake in elephant acquisition
discussions. May 2005.

De Graaff, N Keeper, African,
Taronga Zoo.

Ho Chi Min, Vietnam

Worked in a rescue facility (Zoo Friends
Fellowship). September 2004.

Haddock, J Keeper, African, Taronga Zoo.

Saiyoke, Thailand

To assist the elephants in quarantine and
documentary filming. October 2004.

Halliburton, A Senior Project Manager,
Capital Works and Infrastructure,
Taronga Zoo.

Saiyoke, Thailand

To assist with elephant acquisition.
July 2004.

Halliburton, A Senior Project Manager,
Capital Works and Infrastructure,
Taronga Zoo.

Saiyoke, Thailand

To inspect the quarantine facilities for the
elephants. August 2004.

Halliburton, A Senior Project Manager,
Capital Works and Infrastructure,
Taronga Zoo.

Cocos Islands, Australia

To assist with the elephants in Quarantine.
October 2004.

Harlow, P Manager, Herpetofauna,
Taronga Zoo.

Suva, Fiji

To attend the World Conservation Union
and Species Survival Commission Iguana
Specialist Group annual conferences.
November 2004.

Hogg, C Research Assistant, AMMRC,
Taronga Zoo.

Boston, USA

To present a paper to the International
Conference of Comparative
Endocrinology. May 2005.

Hulst, F Veterinary Officer, VQC,
Taronga Zoo.

San Diego, California, USA

To attend International Conference (AAZU).
August 2004.

Inkson, J Information Technology
Manager, IT, Taronga.

Orlando, USA

To attend the ZIMS International Data
Standard Workshop. May 2005.

Joyes, R Elephant Keeper, Life Sciences,
Taronga Zoo

Saiyoke, Thailand

To assist the elephant transfer.
September 2004.

Joyes, R Keeper, Exotic Animals,
Taronga Zoo.

Saiyoke, Thailand

To assist with the elephants in quarantine.
June 2005.

Keen, L Communications Manager,
Communications, Taronga Zoo.

Saiyoke, Thailand

To assist with filming the Elephant
Documentary. October 2004.

Kerr, C General Manager, Marketing and
Communications, Taronga Zoo.

Saiyoke, Thailand

To commence documentary production.
September 2004.

Overseas trips by staff (cont)

Kinsella, W Bush Regenerator,
Horticulture, Taronga Zoo.
Suva, Fiji

To help protect the habitat of the Fijian
Crested Iguana (Zoo Friends Fellowship).
November 2004.

Meikle, W General Manager, Life
Sciences, Taronga Zoo.

Saiyoke, Thailand

Elephant acquisition discussions and
quarantine facility inspections. July 2004.

Meikle, W General Manager, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

Elephant quarantine process. August 2004.

Meikle, W General Manager, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

To help with the progression of the Thailand
Permit Application. November 2004.

Meikle, W General Manager, Life
Sciences, Taronga Zoo.

Saiyoke, Thailand

To assist with the elephants in quarantine.
January 2005.

Melo, L Elephant Keeper, Life Sciences,
Western Plains Zoo.

Saiyoke, Thailand

To assist with the elephants in quarantine.
August 2004.

Miller, G Elephant Manager, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

To assist with the elephants in quarantine.
August 2004.

Miller, G Elephant Manager, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

Recreational visit before finalisation of
Quarantine period. January 2005.

Miller, G Elephant Manager, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

To assist with the elephant transfer.
May 2005.

Mitchell, D Project Manager, CW & I,
Taronga Zoo.

Saiyoke, Thailand

To approve the construction of the
crates for the elephant transportation.
February 2005.

Olsen D Keeper, Herpetofauna,
Taronga Zoo.

Vietnam

To partake in the Asian Turtle Research
Program (Zoo Friends Fellowship).
October 2004.

Portas, T Associate Veterinarian, WQC,
Western Plains Zoo.

LA, USA

To attend American Association of Zoo
Veterinarians conference and to visit
the Wilds and Fossil Rim (Zoo Friends
Fellowship). August 2004.

Reiss, A Veterinarian, VQC, Taronga Zoo.
Rotterdam, Netherlands

To attend the standard Workshop.
March 2004.

Sammut, B Acting General Manager,
Human Resources, Taronga Zoo.

Cocos Islands, Australia

To review Operations and Human
Resource facilities. October 2004.

Swat, E Manager, CWI, Taronga Zoo.

Cocos Islands, Australia

To manage Cocos Quarantine Contract.
November 2004.

Vogelnest, L Senior Vet, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

To assist the elephant transfer.
September 2004.

Vogelnest, L Senior Vet, Life Sciences,
Taronga Zoo.

Saiyoke, Thailand

To assist with the elephants in quarantine.
October 2004.

Walraven, E Senior Curator, Taronga Zoo.

Kolmarden, Sweden

European Association of Zoos and
Aquaria (EAZA). September 2004.

Appendix 13

EEO Target Groups

Table A – Trends in the Representation of EEO Groups

EEO Group	Benchmark or Target	% of Total Staff			
		2002	2003	2004	2005
Women	50	45	48	48	47
Aboriginal People and Torres Strait Islanders	2	2.63	2	1.3	0.25
People whose first language was not English	19	13	13	13	0.25
People with a disability	12	13	12	1.5	0.25
People with a disability requiring work related adjustment	7	2	2	0.8	0.25

Table B – Trends in the Distribution of EEO Groups

EEO Group	Benchmark or Target	Distribution Index			
		2002	2003	2004	2005
Women	100	111	105	103*	98
Aboriginal People and Torres Strait Islanders	100	80	n/a	n/a*	n/a
People whose first language was not English	100	100	103	102	n/a
People with a disability	100	94	93	n/a*	n/a
People with a disability requiring work related adjustment	100	85	85	n/a*	n/a

*Figures have been corrected from those published in the 2004 Annual Report.

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		
Level 2	3	3
Level 3	1	1
Level 4		
Level 5	1	1
Level 6		
Level 7		
Level 8		
CEO under S11A		
TOTAL	5	5

In the current and previous year, one SES position was filled by a woman.

**Performance Statement
Director and Chief
Executive Officer
Zoological Parks Board of NSW**

Name: Guy Cooper

Position: Director and Chief Executive Officer, Zoological Parks Board of NSW

Period: 1 July 2004 to 30 June 2005

Results: During the review period, Taronga and Western Plains Zoo achieved total attendances in excess of 1.5 million visitors, with Taronga Zoo achieving its highest back-to-back years since the late eighties. This is a particularly satisfying result given the extensive Master Plan redevelopment program underway in the heart of Taronga during the year and the need to carefully manage and monitor visitor access and programs.

The Board maintained its strong international reputation for the care and conservation of wildlife. The most significant achievements during the year were the second successful hatching of twin platypus, with a male and female born in February at Taronga Zoo, and the 10th Black Rhino calf birth in 10 years at Western Plains Zoo. Also at Western Plains Zoo, a World first artificial insemination attempt on a Black Rhino was performed in-conjunction with reproductive experts from the Institute for Zoo and Wildlife Research in Berlin. Research gained during the procedure will assist with further AI attempts as part of the conservation-breeding program for this endangered species.

Other significant highlights included the successful birth of a female Western Lowland Gorilla, a first time breeding of a Yellow-bellied Glider at Taronga Zoo and Bongo at Western Plains Zoo and the arrival of an Indian Crested Porcupine at Taronga Zoo. Conservation programs at Western Plains Zoo recorded breeding successes among several species including the common wombat, Cheetah – first time in 15 years, two Southern White Rhinoceros, two Black Rhinoceros, Scimitar Oryx, Giraffe and Grant's Zebra. A highlight of the year was the very successful relocation of Taronga's Asian

Elephants, "Burma" and "Heman" to their new and extensive facilities at Western Plains Zoo.

During the year, the Board invested \$27m in new capital developments – an increase from \$20m in the prior year. The 'Food Market' a new 600-seat restaurant offering significant visitor facilities at Taronga was opened in March 2005. Construction continued on Taronga Zoo's 'Wild Asia' precinct and planning continued for the major 'Great Southern Oceans' development. Work was completed on a new Asian Elephant exhibit at Western Plains Zoo and a major investment and upgrade in Western Plains' extremely successful 'ZooFari Lodge' paved the way for a relaunch of the facility in May.

Continuing on from the successful opening of the 'Backyard to Bush' facility two years ago, the ZPB's formal education programs enjoyed a 31% increase in participation from the prior year, with approximately 154,000 students attending classes at both Zoos. This represents 14% of the total NSW school student population.

Other key matters dealt with by Mr Cooper during the year included on-going work on the application for the importation of five captive-bred Asian Elephants from tourist camps in Thailand to form an Australasian Conservation Breeding program.



BOB DEBUS
30 June 2005

**Details of Senior Executive
Service officers at Level 5
and above**

Position Title: Director and Chief Executive

Position Occupant: Mr Guy Cooper

Total remuneration package (excluding performance pay): \$219,075 per annum

Value of performance payment: Not applicable. No performance payment was taken by Mr Cooper during 2004/2005.

Appendix 15

Senior Staff as at 30 June 2005

Executive

Guy Cooper, LAAl, FAIM –
Director and Chief Executive

Hayley Holloway, BSc (REM) –
Executive Officer

Human Resources

Jennilyn Noack, MBA, GMQ, AdCert.Pers. Mgmt, Cert.Bus.Stud, AHRI –
General Manager

Bettina Sammut, BA, Cert (PR), Grad Cert (HRM), AHRI –
Manager Employee and Organisation Development

Michelle Despas, Dip Hotel Mgmt and Ass Dip Hotel Mgmt –
Manager Human Resource Services

Christine Smith, Dip OHS Mgt –
Manager OHS&E

Life Sciences and Research

William Meikle, BSc, MSc –
General Manager Life Sciences & Research

Tracey Rogers, BSc(Hons), DipEd, PhD –
Director, Australian Marine Mammal Research Centre

John West, PSM Dip Aqua –
Manager Operations Life Sciences

Erna Walraven, BAppSc, DipParkMgmt –
Senior Curator

Larry Vogelnest, BVSc, MVS, MACVSc –
Senior Veterinarian TZ

Benn Bryant BVSc, MVS –
Senior Veterinarian WPZ

Marketing and Communications

Cameron Kerr, BSc(Hons), MCom –
General Manager, Marketing and Communications

Annette Stevens, BCom(Marketing) –
Marketing Manager, Product Development

Shanthini Naidoo, B.Bus (Com) –
Corporate Partnerships Manager

Lisa Keen, BA(Hons), GradDipProfComms –
Communications Manager

Corporate Services, Finance and Legal

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

Richard Dael, BSc ACA –
Finance Manager

George Arcella, –
Budget and Reporting Manager

Richard Norburn, Bsc(Hons) –
Manager Information Technology

Capital Works and Infrastructure

John Rustamezadeh –
*General Manager Capital Works and
Infrastructure*

Eddie Swat, BSc(Arch) (Hon) BArch(Hon) –
Manager Development

Alexander Halliburton, BLA(Hon) –
Manager Development

Michael Poon, BSc(Hon) MSc, MIE,
CPEng, MICE –
Manager Contracts

Lynelle Collins, BE(Mech) –
Manager Asset Maintenance

Guest and Commercial Operations

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

Brian Vanden Hogen, BSc –
*Manager Operations Guest and
Commercial Services*

Brent Thomas –
Security Manager

Susan Baker –
Executive Manager Retail

Western Plains Zoo

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

Trish Crisante, BBus(Marketing) –
WPZ Marketing & PR

Rochelle Stevenson –
Commercial Manager

Gary Dawson –
Manager, Works and Maintenance

Appendix 16

Corporate Sponsor List

Principal Partner



Crown Sponsor

- Foxtel Management
- McDonald's Family Restaurants**
- National Geographic
- SAP Australia**
- SC Johnson
- Streets
- Sydney Water
- The Australian Women's Weekly**
- Presidential Sponsor
- ANZ Banking Group**
- Australian Stock Exchange
- Computer Associates**
- Microsoft**
- Suzuki Ltd
- Primary Sponsor
- Boral Limited
- Creative Digital Technologies**
- Crystal Decisions
- Ernst & Young
- Fujifilm
- IBM**
- ING
- Mentos (Stuart Alexander)
- Nine Network Australia
- Nortel Networks**
- Southern Cross Ten*
- St George Bank
- Whiskas (Masterfoods)
- Champion Sponsors
- Avantis
- Capital Trust
- Collex Waste Management
- Ensystex
- Millers Storage
- Moon Design
- NSW Fire Brigades*
- Outdoor Network Australia
- Smith & Nephew
- Sportscraft
- WatchGuard Technologies**

Supporters

- Active Tree Services
- Air Liquide Healthcare**
- American Shingles
- Blue Haven Pools
- Burwood Press
- Daikin
- DNA Creative
- Dubbo Base Hospital*
- Elam Communications
- Forty Two International
- Henry Davis York
- IPS**
- It's Time Computing
- KidFriendly
- Kra-Mar Pet Supplies**
- Maytag
- MCI Message Labs**
- Minter Ellison
- Mosman Toyota
- Nestle
- Nexon Asia Pacific **
- NSW Fire Brigades
- Orica
- P & O Cruises (Carnival Cruises)
- Pfizer Animal Health**
- Praline Chocolates**
- Quick-shred
- Radio 2DU*
- Richard Oliver Int'l
- Signwave
- State Forest of NSW**
- Stihl
- TDK
- Ticketek
- Tyrrell's Wines
- Veolia
- Virbac Australia**
- VisyPak-Pet
- Weston Animal Nutrition*
- Weston Milling*
- Wet & Forget

* Western Plains Zoo Sponsor
** Taronga Zoo and Western Plains Zoo Sponsor

Appendix 17

Association of Zoo Friends (NSW) Inc – Active Members

Abernethy, Wendy	Brines, Marie	Deligny, Annette	Grimes, Cheri
Abrahams, Lesley	Browne, Diana	Dockerill, Robert	Grose, Margaret
Adams, Sheila	Brown, Ivy	Doherty, Ian	Guthrie, Robyn
Allen, Sue	Brown, Wendy	Dornan, Linda	Gutsche, Yvonne
Allpass, Joan	Bruhl, Harry	Dowe, Anna	Haigh, Sue
Alm, Gillian	Brydon, Chris	Downs, June	Hall, Marjorie
Andrews, Cassandra	Brydon, Penni	Doyle, Janne	Hamill, Brenda
Andrews, Leah	Buda, Carmel	Drew, Jean	Hamilton, Robyne
Anstee, Wendy	Burke, Judith	Duffy, Susan	Hardaker, Heather
Apps, Christine	Burke, Maggie	Dunn, Rosemary	Hardwick, Skye
Apps, Peter	Burton, Judy	Dunn, Steve	Harris, Jill
Archbold, Sandra	Butt, Barbara	Dunsmore, Pamela	Harris, Helen
Armstrong, Margaret	Buttrey, David	Durler, Jane	Hart, Dorothy
Arnold, Hugh	Byrne, Neridah	Eckford, Gale	Hartman, Wendy
Arnold Roslyn	Byron, Rosemary	Eddy, Michael	Hartmann, Pat
Arnot, Marion	Calderon, Barbara	Edwards, Grae	Hattersley, Catherine
Ashby, Kathleen	Calocouras, Ann	Edwards, Rebecca	Hawes, Judith
Ashenden, Judy	Cameron, Mary	Ellbeck, Zoe	Hawkins, Margaret
Ashford, Jennifer	Campbell, Jill	Elliott, Peter	Hay, Denise
Assenza, Judith	Campbell, Marjorie	Elstein, Jacqueline	Hay, Robert
Attenborough, Donald	Casey, Anne-Nicole	Emerton, Marie	Hayden, Linley
Attenborough, Elizabeth	Carey, Joseph	Farago, Joan	Hayter, Leanne
Austin, Jean	Catelli, Betty	Farrands, Keith	Heasman, Anne
Bakac, Angela	Cator, Rosemary	Finch, Elizabeth	Heilbronn, Katie
Bailey, Terri	Chan, Irene	Fletcher, Coralie	Heilbronn, Vicki
Baker, Joan	Chandler, Allan	Fletcher, Ian	Herbert, Amanda
Banister, Ann	Chant, Brian	Fletcher, Jan	Herodes, Lana
Banzer, Sigrid	Chant, Kierstan	Foley, Lauren	Hess, Anthony
Barclay, Philip	Chapman, June	Forrester, Patricia	Hessey Vivienne
Barden, Robert	Chenault, Marilyn	Forrester, Pauline	Heyer, Christine
Barker, Angela	Chiang, Victor	Frede, David	Hibbins, Meg
Barnetson, Diane	Chopping, Laureen	French, Gillian	Higgs, Barbara
Barron, Ann	Churchill, Helen	Friend, Joan	Hill, Alan
Barton, Gillian	Clark, Diana	Furney, Jennifer	Hill, Kenneth
Beckett, Lorraine	Clatworthy, Alibeth	Gall, Dick	Hinkley, Judith
Beeston, Dinah	Cleary, Shirley	Gallagher, Christine	Hirst, Adrienne
Bell, Robyn	Clements, Darill	Gallian, Marilyn	Hodder, Jodie
Bennett, Beryl	Clout, Fay	Garlick, Jan	Hodge, Dinah
Bennett, John	Cochrane, Margaret	Gibbs, Annette	Hodgson, Robyn
Bennett, Tony	Cochrane, Marianne	Gibbs, Anthony	Hollamby, Bernard
Berriman, Helen	Combridge, Lisa	Gibbs, Pauline	Holland, Alison
Biggers, Patricia	Cook, Anne	Gibbs, Phillip	Hollier, Stephen
Billos, Lea	Coombs, Kay	Gibson, Judith	Holmes, Patricia
Bilsland, Kathryn	Cooper, Merry	Giddings, Joann	Hoskins, Susan
Birchmeier, Clint	Copeland, Patricia	Giles, Joan	Howes, Sylvia
Blair, Marnie	Corbett, Deborah	Gill, Lorraine	Hozack, Patricia
Blake, Mike	Corkery, Amanda	Gleeson, Heather	Huckin, Ray
Blanche, Judith	Coverdale, Bob	Goldspink, Sylvia	Hunter, Pamela
Botha, Ingrid	Cox, Christine	Gould, Narelle	Hurst, Col
Bowen, Cliff	Cox, Ian	Grady, Marie	Hurst, Shannon
Boytell, Kerry	Croker, Margaret	Granger, Denise	Hurst, Sharon
Bradley, Gloria	Cross, Carmel	Granger, Kathryn	Hurst, Veronica
Bradley, Sue	Crutcher, Maggie	Grant, Jeffrey	Ibanez-Almarche, Noema
Bradwell, Pam	Dadour Guest, Golda	Grant, Karen	Irons, Chris
Breden, Marion	Darroch, Lesley	Gray, Ross	Irving, Pat
Brennan, Patricia	Davis, Joan	Greco, Josephine	Iverson, Lynne
Brennan, Robyn	Davy, Gwen	Greenwood, Teresa	Jaques, Jocelyn
Brillant, Martha	Dawes, Elaine	Greenwood, William	Jaques, Raymond

- Jardine, Kate
 Jenkins, Jennifer
 Johnston, Sarah
 Jones, Glenda
 Jones, Paulette
 Kaye, Stephanie
 Kennedy, Noelene
 Kennedy, Peter
 Kidd, Helen
 King, Alan
 King, Alison
 King, George
 Kinsey, Helen
 Knight, Dianne
 La Macchia, Rose Marie
 Lambert, Gordon
 Lamont, Jan
 Lander, Nancy
 Lander, Neil
 Lang, Rhonda
 Larkins, John
 Law, June
 Leroy, Liliane
 Lewis, Pamela
 Lindroos, Loma
 Lord, Janelle
 Lord, Pamela
 Lovie, Robyn
 Lynton, Anne
 Mabey, Annabelle
 McCabe-Vote, Jill
 MacFarlane, Heather
 McIntyre, John
 McLachlan, Phillippa
 McIntyre, Lorell
 McKay, Jeanette
 Mackie, John
 MacLean, Jill
 McNaught, Ora
 McNeice, Enid
 McRae, Lynne
 Martin, Kylie
 Martuo, Nicolette
 Mather, Elizabeth
 Mather, John
 Matheson, Anne
 Mavromatis, Kathleen
 Maxwell, Margaret
 May, Dominic
 Maynard, Ian
 Meers, Helen
 Mendelsohn, Jacqueline
 Mercer, Nancy
 Mike, Vicki
 Merkel, Helen
 Millard, Lorraine
 Milner, Elizabeth
 Mingaye, Diana
 Mirabello, Joseph
 Moir, Patricia
 Moore, Janet
- Morey, Jean
 Morgan, Valda
 Muirhead, Fiona
 Mullally, Maureen
 Mullens, Terry
 Munro, Vikki
 Nelson, Anamari
 Negus, Sharon
 Neville, Linda
 Nevin, Josephine
 Nicholson, Robbi
 Norfor, Judith
 Nurse, Roger
 Oakley, Howard
 Oakley, Veronica
 O'Dea, Jo
 O'Dwyer, Mary
 O'Hara, Fran
 Ojong, Karina
 Oliver, Judy
 Orgill, Mary
 Orr, Katherine
 Orr, Robin
 Osborn, Jan
 Owers, David
 Owers, Ruth
 Oxley, Marie
 Pace, Barbara
 Palin, Brigid
 Park, Gail
 Parker, Hilary
 Parker, Lyn
 Parker, Robyn
 Parnell, Andrew
 Paszkowski, Cecily
 Peacock, Mary
 Pearce, Barbara
 Petersen, Annette
 Peterson, Barbara
 Phillis, Dianne
 Phillis, Ken
 Pickett, Ellen
 Pinnington, Lesley
 Plant, Pat
 Plociennik, Lara
 Plucknett, Rosie
 Porteous, Pat
 Porter, Penny
 Potter, Robin
 Potts, Beverley
 Power, Sue
 Powlay, John
 Powning, John
 Poyser, Sally
 Price, John
 Proweller, Rita
 Rauch, Angelina
 Rattenbury, Nicole
 Redfern, Annette
 Renouf, Coral
 Rheinberger, Joan
- Rhind, Susan
 Rich, Wendy
 Richter, Deborah
 Richardson, Sandy
 Roberts, Hope
 Robertson, Sandra
 Robinson, Barbara
 Rogers, Graham
 Rogers, Margaret
 Rogers, Suzanne
 Ronaldson, Jean
 Rowe, Julie
 Russell, Deborah
 Russell, Malcom
 Ryan, Sue
 Sakkas, Katerina
 Sambell, Dorothy
 Saphin, Paul
 Saunders, Richard
 Savage, Greta
 Saville, Leonie
 Scarf, Stephanie
 Scott, Jean
 Sconce, Rosemary
 Sakker, Elizabeth
 Segal, Catherine
 Selman, Rex
 Shapira, Ron
 Sharman, Jayne
 Shaw, Joan
 Shedden, Darcy Jean
 Shine, Jane
 Sidiropoulos, Harry
 Silverman, Nicola
 Skingsley, Brian
 Skingsley, Judith
 Smart, Rosemary
 Snodgrass, Mary
 Southerden, June
 Spark, Jodie
 Spence, Patricia
 Spender, Robyn
 Steenhard, Lani
 Stein, Miriam
 Stephen, Timothy
 Stevenson, Kay
 Stewart, Leanne
 Stilwell, Barbara
 Stilwell, Barry
 Storey, Lydia
 Strassberg, Catherine
 Sturrock, Diane
 Stuzzi, Pauline
 Swain, Lyn
 Switzer, Joan
 Symons, Melanie
 Talbot, Ellen
 Taylor, Anne
 Teale, Joan
 Tennant, Helen
 Teseriero, Michael
- Thomas, Alicia
 Thomas, Katrina
 Thomas, Sheila
 Thomas, Stephen
 Thompson, Jean
 Thorley, Jane
 Timmony, Velella
 Tink, Valmai
 Toluzzi, Anne
 Trimble, Sue
 Turnbull, Wai Chun (Angela)
 Underwood, Joan
 Urban, Derek
 Verschuer, Marie
 Viner, Joan
 Vostarek, Susan
 Wackett, Graham
 Wadey, Susanne
 Walker, Denise
 Walker, Margaret
 Walker, Peter
 Wall, Tony
 Walton, Norma
 Ward, Geoff
 Wardlaw, Ann
 Warfe, Shane
 Watson, Brian
 Watson, Ilona
 Watson, Suzanne
 Wayling, Margaret
 Webb, Douglas
 Webster, Adrian
 Weinberg, Benjamin
 Westman, Charlie
 Westman, Maggie
 Whalan, Lana
 Whalan, Peter
 White, Berman
 Whittington, Jeanette
 Wichems, Christine,
 Wichems, Desmond
 Wildenburg, Kath
 Wilkinson, Barbara
 Williams, Dorothy
 Williams, Jesmond
 Williams, Stephanie
 Williamson, Jeanette
 Wood, Chris
 Woodforth, Margaret
 Woolfson, Liz
 Wright, Anne
 Wright, Bev
 Wright, Muriel
 Wright, Tom
 Wyld, Frank
 Yalg, Ron
 Young, Colin
 Young, Val
 Young, Valerie

Appendix 18

Employees by program area, 2003 to 2005

Taronga and Western Plains Zoos

Program Area	Permanent			Temporary			Casual			Schemes			Total		
	'03	'04	'05	'03	'04	'05	'03	'04	'05	'03	'04	'05	'03	'04	'05
Life Sciences	125	131	104	4	25	44	40	11	27				169	167	175
Marketing & Sales	22	34	34	6	7	15	12	14	39				40	55	88
Human Resources *	7	7	10	3	2	4	3	3	4				13	12	18
Corporate Services,															
Finance & Legal*	33	33	25	3	3	9	1	2	1		3		36	41	35
Assets	74	72	65	6	6	9	2	1	0		2		84	81	74
Guest Services and Commercial Operations	52	54	50	3	5	11	114	137	232		3			199	293
Totals	313	331	288	22	48	92	172	168	303	0	8	0	513	555	683

Employees by category, 2003 to 2005

Taronga and Western Plains Zoos

Comparison for Permanent and Temporary Staff

Category	'03	'04	'05
Executive	4	4	4
Clerical	117	138	137
General	26	25	26
Professional	17	16	16
Services	35	38	39
Technical	2	3	2
Trades	140	155	157
Total	341	379	381

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 Treasury Circular NSW TC 01/19 (17 July 2001) the code does not appear here in full.

For a copy of the Board's Code of Conduct and Ethics, please contact the human Resources Division on 9969 2777 (Tel) or 9969 7515 (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 three 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 Request	Other	Personal
New	3	-
Brought forward (last year)	-	-
Total to be processed	3	
Completed	2	-
Transferred out	-	-
Withdrawn	1	-
Total processed	3	-
Unfinished (carried on to next year)	-	-
Request: granted in full	1	
granted in part	1	
refused		
deferred		

Appendix 21

Consultant fees incurred in 2004/05

Consultants equal to or more than \$30,000

Consultant	Cost	Title/Nature
	Nil	
Total Consultancies equal to or more than \$30,000	Nil	

Consultancies less than \$30,000

During the year two other consultancies were engaged in the following areas:

Management Services	25,875.00
Consultancies less than \$30,000	25,875.00
Total Consultancies	25,875.00

Appendix 22

VIP visits to Taronga Zoo (1 July 2004 – 30 June 2005)

July 2004

- 17 Ian McFarlane – US Federal Court Minister
- 20 Russian Culture Department Delegation
- 31 Sophie Delezio – Burns victim together with friends from Childcare Centre

August 2004

- 07 Bangladeshi Military Group at request of Foreign Affairs and Trade
- 10 Councillors from Odawara in Japan
- 14 American Government Delegation – Congressman and their partners/staff

September 2004

- 08 Patricia Cavendish O'Neill – Australian octogenarian author

October 2004

- 30 Representatives from the East Timor Army

December 2004

- 06 Jeremy Lim – Youth Ambassador from Singapore

January 2005

- 16 Officials from Chinese Consulate and wife of Chinese president

February 2005

- 11 Queen of Morocco
- 17 Brunei Military General
- 22 HH Sheikh Sultan Bin Tahnoon Al Nahyan – Chairman of Abu Dhabi Business Group (United Arab Emirates)
- 28 Carmen Electra – American entertainer

March 2005

- 16 Sandra Bullock – American actress
- 17 Bill Bratton – Los Angeles Police Chief. Accompanied by NSW Deputy Commissioner, Andrew Scipione
- 18 Crown Princess Victoria of Sweden
- 28 Bette Midler – American entertainer

May 2005

- 26 Vietnamese Military Delegation

Appendix 23

Ethnic Affairs Priority Statement – 2004/2005

Objective	Strategies	Achievements 2004/2005	Program for 2004/2005
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	Ongoing
Increase the multi-cultural service capacity of both zoos.	Increase staff training in customer service with a particular focus on cultural diversity.	Induction training, customer service and recruitment programs redeveloped to include training on multi-cultural issues	These will continue to be monitored and updated as required.
			Indigenous staff awareness program to be developed.
		Indigenous Education Officer appointed.	Indigenous Education programs reviewed and developed in both school and community areas
		Concurrent training programs conducted for zoo volunteers focusing on maximising awareness of visitors from culturally diverse backgrounds.	Ongoing Program.
		Exit surveys of visitors conducted at both zoos to determine cultural issues and needs.	Ongoing 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.	
		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 15950 students in 2004/2005. St George Foundation Zoo mobile visited 16053 people during 2003/ 2004.	
		'Animals of the Dreaming' program visited 6572 taught students.	Ongoing 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.	Ongoing Program.

Ethnic Affairs Priority Statement – 2004/2005 (cont)

Objective	Strategies	Achievements 2004/2005	Program for 2004/2005
	Interpretive and directional signs and educational graphics provided which are more pictorial in nature.	Evaluation program conducted to establish the effectiveness of the graphics and signage.	Ongoing Program.
	Increase management awareness of cultural difference in staff.	Management training program continuing at middle management level.	Ongoing program to train all managers and staff.
		WELL training provided to staff with English as second language.	
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. Zoo Education targets in bound student travel organisations including JTB and Kintestu.	Ongoing Program.
		Taronga Zoo received significant media exposure through SBS Radio and Television.	Ongoing program to ensure access for all ethnic media.
		Quarterly PR media mailout included ethnic/ community press and broadcast media.	Ongoing program will continue in accordance with requests received.
		The PR department at both Zoos hosted various media teams from foreign countries.	Ongoing Program.
	Targeted promotional activities.	The ZPB supported ethnic communities through the year with free entry passes in relation to fundraising activities.	Ongoing 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. Providing policies in accordance with the Multiculturalism Act 2000 eg Holidays Religious Policy	Work experience program through Greencorp targeted 50% NESB participants.	Ongoing Program.
			Development of training package to assist Guest Services staff when dealing with international visitors
	International volunteer keeper program allowing students and keepers to work in Australia.	15 international volunteers participated in the program during the period	Ongoing

Appendix 24

Action Plan for Women

The Zoological Parks Board of NSW is committed to providing a fair and equitable workplace which represents differences and abilities. Employment issues for women is a critical element of this program.

The functions of the Board which specifically address women's issues form the NSW Government Action Plan for Women are:

- SAP HRIS/Payroll system was implemented during the last financial year, enabling the ZPB to undertake sophisticated employee demographic analysis. This has enabled the Board to better plan strategies for ensuring equity for the female workforce.
- Leadership and personal development. During the year the board filled a number of management positions with women. This brings our total female representation in the SES ranks to 25%, 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 education centre every school holiday period. The access for zoo staff's children is financially subsidised by the Board.
- Flexible working arrangements. The Board has in place a number of flexible work arrangements and during the financial year discussions were held with Unions as part of the Enterprise Agreement negotiation process to vary and extend these 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.
- Zoo Friends Fellowship Program. During the year, 66% of the Zoo Friends Fellowships were awarded to women to undertake development activities in their areas of specialisation.
- Training and Development Support. 70% of the employees sponsored by Zoo Friends to attend the annual ARAZPA Conference were women.

Strategies For 2005/06

It is intended that the following actions will be developed over the next twelve months to address issues for women in the workplace:

- With the implementation of the SAP HRIS/Payroll system the Board will continue to focus on gathering data on the profile of employees, thus enabling us to –demographic analysis and compare of groups within our workforce. This information will help determine strategies aimed at achieving a fair and equitable workplace with employment profile representative of those found in the community.
- Continued financial support for female staff to access training and development programs and to attend the annual zoo industry conference.
- Continue to develop 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 particular benefits we offer to our employees which may particularly interest women.
- Continue to review all of the ZPB's Human Resource policies with particular attention given to the specific needs of women in the workforce.
- Implement a Leadership Strategy and mentoring program which will incorporate initiatives to encourage women to apply for senior positions.

glossary

AAD	Australian Antarctic Division	BBus	Bachelor of Business
AAZV	American Association of Zoo Veterinarians	BCom	Bachelor of Commerce
AC	Companion of the Order of Australia	BE(Hons)	Bachelor of Engineering (Honours)
ACA	Associate of the Institute of Chartered Accountants	BEC	Bachelor of Economics
ACT	Australian Capital Territory	BHA	Bachelor of Health Administration
Ad Cert Pers Mgmt	Advanced Certificate in Personnel Management	BMus	Bachelor of Music
AER	Asian Elephant Rainforest	BRSc	Bachelor of Rural Science
AFAIM	Associate Fellow of the Australian Institute of Management	BSc	Bachelor of Science
AGSRCA	Animal Gene Storage Resource Centre of Australia	BSc (Hons)	Bachelor of Science (Honours)
AGL	Australian Gas Light Company	BSc (Eng)	Bachelor of Science (Engineering)
AHRI	Australian Human Resource Institute	BTP (Hons)	Batchelor Town Planning (Honours)
AM	Member of the Order of Australia	BVSc	Bachelor of Veterinary Science
AMMRC	Australian Marine Mammal Research Centre	BVSc (Hons)	Bachelor of Veterinary Science (Honours)
AMSA	Australian Maritime Safety Authority	CEO	Chief Executive Officer
ANFFS	Australian Native Flora and Fauna Sanctuary	CES	Chief Executive Service
ANU	Australian National University	Cert.Bus.Stud	Certificate Business Studies
AO	Officer of the Order of Australia	CITES	Convention for the International Trade in Endangered Species
AQIS	Australian Quarantine and Inspection Service	CPEng	Chartered Professional Engineer (Australia)
ARAZPA	Australasian Regional Association of Zoological Parks and Aquaria	CSIRO	Commonwealth Scientific and Industrial Research Organisation
ARKS	Animal Record Keeping System	DEC	Department of Conservation and Environment
ASAF	Australian Shark Attack File	DET	Department of Education and Training
ASMP	Australasian Species Management Program	Dip Aquaculture	Diploma of Aquaculture
ASX	Australian Stock Exchange	Dip OHS Mgt	Diploma of Occupational Health and Safety
ASZK	Australasian Society of Zoo Keepers	DipParkMngt	Diploma of Park Management
AWHN	Australian Wildlife Health Network	DSTO	The Defence Science and Technology Organisation
BA	Bachelor of Arts	EEO	Equal Employment Opportunity
BA (Comm)	Bachelor of Arts (Communications)	ESL	English as a Second Language
BA (Hons)	Bachelor of Arts (Honours)	FACVSc	Fellow, Australian College of Veterinary Science
BAppSc	Bachelor of Applied Science	FAICD	Fellow of the Australian Institute of Company Directors
BArch	Bachelor of Architecture	FAIM	Fellow of the Australian Institute of Management
		FCA	Fellow of Chartered Accountants

glossary

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GMQ	Graduate Management Qualification	NPWS	National Parks and Wildlife Service
GrDipComm	Graduate Diploma Communications	NT	Northern Territory
GradDipProfComm	Graduate Diploma Professional Communications	NSW	New South Wales
GST	Goods and Services Tax	OHS&E	Occupational Health, Safety and Environment
Hon	Honourable	PhD	Doctor of Philosophy
HSC	Higher School Certificate	PR	Public Relations
HR	Human Resources	QC	Queen's Counsel
IRF	International Rhinoceros Foundation	Qld	Queensland
ISIS	International Species Information System	QPWS	Queensland Parks and Wildlife Service
IUCN	International Union for the Conservation of Nature	RFD	Reserve Forces Decoration
IT	Information Technology	RNS	Royal North Shore
IVF	In Vitro Fertilisation	RSPCA	Royal Society for the Prevention of Cruelty to Animals
IZWR	Institute for Zoo and Wildlife Research, Berlin	SA	South Australia
JP	Justice of the Peace	SAFE	Saving Animals From Extinction
KEST	Koala and Endangered Species Trust	SAP	Systems Analysis and Program Development
LAAI	Licentiate of the Australian Advertising Institute	SES	Senior Executive Service
MACS	Member of the Australian Computer Society	SSC	Species Survival Commission
MACVSc	Member of the Australian College of Veterinary Science	TAFE	Technical and Further Education
MRCVS	Member Royal College Veterinary Surgeons	TZ	Taronga Zoo
MBA	Master of Business Administration	UK	United Kingdom
MBE	Member of the British Empire	US or USA	United States or United States of America
MBus	Masters of Business	UV	Ultra Violet
MCom	Master of Commerce	VIC	Victoria
MEng	Master of Engineering	VQC	Veterinary Quarantine Centre
MFIA	Member of Fundraising Institute of Australia	WA	Western Australia
MIE	Member of Institution of Engineers Australia	WELL	Workplace, English Language and Literacy
MIKE	Monitoring the Illegal Killing of Elephants	WIRES	NSW Wildlife Information and Rescue Service
MSc	Master of Science	WPZ	Western Plains Zoo
MSDS	Material Safety Data Sheets	WRAPP	Waste Reduction and Purchasing Policy
MVS	Master of Veterinary Science	YATZ	Youth at the Zoo
NESB	Non-English Speaking Background	YWCA	Young Women's Christian Association
		ZIMS	Zoological Information Management Systems
		ZPB	Zoological Parks Board of New South Wales

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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

The current annual report is available on the Zoological Parks Board of NSW (ZPB) website.

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The New South Wales Government

