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Zoological Parks Authority

ANNUAL REPORT 2009

Our Purpose

To secure long term populations of species in natural environments while engaging the community in global conservation action.

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In line with State Government requirements, Perth Zoo's annual report – the Zoological Parks Authority Annual Report 2008-2009 – is published in an electronic format with limited use of graphics and illustrations to help minimise download times.

Perth Zoo encourages people to use recycled paper if they print a copy of this report or sections of it. For the convenience of readers and to minimise download times and print outs, the annual report has been presented in chapters, as well as the entire document. The annual report is presented in PDF format. All sections, except the financial statements, are also presented in Word format.

Zoological Parks Authority Annual Report
2008-2009

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*Front Cover: Sumatran Tiger cubs at Perth Zoo.
Photo by Daniel Scarparolo.*

Statement of Compliance

For the Year Ended 30 June 2009

To the Hon Donna Faragher MLC
Minister for the Environment

In accordance with Section 61 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament the annual report of the Zoological Parks Authority for the financial year ended 30 June 2009.

The annual report has been prepared in accordance with the provisions of the *Financial Management Act 2006*.



Peter Metcalfe

Chairperson

10 September 2009



Andrew Thompson

Deputy Chairperson

10 September 2009



Nepalese Red Panda cub.

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Executive Summary

Chairman's Report

In these uncertain times, with the problems of the global financial crisis dampening many people's optimism, it is important not to lose sight of the ongoing environmental and conservation issues that face our world and how we can all help make a difference.

In fact, despite the current financial climate, Perth Zoo has done extremely well in reaching and exceeding its targets over the past year and continues to go from strength to strength.

This year, Perth Zoo enjoyed its highest year of attendance in its 110-year history (up from 620,705 visitors last year to 636,969 in 2008-09). This figure, and the celebration of the Zoo's 110th anniversary in October 2008, confirmed the support Perth Zoo has amongst the Western Australian community and the important place it holds in the history – and future – of this State.

Our visitors continue to see a visit to Perth Zoo as good value for money and a great day out for the family. Part of this perception is of course due to Perth Zoo's beautiful gardens, animals and its educational role.

There has also been an increase in our visitors' awareness of the Zoo's role in the protection and preservation of threatened species. This indicates that we are effectively getting the conservation message across to our visitors.

It has also been a record year for our Zoo Friends membership program and we nearly have 18,000 members. Zoo Friends have also contributed to our high attendance figures due to their repeat visitation.

Through visitors and the wider community Perth Zoo is able to contribute to conservation of local species and to global conservation efforts. In 2008-09, the Zoo's fundraising program, Wildlife Conservation Action, exceeded its target and raised over \$277,000, up from about \$216,000 in the previous year.

This has meant that in addition to the Zoo's work in education, research and Australian native species conservation, the Zoo's fundraising directly contributes to conservation projects on the ground in Indonesia, New Guinea, Africa and Vietnam.

In 2008-09, \$2.4 million of capital works occurred with improvements to our catering facilities, the construction of a new perimeter fence, and improvements to animal exhibits including the Asian Elephant, Sumatran Orangutan, Estuarine Crocodile and Asian Small-clawed Otter.

The continued support and ongoing commitment of the Western Australian Government to provide funding for the Zoo's capital works program has been central to this achievement. In 2008-09, the

Government provided \$1.6 million of capital, and the Zoo generated its own funding of over half a million dollars through corporate sponsorship and bequests for future projects in the Zoo. In order to manage these resources prudently, the Zoo introduced a new project management framework this year which sets new processes for the management of capital works.

During the year the Board also commenced an internal review of its own operations consistent with the State Government guidelines for Statutory Authorities Boards and Committees and introduced a Board Charter to guide the operations and role of the Board in the management of the Zoo.

Of course none of this would have been possible without the hard work and dedication of our executive, staff and volunteers. On behalf of the Board, I would like to thank them all for what has been another very successful year.



Peter Metcalfe

Chairperson

Executive Summary

Highlights

Service 1: Community Engagement and Awareness in Conservation

Perth Zoo promotes conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate and encourage the community in conservation. Perth Zoo maximises visits to the Zoo by providing a quality and unique 'value for money' attraction in ecologically themed botanic gardens. The Zoo's commercial activities are also underpinned by conservation messages.

In 2008-09, Perth Zoo:

- experienced another record year of admissions with 636,969 people visiting the Zoo. This was an increase of 3% over 2007-08 (620,705) and the highest attendance figure ever experienced at the Zoo.
- continued to achieve high levels of customer satisfaction with the Zoo experience. 97% of surveyed visitors believed that the Zoo was good value for money, with the highest ever recorded number (50%) stating that it was extremely good value for money.
- introduced a new project management system to coordinate capital works and undertook \$2.4 million of capital works from State Government and internally generated funds. Projects included the completion of the perimeter fence, catering facilities, opening of the elephant exhibit redevelopment, continuation of the orangutan stage two upgrade, work on the expansion to the crocodile exhibit and the Sulawesi Crested Macaque exhibit into an exhibit for Asian Small-clawed Otters.
- raised over \$277,000 for the conservation of threatened species in the wild in the second year of Perth Zoo's fundraising program, Wildlife Conservation Action. This program provides funding for the conservation of wildlife, with 100% of money raised going to in-situ projects.
- provided formal on-site education programs to 58,798 children and adults. In addition, 115 off-site educational talks were presented to community groups (3,668 people in total) by the 'Zoo To You' program.
- achieved a 6% increase in sales revenue in the Zoo shop with a focused buying philosophy of sourcing a greater proportion of products with a direct link to the Zoo's conservation purpose.
- continued to record strong revenue returns from the 'Close Encounters' behind the scenes program. In addition to providing participants with an up-close encounter with the animals, these tours raised \$30,000 for Wildlife Conservation Action.
- established a Memorandum of Understanding with the Department of Education and Training (DET) to fund a full-time Education Officer position. This position is responsible for developing programs that promote biodiversity and conservation as part of DET's Australian Sustainable Schools Initiative-WA.
- created a new public education program for under five-year-olds called 'A to Zoo' which introduces children to Zoo animals through storytelling, craft, movement and music. Over 1,000 children attended the program since its inception in February 2009.
- coordinated the tenth annual Tiwest Night Stalk. This national community education program is aimed at raising awareness of Australian animals and the threats they face from feral animals and habitat destruction.
- developed the 'Perth Zoo: Past, Present, Future' exhibition as part of the Zoo's 110th anniversary celebrations and finalised a heritage trail around Perth Zoo.

Executive Summary

Highlights (continued)

Service 2: Wildlife Management, Medicine and Research

The conservation of wildlife will be optimised by effective species management, high standards of animal welfare and animal husbandry, captive breeding, support for wildlife conservation, breeding for re-introduction and provision of research opportunities.

In 2008-09, Perth Zoo:

- funded the construction of an orangutan open sanctuary in Jambi Province in Sumatra, Indonesia, as part of the Zoo's commitment to support conservation in the wild. The sanctuary, which received its first residents in February 2009, provides ongoing care in a rainforest setting for rescued ex-pet and orphaned orangutans that cannot be successfully reintroduced to the wild.
- reached agreements with two new conservation partners, the Australian Wildlife Conservancy and the Western Australian Conservation Council, to work cooperatively on conservation programs.
- contributed to regional breeding programs for priority species. Significant births included three Sumatran Tiger cubs (critically endangered), two Nepalese Red Panda cubs (endangered), two Black-and-White Ruffed

Lemurs (endangered), 17 Woma Pythons (endangered), four Slender-tailed Meerkats, two Short-beaked Echidnas and seven Little Penguins.

- provided a home for four Tasmanian Devils – two female, two male – as part of the Australasian Species Management Program for the captive insurance population. These animals play an important role as ambassadors for their wild cousins and advocate this species' struggle with Devil Facial Tumour Disease.
- conducted 23 research projects including seven PhD projects, nine Honours projects, two Post-doctoral collaborations, four staff research projects and one research collaboration.
- continued work on a Frog Breeding Research Program, recording the first successful captive rearing of White-bellied Frogs and captive breeding of the vulnerable Sunset Frog. Both are threatened species found in the south-west of Western Australia.
- collaborated on a study on radio-tracking rehabilitated cockatoos. Perth Zoo assessed and treated 127 wild Black Cockatoos as part of a rehabilitation program for sick and injured wild Black Cockatoos. Fifty-four cockatoos were successfully treated

and passed on to wildlife carers for further rehabilitation for release back into the wild.

- continued to breed Western Australian threatened native species for release into the wild as part of species recovery programs led by the Department of Environment and Conservation. In 2008-09, the Zoo provided 44 critically endangered Western Swamp Tortoises, eight endangered Numbats and 29 endangered Dibblers for release into protected habitats in the wild.
- staff took part in a number of field work projects. These included working with rehabilitated orangutans in Sumatra; Silvery Gibbons in Java; trapping and monitoring threatened Western Ground Parrots in Western Australia; and collecting invasive Cane Toads as part of the 'Great Toad Muster' in north-west Western Australia.
- continued to provide clinical rotations at Perth Zoo for Murdoch University final year veterinary students. The Zoo also provided postgraduate veterinary training as part of Murdoch University's Conservation Medicine postgraduate courses.

Executive Summary

Financial Overview

The Year at a Glance

In 2008-09, Perth Zoo:

- generated \$6.5 million revenue from admissions, an increase of 11% over the \$5.8 million of the previous year.
- increased Zoo Friends membership revenue by 19% from last year to \$789,222. Zoo Friends (members) made up 15% of the Zoo's admission numbers. The Zoo has nearly 18,000 members.
- generated a retail shop net profit of \$284,969, an increase of 2% over the previous year.
- received catering dividends of \$496,308, up 14% from the previous year. This follows a major refurbishment of the facilities that was completed in July 2008 as part of the capital works program.
- raised \$277,484 through the Zoo's fundraising program, Wildlife Conservation Action, to support the conservation of threatened species in the wild. Over \$216,000 of funds raised in the previous year went to wildlife conservation projects during 2008-09.

Revenue

The Zoological Parks Authority receives revenue from the State Government in the form of an appropriation to fund services. The Authority also generates its own revenue from the operations of Perth Zoo including visitor admissions, commercial activities and fundraising. In addition, the Zoo receives grants and sponsorships for activities such as animal breeding, animal research and animal exhibit development. Total revenue of over \$22 million was received in 2008-09.

A total of 636,969 people visited Perth Zoo during the year, contributing total gate revenue of over \$6.5 million. The number of visitors was 3% greater than last year's total of 620,705 and was the highest ever experienced. The admissions revenue yield increased by 9% over the previous year to \$10.24. An admission price increase from 1 July 2008 contributed to the yield increase and the yield was 5% higher than the original target of \$9.77.

The reason for the yield being higher than the target was due to the mix of visitors which included a greater than expected number of full paying adults; the constant proportion of Zoo Friends member attendance; and fewer than expected outsourced concert events being held during the period. The outsourcing of concert

events results in lowering of admission revenue but generates additional venue hire revenue for Perth Zoo.

The commercial activities of the Zoo continued to do well with increases in areas such as catering, vending commission and the retail shop. The catering dividend increased by 14% over the previous year to \$496,308. Sales at the Zoo's retail shop continued to rise, reaching \$1,298,869, an increase of 6% over 2007-08. The shop's net profit increased by 2% during the year to \$284,969. Revenue from carousel rides increased by \$30,000 or 22% over the previous year when sales were negatively impacted for a period while the adjacent café facilities were closed for renovation.

Revenue from the hire of the Zoo's facilities and equipment was \$312,407, a decrease of 6% from the previous year. This revenue includes the hiring out of Perth Zoo's conference facilities, hire of equipment such as strollers and lockers by visitors and venue hire for functions and events held at Perth Zoo. The decrease was due to lower events venue hire revenue than the previous year as a result of fewer concerts being staged by external promoters over the summer season.

Executive Summary

Financial Overview (continued)

Grants, sponsorships and fundraising generated over \$1 million in 2008-09. Some of these grants and sponsorships were restricted for specific purposes such as frog research, native species breeding or cross-promotional activities with sponsors. Perth Zoo's fundraising program, Wildlife Conservation Action, raised over \$277,000 during 2008-09. These funds will be distributed in 2009-10 to support wildlife conservation projects. Sponsorships received during the period will support future capital developments at Perth Zoo.

State Government funding provided 42% of the Zoo's revenue base in 2008-09. This Government support enables visitor admission prices to remain relatively low in comparison with other zoos around Australia and competing attractions within Western Australia. This assists the Zoo in remaining accessible to the wider community and in delivering its two services of 'Community Engagement and Awareness in Conservation' and 'Wildlife Management, Medicine and Research'.

Expenditure

Total operating expenditure for 2008-09 was \$19.7 million. Salaries, wages and staffing costs accounted for 59% of the Zoo's expenditure in 2008-09. This included direct costs of employee salaries and wages, costs of providing for leave liabilities and indirect payroll costs such as

superannuation and workers' compensation. Increases in award rates of pay and associated on-costs contributed to higher costs in this area. Staffing costs also include appointment expenses, staff training and uniforms.

Depreciation made up 11% of expenses, reflecting the fact that the majority of the Zoo's assets are high value, non-current, depreciable assets. Maintenance and operating costs made up 13% of expenses and included preventative maintenance programs, energy management initiatives, water management strategies, restorative painting, tree pruning, cleaning and waste disposal.

Administration costs, including property insurance, information technology, communications and grant payments, accounted for 9% of expenditure. The Zoo provided over \$216,000 to external organisations in 2008-09 to support in-situ conservation projects for priority species. Perth Zoo's ongoing fundraising activities, including proceeds from the sale of elephant paintings and commercial behind the scenes tours, provided the funding to support these projects.

Animal operating expenses, cost of retail shop sales, advertising and promotion made up the remaining costs for the year. The animal operating expenses include animal food, dietary supplements, veterinary supplies and animal

transportation and represent 3% of total costs. Costs of retail shop sales increased by 3% during the period as a result of increased retail shop sales and accounted for 3% of total expenses. Advertising and promotion expenditure decreased slightly during the period but still represents 2% of expenditure.

Assets and Liabilities

Total assets at the end of the period were \$47.7 million including \$3.7 million in cash resources held for future capital works and other expenditure commitments. Cash resources also include sponsorships, grants and fundraising that will be spent on grant related expenditure, capital developments and wildlife conservation initiatives.

Receivables at year end were \$835,447 of which \$285,400 is GST claimable from the tax office. Retail shop inventory increased by 20% over the previous year to a total of \$196,987. Fixed asset acquisitions in 2008-09 totalled more than \$4.3 million with the major additions related to capital works projects including the perimeter fence, elephant exhibit redevelopment, orangutan exhibit and the works in progress relating to the crocodile exhibit, otter exhibit and construction of a new veterinary teaching facility. There were also purchases of computer equipment along with general plant and equipment during the period.

Executive Summary

Financial Overview (continued)

Total liabilities at the end of the period were \$3.4 million including provisions for annual and long service leave which rose due to award rate increases and the impact of reduced discount rates used to calculate long service leave liabilities. Liabilities also comprise payables of \$539,991 and were significantly lower than the previous year when there were some large payables associated with capital works projects in progress. The figure also includes \$113,962 in accrued salaries. The accrued salaries figure is lower than the previous year as last year's figure included an allowance for award increases that were yet to be ratified for payment.

Operational Structure

Responsible Minister

The Hon Donna Faragher MLC (Minister for the Environment) is the Minister responsible for the Zoological Parks Authority which manages Perth Zoo.

Enabling Legislation

The Zoological Parks Authority is constituted under the authority of the *Zoological Parks Authority Act 2001*. The Authority is a body corporate with perpetual succession. It is an agent of the Crown and enjoys the status, immunities and privileges of the Crown.

The functions of the Authority, outlined in Section 9 of the Act, include controlling and managing Perth Zoo in which zoological specimens are kept and displayed, and plants cultivated, for conservation, research, scientific, educational, cultural or recreational purposes. Other specific functions include:

- conducting and collaborating in breeding programs for the preservation of threatened animal species
- conducting and collaborating in research programs for the preservation of threatened animal species and the conservation and management of other species

- conducting public education and awareness programs
- providing and promoting recreational services and facilities at Perth Zoo
- conserving and enhancing the gardens, amenities and natural environment of Perth Zoo.

Consistent with section 48, the Act was reviewed in 2007. The review found the Act to be, in general, effective but made recommendations for some administrative changes and to specifically reflect the Zoo's role in the conservation of threatened species.

Perth Zoo Vision

A world where diversity of species and habitats is secure

Purpose

To secure long term populations of species in natural environments while engaging the community in global conservation action

Values

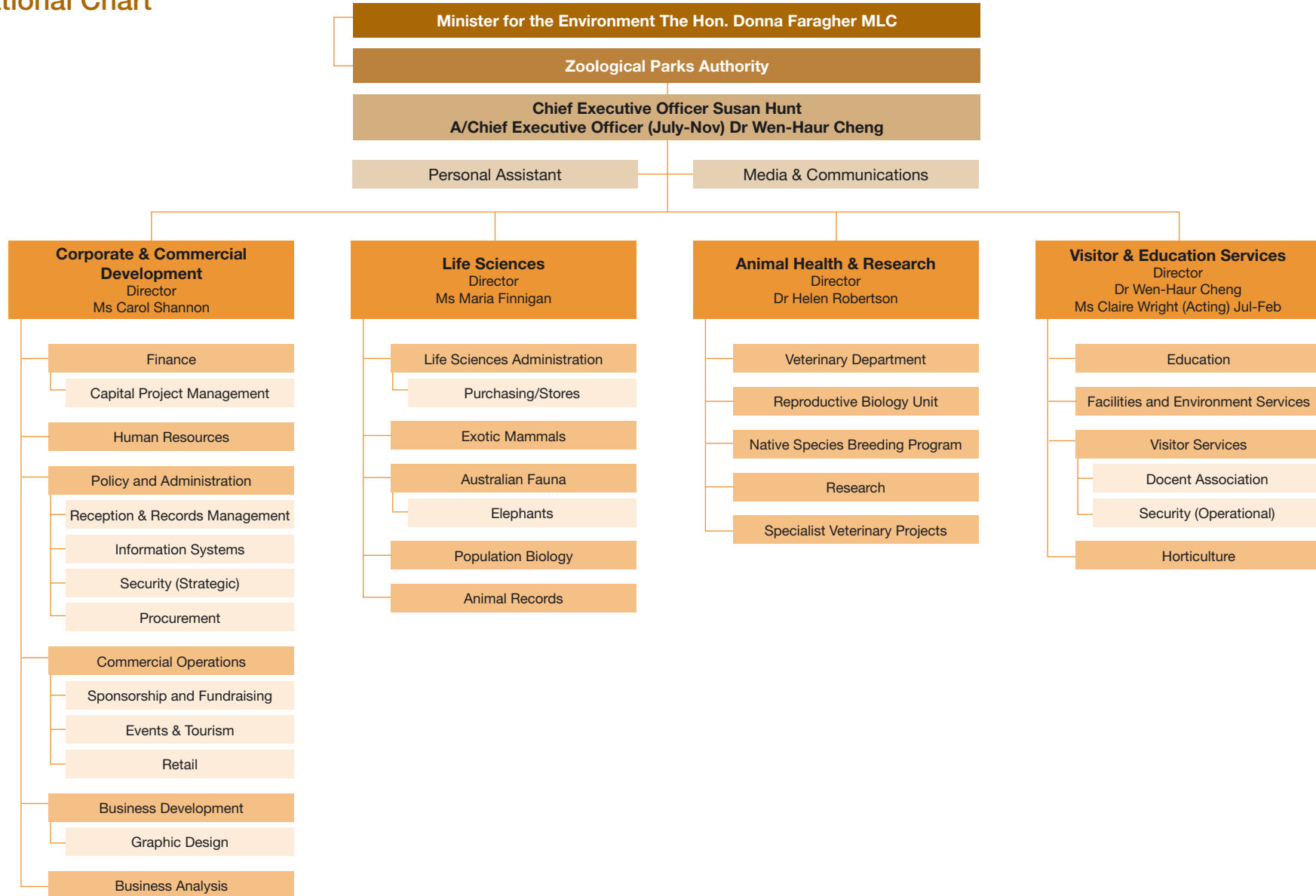
We value excellence in animal care, environmental responsibility and customer service. In bringing life to our values we embrace and encourage:

- contribution of staff and volunteers
- individual and corporate responsibility
- care for the environment and people
- responsiveness and openness
- continual improvement and development
- creativity and innovation
- integrity and ethics in all that we do
- pursuit of the highest standards in animal care

contents

Operational Structure

Organisational Chart



Operational Structure

Agency Structure

Perth Zoo's objectives and outcomes are delivered through four directorates: Life Sciences; Animal Health and Research; Visitor and Education Services; and Corporate and Commercial Development. The activities and outcomes achieved by the directorates are detailed in the Agency Performance Chapter – Report on Operations. The directors of each directorate report to the Chief Executive Officer who is responsible to the Zoological Parks Authority Board for the day-to-day operations of the Zoo. Sectional managers and curators make up the third level of management.

To ensure the smooth operations of the Zoo – which opens every day of the year – and to help coordinate the Zoo's various activities relating to conservation, research, education, events and tourism, the Zoo has a number of multi-discipline, cross-directorate committees and groups. These groups meet regularly, or as required, to plan, develop and implement initiatives, address day-to-day matters and deal with more complex issues involving local, interstate and overseas organisations.

The Corporate Executive group, comprising the Chief Executive Officer and the directors, meets weekly to consider key planning and policy matters relating to corporate governance of the Zoo including financial and human resource management issues, risk management, capital works programs, environmental management and other key issues central to Zoo operations.

A Senior Managers group including the Chief Executive Officer, directors, curators and sectional managers meets fortnightly to discuss operational matters and provide updates on corporate executive and board meeting outcomes and section activities. Other standing committees include the Occupational Safety and Health Committee, the Disability Services Committee, the IT Planning Committee and the Risk Management Committee. Special project groups are established as required to coordinate and oversee specific breeding programs or capital works projects.



Sumatran Tiger cub.

Operational Structure

Zoological Parks Authority Board

The *Zoological Parks Authority Act 2001* states that the Authority's Board of Management shall comprise eight members appointed by the Minister. Members may be appointed for any term not exceeding four years and are eligible for reappointment. The Board is the governing body of the Authority.

During the reporting period, Ms Diana Warnock was appointed to the Board for a term of three years. Ms Warnock took the place of Professor George Stewart, who retired from the Board in July 2008. Dr Pam Garnett was appointed to the Board for a term of three years and took the position of Ms Barbara Cook who resigned her position as Board member in February 2009. Dr Garnett was appointed to the Board in March 2009 for a three-year term.

The Board met monthly (excluding December and March) and carried out its responsibilities in line with an approved Code of Conduct for Government Boards and Committees. During the year a Board Charter was developed and approved by the Board. The Board met on 10 occasions in the reporting period. The number of meetings attended by each member is shown in brackets.

Mr Peter Metcalfe Chairperson
(8 meetings out of a possible 10 meetings)

Mr Metcalfe was appointed to the Zoological Parks Authority Board on 4 July 2005. He has a background in public policy advice and is the external affairs manager for BP in Western Australia. He has previously sat on the boards of other non-profit organisations and is a former Chairman of the Deckchair Theatre Company and the South Lake Child Care Centre. Mr Metcalfe has two young children and is a regular visitor to the Zoo. He was reappointed to the Board in July 2008 for a further three-year term.

Professor Andrew Thompson
Deputy Chairperson (9 out of possible 10)

Professor of Parasitology at the School of Veterinary and Biomedical Sciences, Division of Health Sciences, Murdoch University, Professor Thompson is the Principal Investigator and Head of the World Health Organisation Collaborating Centre for the Molecular Epidemiology of Parasitic Infections. He is also a Principal Investigator in the Environmental Biotechnology CRC, Chair of the Fauna Rehabilitation Foundation Board and a member of the Board of Management of the Asian Rhino Project. Professor Thompson joined the Zoological Parks Authority Board in February 2003. He was

reappointed to the Board in March 2006 for a further three-year term and appointed Deputy Chairperson on 21 May 2007 for three years.

Mr Eric Ball OAM
(9 out of possible 10)

Mr Ball is a Senior Associate of the ANZ Institute of Insurance and Finance in private practice as a Financial Consultant. He was a foundation member of the Perth Zoo Animal Ethics Committee, is a member of the Animal Ethics Committee at Curtin University and deputy member of the Animal Ethics Committee at the Department of Agriculture and Food. Mr Ball was on the Board of RSPCA WA from 1984 to 2006, Chairman and President from 1985 to 2004, and a member of RSPCA Australia National Council until 2004. He received the prestigious National Outstanding Service Award from RSPCA Australia in 2005. He has sat on a number of advisory committees including the State Animal Welfare Advisory Committee. Mr Ball was awarded the Order of Australia Medal in 2008 for his service to the community in the field of animal welfare. Mr Ball was appointed to the Zoological Parks Authority Board on 30 October 2006 for a three-year term.

Operational Structure

Zoological Parks Authority Board (continued)

Mr James Best

(9 out of possible 10)

Mr Best has worked in management consulting since 1987 providing counsel in various areas including strategic and business planning, community engagement and corporate social responsibility. Mr Best operates his own business consultancy practice. He was elected Mayor of the City of South Perth in October 2007 and appointed to the Zoological Parks Authority Board on 26 February 2008 for a period of three years.

Dr Pam Garnett FACE PSM

(part year) (2 out of possible 3)

Dr Garnett was a member of the Western Australian Science Council and is the Dean of Curriculum at St Hilda's Anglican School for Girls. In 2003 Dr Garnett was awarded the Prime Minister's prize for excellence in Science teaching. Dr Garnett has a PhD from Edith Cowan University and a Masters degree from Curtin University of Technology. She has been active in curriculum development and is a past President of the Science Teachers' Association. Dr Garnett was appointed to the Board in March 2009 for a three-year term.

Mr Kevin Harrison

(10 out of possible 10)

Mr Harrison is a past Commissioner, Chairman and Chief Executive Officer of the Western Australian Tourism Commission. He has served on government boards at a state, national and international level including roles as Chairman of the Rottnest Island Authority, EventsCorp and Rally Australia. He has been a board member of over 60 companies in 17 different sectors of the tourism industry including managing director of a national hotel chain and vice president of an international hotel chain of over 500 properties. Mr Harrison was appointed to the Zoological Parks Authority Board on 11 December 2006 for a three-year term.

Ms Diana Warnock

(8 out of possible 10)

Ms Warnock was a member of the Legislative Assembly from 1993, retiring in 2001. She was a prominent newspaper and radio journalist for many years and was a spokesperson for women's issues and minority groups. Ms Warnock has served on several boards and committees including the Australian Bicentennial Authority, National Australia Day Committee and the National Library Council. She is currently on the board of the Baroque Festival, the WA Academy of Performing Arts, Cityvision, the

Alliance Francaise of Perth, the Humanist Society of WA, WA Constitutional Centre, Urban Design Centre and the Hole in the Wall Theatre. Ms Warnock was appointed to the Zoological Parks Authority Board on 29 July 2008 for a three-year term and has been a member of Perth Zoo for a number of years.

Dr Sandy Webb

(7 out of possible 10)

Trained as a zoologist, Dr Webb's early career was in scientific/medical research in reproductive biology. She was the Executive Officer of the WA Reproductive Technology Council for 13 years and served terms on the Gene Technology Ethics Committee and the Australian Health Ethics Committee. In the 2005 Queen's Birthday Honour's List she was awarded the Public Service Medal in recognition of outstanding public service in the provision of advice at the state and national level on technical and ethical issues relating to reproductive and gene technology. Dr Webb is an Honorary Research Fellow at Perth Zoo. She was appointed to the Zoological Parks Authority Board for a three-year term in April 2005 and re-appointed on 22 April 2008 for a further three-year term.

Operational Structure

Zoological Parks Authority Board (continued)

Ms Barbara Cook

(part year) (4 out of possible 6)

Ms Cook has experience in policy development and community consultation following 18 years in the public service. Now retired, Ms Cook has a background in education as a secondary school teacher and worked as a senior advisor to government ministers and parliamentarians at both the State and Federal level. She is currently a member of a number of government and community boards. Ms Cook was appointed to the Zoological Parks Authority Board on 11 December 2006 and tendered her resignation from the Board in February 2009.

Professor George Stewart

(part year) (0 out of possible 1)

Dean of Life and Physical Sciences at the University of Western Australia (UWA), Professor Stewart joined UWA as Dean of Science in 1998. He has more than 35 years experience in research and teaching including 18 years in leadership roles as Head of Science departments at the University of Queensland, University College London, University of London and University of Manchester. He holds a First Class Honours Bachelor of Science and a Doctor of Philosophy (PhD) in Botany from the University of Bristol, as well as a Doctorate of Science (DSc) from the University of London. His term expired in July 2008.

Board Fees

Members were paid remuneration as determined by the Minister for the Environment on the recommendation by the Minister for Public Sector Management.

Chairperson	annual fee of \$13,450
Deputy Chairperson	annual fee of \$9,350
All other Members	sitting fee of \$350 per full day or \$230 per half day

Formal Committees of the Board

In line with Schedule 2, Section 14 (1) of the *Zoological Parks Authority Act 2001*, the Board appoints committees to assist it in the performance of its functions. Three of these committees (Animal Ethics, Research and Audit) include external representation. The terms of reference and performance of the committees is reviewed by the Board on an ongoing basis. The formal committees of the Board, their terms of reference and membership (as at 30 June 2009) are listed below.

Title: Finance Committee

Role: To assist the Authority to discharge its responsibilities in relation to financial delegations, management and reporting. The Committee is responsible for the monitoring and review of all aspects of financial management of Perth Zoo.

Members: Peter Metcalfe (Chair and Board representative), Eric Ball (Board representative), Kevin Harrison (Board representative), Susan Hunt (Perth Zoo Chief Executive Officer), Carol Shannon (Perth Zoo Director Corporate and Commercial Development) and Melanie Price (Perth Zoo Accountant).

Title: Audit Committee

Role: To assist the Authority to ensure corporate compliance and the effectiveness and relevance of internal and external audit processes.

Members: Peter Metcalfe (Chair and Board representative), Andrew Thompson (Board representative), Eric Ball (Board representative), Susan Hunt (Perth Zoo Chief Executive Officer), Carol Shannon (Perth Zoo Director Corporate and Commercial Development), Melanie Price (Perth Zoo Accountant), a representative from Sutherland Rose (internal auditors) and a representative from the Office of the Auditor General (observer).

Operational Structure

Zoological Parks Authority Board (continued)

Title: Animal Ethics Committee

Role: To ensure that all animal care and use within the institution is conducted in compliance with the National Health and Medical Research Council's Australian Code of Practice for the care and use of animals for scientific purposes including teaching.

Members: Susan Hunt (Chair and Perth Zoo Chief Executive Officer), Sandra Webb (Board representative), Wen-Haur Cheng (Perth Zoo Director Community Engagement), Maria Finnigan (Perth Zoo Director Life Sciences), Helen Robertson (Perth Zoo Director Animal Health and Research), Graham Mabury (public interest category), Karen Armstrong (animal welfare interest category), Steve Vanstan (animal welfare interest category), Professor Ralph Swan (animal science/teaching category), Michael Schultz (public interest category), Simone Vitali (Perth Zoo Senior Veterinarian) and Trueman Faulkner (Perth Zoo staff representative and Exotic Section Supervisor).

Title: Research Committee

Role: To advise the Board on strategic research matters including priorities and guidelines, as well as opportunities to develop partnerships and implement research findings in the wider community.

Members: Andrew Thompson (Chair and Board representative), Wen-Haur Cheng (Perth Zoo Director Community Engagement), Maria Finnigan (Perth Zoo Director Life Sciences), Helen Robertson (Perth Zoo Director Animal Health and Research), Alan Lymbery (Murdoch University), Keith Morris (Department of Environment and Conservation), Ric How (Western Australian Museum), Graeme Martin (University of Western Australia), Simone Vitali (Perth Zoo Senior Veterinarian) and Andrea Reiss (Acting Manager Perth Zoo Specialist Veterinary Projects).

Operational Structure

Executive Management Team

Susan Hunt BA (Hons), MA (Arts)

Chief Executive Officer

Susan Hunt joined the Zoo in May 2000 as Director of Business Operations and was appointed Chief Executive Officer on 30 March 2004. Ms Hunt has extensive experience in policy and planning in the Western Australian public sector and has also worked in the university and private sectors in social science research, writing and lecturing. She commenced in the State Government in 1984 and worked in indigenous affairs for over 10 years. Ms Hunt is a member of the Institute of Public Administration, the Conservation Breeding Specialist Group of the Species Survival Commission, and the World Association of Zoos and Aquariums. In 2006, she was appointed to the IUCN Species Survival Commission 'Amphibian Ark'. In 2009, Ms Hunt was re-elected President of the Board of the Australasian Zoo Association, ARAZPA, for a further two-year term. She has been President since March 2007.

Dr Wen-Haur Cheng BVMS (Hons), BSc

Director Community Engagement and Acting Chief Executive Officer, part year

Wen-Haur Cheng joined Perth Zoo in 2004. Dr Cheng was with Singapore Zoo for 11 years, including six years as head veterinarian and four years as executive director, before joining Perth Zoo. As Community Engagement Director, his areas of responsibility include visitor services, the Zoo's education program, horticulture, facilities and environmental services and the Docent Association volunteer group. Dr Cheng acted in the position of Chief Executive Officer from July to November 2008 while Ms Hunt was on secondment at the Department of Environment and Conservation.

Maria Finnigan

Director Life Sciences

Maria Finnigan joined the Perth Zoo team in December 2007. Ms Finnigan has extensive experience in ex-situ and in-situ management of fauna and was a curator at Auckland Zoo and Life Sciences Manager at Western Plains Zoo in New South Wales before moving to Perth. Her experience in the field includes several years in Africa with the Serengeti Lion Project, the Tanzanian Wildlife Department and with the Jane Goodall Institute working on the establishment of chimpanzee sanctuaries. As Life Sciences Director at Perth Zoo, she is responsible for the Australian fauna, exotic mammals and elephant sections and linked conservation priorities. Ms Finnigan is also the Australasian Species Management Program Coordinator for chimpanzees and an Accreditation Officer for the Australasian Regional Association of Zoological Parks and Aquaria.

Operational Structure

Executive Management Team (continued)

Dr Helen Robertson BSc (Hons), PhD, Grad. Dip Journalism

Director Animal Health and Research

Helen Robertson joined the Zoo in 1997 and has held a number of positions including Research Manager and Curator of Australian Fauna. Dr Robertson was appointed Director of the Animal Health and Research Directorate in 2006-07 and is responsible for the Zoo's research program, reproductive biology unit, native species breeding program and veterinary department. She is also responsible for developing collaborative research and breeding programs with other scientific institutions to support Zoo conservation activities. Dr Robertson holds adjunct academic positions at both the University of Western Australian and Murdoch University and represents Murdoch University on the Board of Stop the Toad Foundation. Dr Robertson is also a member of the Abrolhos Island Management Advisory Committee.

Carol Shannon BEc, MBA, GAICD

Director Corporate and Commercial Development

Carol Shannon joined Perth Zoo in July 2006. She has over nine years experience as a director in the Western Australian public sector and has worked extensively in the private sector in Australia and England, principally in banking and finance. Her responsibilities include finance, marketing, human resource management, policy and administration, sponsorship and fundraising.

Claire Wright Grad Dip Education: Advanced Dip Management

Acting Director Community Engagement, part year

Claire Wright joined Perth Zoo on secondment for a period of six months in 2008-09. Ms Wright has been a Director of Environment and Planning with the Rottnest Island Authority since 2006 having been employed at that agency since 1996. Ms Wright acted as Director Community Engagement from August 2008 to February 2009.

Operational Structure

Partners in Conservation

Perth Zoo Docent Association

Perth Zoo provides ancillary customer service through the activities undertaken by volunteers, called Docents. The Perth Zoo Docent Association (Inc) is a separately incorporated group which acts in a partner relationship with the Zoo. The Docent Association shares Perth Zoo's vision and purpose but has a separate charter which is to 'contribute through their expertise and outstanding customer service, to the achievement of the Zoo's conservation mission ensuring visitors have an enjoyable outing'.

Around 300 Docents contribute many thousands of hours of unpaid service to the Zoo each year enhancing the visitor experience (through the provision of guiding, education and information services) and contributing to many other areas of Zoo operations including fundraising and behind the scenes activities.

In 2008-09, Perth Zoo Docents contributed 41,524 hours of service with an average of 166.5 hours per Docent. Duties included staffing the Information Centre, conducting guided tours and assisting with events and functions, as well as providing hands-on learning experiences and off-site presentations to community groups. Behind the scenes, Docents created behavioural enrichment items for the animals and conducted fundraising campaigns that generated \$5,000 for Perth Zoo.

Activities of particular note were the creation by the volunteer 'Green Team' of 11 volumes of information on the Zoo's botanical collection and the Docents' involvement in two attitudinal research studies about volunteers in tourism. The Association and Zoo staff also jointly developed a new program of quarterly training/education presentations for Docents and Zoo staff on matters relating to Zoo operations.



Docent John Thompson celebrating Wattle Week.

Operational Structure

Partners in Conservation (continued)

Perth Zoo Sponsors

The Brand Agency – strategic marketing, communications and creative advice

City of South Perth – summer events season support, communication to South Perth residents and South Perth Fiesta Stall

Coca-Cola Amatil – marketing and promotions

Commonwealth Bank of Australia – naming rights sponsor of Rat Pack's Back Valentine's Day concert and Kids' Night Out event, in-branch displays

Garuda Indonesia – return flights to Indonesia to support the Zoo's conservation work

Fonterra Brands Australia (P&B) Pty Ltd – naming rights sponsor of Peters Trumpet Happy Zoo Year, Peters Numbat Club, support for Perth Zoo's Wildlife Conservation Action and donation of cupcakes for Teddy Bears' Picnic

NatVend (WA) Pty Ltd – cash sponsorship and part-proceeds donation to Zoo conservation programs

Network TEN – advertising and support for Wildlife Conservation Action and the Perth Zoo event season

Rio Tinto – general sponsor

Spotless Services Australia Limited – catering and events marketing

Termimesh (TMA Corporation) – naming rights sponsor of echidna exhibit and cross-promotional support

Thiess Pty Ltd – naming rights sponsor of Nepalese Red Panda exhibit

Tiwest Pty Ltd – naming rights sponsor of Tiwest Night Stalk

Western Areas NL – naming rights sponsor of Northern Quoll exhibit

Water Corporation – naming rights sponsor of Motorbike Frog exhibit and 2008 Year of the Frog at Perth Zoo

Quality Press – print sponsorship

Other Supporters

Luna Palace Cinemas – Zoo Friends discount and support for Wildlife Conservation Action

Perth Zoo Docent Association – donations and support of Wildlife Conservation Action

The Sunday Times – marketing and coordination of Perth Zoo 110th Anniversary liftout

Synovate – market research

Viva Photography – vouchers for Wildlife Conservation Action

The West Australian newspaper – marketing 96FM, 6PR, Sonshine FM and Austereo – in-kind promotional support for Perth Zoo's Teddy Bears' Picnic in conjunction with Free the Bears Fund

Herdsmen Fresh – fundraising for Wildlife Conservation Action

Stakeholders and Partners

The community of Western Australia, Zoo Friends (members) and Perth Zoo visitors; Government of Western Australia; State and Federal Government agencies and organisations; Perth Zoo Docent Association; World Association of Zoos and Aquariums; Australasian Regional Association of Zoological Parks and Aquaria; Australasian Species Management Program; Western Australian Department of Environment and Conservation; Western Australian Department of Education and Training; The Directorate of Biodiversity Conservation, Ministry of Forestry of the Republic of Indonesia; Australian Wildlife Conservancy; Western Australian Conservation Council; Australian Orangutan Project; Frankfurt Zoological Society; Free the Bears Fund; Silvery Gibbon Project; Painted Dog Conservation Inc; Tenkile Conservation Alliance; Asian Rhino Project; Project Numbat; Gilbert's Potoroo Action Group; Friends of the Western Swamp Tortoise; City of South Perth; International Union for Conservation of Nature; Conservation Breeding Specialist Group; Taronga Conservation Society Australia; Zoos South Australia; Zoos Victoria; Australia Zoo; Western Australian universities and schools; RSPCA and other animal welfare and preservation groups; Western Australian Museum; corporate sponsors and supporters; wildlife carers; conservation sector and environmental groups.

Operational Structure

Key Legislation

Legislation and Regulations Administered by the Authority

Zoological Parks Authority Act, 2001;
Zoological Parks Authority Regulations, 2002

Other Key Legislation Impacting on Zoological Parks Authority Activities

In the performance of its functions, the Zoological Parks Authority complies with all relevant State and Commonwealth legislation.

Key Western Australian Acts impacting on the Authority include: Animal Welfare Act, 2002; Auditor General Act, 2006; Conservation and Land Management Act, 1984; Disability Services Act, 1993; Dog Act, 1976; Environmental Protection Act, 1986; Equal Opportunity Act, 1984; Financial Management Act, 2006; Firearms Act, 1973; Freedom of Information Act, 1992; Land Administration Act, 1997; Local Government Act, 1995; Occupational Safety and Health Act, 1984; Public Interest Disclosure Act 2003; Public Sector Management Act, 1994; Soil and Land Conservation Act, 1945; State Records Act, 2000; State Superannuation Act, 2000; State Supply Commission Act, 1991; Wildlife Conservation Act, 1950; Workers Compensation and Injury Management Act, 1981; Workplace Agreements Act, 1993.

Key Commonwealth Acts impacting on the Authority include: A New Tax System (Goods and Services Tax) Act, 1999; A New Tax System (Pay as you Go) Act, 1999; Copyright Act, 1968; Copyright Amendment (Digital Agenda) Act, 2000; Disability Discrimination Act, 1992; Environment Protection and Biodiversity Conservation Act, 1999; Fringe Benefits Tax Act, 1986; Privacy Act, 1988; Quarantine Act, 1908; Quarantine Amendment (Health) Act, 2003; Trade Practices Act, 1974; Workplace Relations Act, 1996.

Land Reserves

In South Perth, the land area (19.047 hectares) vested in the Zoological Parks Authority is Class "A" Reserve number 22503 comprising Perth Suburban Lot 1313. The Reserve is designated for Zoological Gardens purposes.

A total of 328 hectares comprising Reserve number 30393 (Avon locations 27775 – 27798, 28541 and 27693) is vested in the Zoological Parks Authority. This Reserve is designated for Zoo purposes.

The Zoological Parks Authority maintains a long-term lease on 39 hectares of land at Byford, on the southern outskirts of the Perth metropolitan area, for fodder production and off-site service area.

Performance Management Framework

Outcome Based Management Framework

Changes to Outcome Based Management Framework

The Authority's Outcome Structure was revised during 2008-09. The Authority's two outcomes were replaced with one new outcome, titled 'Conservation of Wildlife', and the Authority's existing three services were replaced with two new services.

The move to the one outcome of 'Conservation of Wildlife' provides a clear link to the Authority's purpose which is 'to secure long term population of species in natural environments while engaging the community in global conservation action'.

The new outcome also demonstrates a direct link to the Authority's enabling legislation and strategic direction. The review of services resulted in some aspects of two of the previous services being combined into one new service called 'Community Engagement and Awareness in Conservation'. This is to more clearly reflect what is being delivered. The provision of visitor services and the on-site animal collection support the delivery of this service. A new service of 'Wildlife Management, Medicine and Research' was created with the aim to report on the provision of species management, high standards of animal welfare and animal husbandry, support for wildlife conservation, breeding for reintroduction and provision of research opportunities.

The Authority's effectiveness indicators remained unchanged following the review and are now being reported against the single outcome for the Authority. As the 2008-09 Budget was developed prior to the new outcome structure, no 2008-09 Budget figures are available for reporting against the newly developed efficiency indicators. However, the 2007-08 comparatives have been reallocated to the new services and associated efficiency indicators.

Relationship to Government Goals

Broad, high level government strategic goals are supported at agency level by more specific outcomes. Agencies deliver services to achieve these desired outcomes, which ultimately contribute to meeting the higher level government strategic goals. The table below illustrates the relationship between the agency's services and desired outcome and the most appropriate government goal.

Government Goal	Desired Agency Level Outcome	Agency Services
Better Planning: better Futures Goal 3: Lifestyle and the Environment	Conservation of Wildlife.	1. Community Engagement and Awareness in Conservation 2. Wildlife Management, Medicine and Research

Service 1: Community Engagement and Awareness in Conservation

Perth Zoo promotes conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate and encourage the community in conservation. Perth Zoo maximises visits to the Zoo by providing a quality and unique 'value for money' attraction in ecologically themed botanic gardens. The Zoo's commercial activities are also underpinned by conservation messages.

Service 2: Wildlife Management, Medicine and Research

The conservation of wildlife will be optimised by effective species management, high standards of animal welfare and animal husbandry, captive breeding, support for wildlife conservation, breeding for re-introduction and provision of research opportunities.

Performance Management Framework

Outcome Based Management Framework (continued)

Although Perth Zoo's major contribution to the government's strategic goals relates to goal 3 'Lifestyle and the Environment', the Zoo also contributes to the other State Government 'Better Planning: Better Futures' goals: Better Services; Jobs and Economic Development; Regional Development; and Governance and Public Sector Improvement. The Zoo's contributions to these goals – including its achievements in conservation, research, education, procurement reform, annual reporting, animal exhibit design, employment, training and sustainability – are detailed in the report on operations, disclosure and compliance reports, performance indicators and financial statements.

As part of the 2009-10 Budget Papers, the Government goals were revised. Perth Zoo will report against the new goal of 'Social and Environmental Responsibility' next year.

Contributions to Other Agencies' Government Desired Outcomes

During the reporting period, Perth Zoo continued to support the Department of Environment and Conservation's species recovery programs by providing captive bred native animals for release into protected areas in the wild.

Perth Zoo veterinary staff continued their teaching involvement in the Department of Environment and Conservation's Basic Wildlife Carers courses.

During the period Perth Zoo also worked in partnership with the Department of Education and Training to deliver on the outcomes of the Australian Sustainable Schools Initiative (AuSSI-WA) to promote biodiversity and conservation through sustainable lifestyle choices.

Chief Executive Officer's Report



Susan Hunt Chief Executive

Our visitors and supporters have provided enormous allegiance during 2008-09 with the Zoo experiencing a record year with the highest ever attendance, significant increases in revenue, excellent results for Perth Zoo's partnership programs and growth in the fundraising program, Wildlife Conservation Action.

This strong performance in a year of global uncertainty has been a tribute to the great work of the Zoo team in continuing to provide excellence in our services, facilities, programs and conservation work. We have also been supported by our volunteers, over 300 members of the Docent Association and research volunteers.

One of the major conservation projects to be completed this year was the Orangutan Open Sanctuary in Jambi Province adjoining Bukit Tigapuluh National Park in Sumatra, Indonesia. Funded by Perth Zoo, the sanctuary has been constructed in partnership with the Frankfurt Zoological Society and the Indonesian Government Ministry of Forestry. It received its first orangutans in February 2009.

The sanctuary is set in the rainforest of Tanjung Jabung Barat and provides a home for orangutans that are unable to be successfully released back into the wild as a part of the Sumatran Orangutan Conservation Project

reintroduction program. The new facility is a base for the care of these orphaned orangutans. The young orangutans are taught forest skills and learn to interact with other orangutans in a safe environment. The aim is that with the input of local staff providing animal management and care and assisted by specialist Perth Zoo keepers, the orangutans will build confidence and skill levels so that they or their offspring will be released to live wild in the forest.

This is a new concept for Perth Zoo; where the Zoo's expertise in husbandry and breeding of critically endangered animals enables us to work effectively to conserve this species in the wild. As well as fund and actively support habitat and wildlife protection with partners in Zambia, Sumatra and New Guinea, our species expertise now extends beyond the Zoo's boundaries to directly assist in wildlife conservation. This will continue.

Similar growth has occurred in our conservation work with Western Australian native species. Our work with the Western Australian Department of Environment and Conservation and species recovery teams continued with Numbat, Western Swamp Tortoise and Dibbler. Seventy-six animals were bred and released back into the wild as a part of our ongoing partnership work. The first successful captive breeding of the threatened

Chief Executive Officer's Report (continued)

Sunset Frog was achieved during the year in the Zoo's Frog Breeding and Research Program. The program has provided new material on our State's local endangered amphibians which will greatly assist in their conservation into the future. Our conservation medicine initiatives have also progressed, with work underway on the decline of the Woylie and in understanding endangered black cockatoo species.

In 2008-09, Perth Zoo also made a strong contribution to local, regional and international breeding programs for threatened species. A few of the highlights include the birth of three Sumatran Tiger cubs which were the first at the Zoo since 2000, twin Nepalese Red Panda cubs, two Short-beaked Echidnas and 17 Woma Pythons.

The year has been active in capital construction, maintenance and infrastructure planning for the Perth Zoo grounds. The Asian Elephant exhibit was officially opened during the year; the new Zoo perimeter fence was completed; the orangutan exhibit upgrade continued; and work commenced on significant upgrades for Estuarine Crocodile, Asian Small-clawed Otters and a new ablution facility.

During the upcoming year we will be continuing to enhance Zoo facilities, particularly in terms of our sustainability focus on water and power. There will also be an increased focus on community education programs to complement and strengthen the Zoo's effectiveness as a conservation agency.



Susan Hunt
Chief Executive Officer

Outcomes, Services and Performance Information

Actual Results versus Budget Targets

Details of actual results against the targets contained in the Authority's annual Resource Agreement with the Minister and the Treasurer are detailed below. The Resource Agreement contains financial and non-financial performance targets and explanations of material variations between actual results and targets are also provided.

Financial Targets

	Target \$000's	Actual \$000's	Variation \$000's
Total cost of services (expense limit) (details from Income Statement)	18,781	19,709	928
Net cost of services (details from Income Statement)	8,740	8,517	(223)
Total equity (details from Balance Sheet)	40,263	44,343	4,080
Net increase/(decrease) in cash held (details from Cash Flow Statement)	256	(107)	363
Approved full time equivalent (FTE) staff level	158	160	2

Explanation of significant variations against financial targets

Total cost of services

The increased costs were due in part to increased employee benefits expenditure. Higher than expected award rate increases, increased FTEs and increases to long service leave provisions due to the reduction in discount rates used in provision calculations all contributed to these costs increasing. Grants to support conservation also increased in the period. This was due to the success of fundraising to support these initiatives. A change in the asset capitalisation threshold also increased operational costs as a result of expensing equipment that would have been capitalised to the Balance Sheet under the previous policy. Depreciation also increased as a result of the revaluation of building assets and the review of useful lives of assets.

Outcomes, Services and Performance Information

Actual Results versus Budget Targets (continued)

Net cost of services

Higher than expected revenue earnings during the period resulted in the net cost of services being lower than expected. The higher than expected admission numbers contributed to increased admissions revenue and also flowed through to increased commercial revenue returns. The Zoo Friends membership program also continued to grow in popularity resulting in higher than expected revenue in this area.

Total Equity

Total equity increased due a number of factors. This included higher than expected cash and cash equivalents as a result of the timing of progress of some capital works projects which are funded using State Government funding and internally generated sponsorship funds. A significant amount of planning and design work using the new project management framework was undertaken during the period but, due to a number of factors, construction on some projects was delayed. Fixed assets were also higher than expected due to remedial exhibit fencing work and the impact of the annual revaluations of buildings. The increased level of prepayments associated with memberships, licences, subscriptions and deposits relating to contracts for services also contributed to the increase in equity.

Net increase/(decrease) in cash held

Cash did not increase to the level targeted due to higher than expected expenditure on asset purchases and lower than expected expenditure on operating activities. The increased revenue from admissions, memberships and commercial revenue resulted in a reduction in net expenditure used in operating activities. Purchases of non-current assets were higher than expected due to capital works carryover expenditure from 2007-08 to 2008-09. This expenditure related to payables at the end of 2007-08 for capital works projects, with these payables being extinguished by outflows of cash in 2008-09.

contents

Outcomes, Services and Performance Information

Outcome: Conservation of Wildlife

Key Effectiveness Indicators

To obtain information in relation to effectiveness indicators 1.1 and 1.2 Synovate was commissioned by Perth Zoo to conduct customer research in May 2009. Intercept surveys were conducted with randomly selected Zoo patrons over 16 years of age.

Indicator 1.1 The Zoo as an educational/learning experience

Survey Question: “The Zoo’s displays educate visitors about conservation problems facing wildlife.”				
Response	Target	Actual	Variance	Reason for significant variance between 2008-09 actual and 2008-09 target
Agree	97%	91%	(4%)	
Neither agree/ disagree	2%	4%	2%	
Disagree	1%	3%	2%	
Don't know	–	2%	2%-	

Indicator 1.2 Conservation of the Environment

Survey Question: “Perth Zoo encourages people to be more conscious about the conservation of the environment”				
Response	Target	Actual	Variance	Reason for significant variance between 2008-09 actual and 2008-09 target
Agree	96%	89%	(7%)	Due to a larger percentage of respondents expressing a neutral response to this survey question.
Neither agree/disagree	2%	8%	6%	May be due to the greater focus on climate change issues in the community impacting how respondents are interpreting this question.
Disagree	2%	3%	1%	
Don't know	–	–	–	

Outcomes, Services and Performance Information

Outcome: Conservation of Wildlife (continued)

Indicator 1.3 Number of offspring produced by threatened animals for re-introduction

Perth Zoo aims to successfully breed threatened animals for future re-introduction into their natural environments. These species are all part of programs managed by the Department of Environment and Conservation through the Recovery Team process as part of the species recovery plan.

	Target	Actual	Variance	Reason for significant variance between 2008-09 actual and 2008-09 target
Western Swamp Tortoise	40	28	(12)	The release of some breeding females into the wild has reduced the number of females in the breeding program.
Numbat	24	12	(12)	Some females failed to keep pouch young.
Dibbler	42	36	(6)	Some females failed to keep pouch young.
TOTAL	106	76	(30)	

Outcomes, Services and Performance Information

Key Efficiency Indicators

Service 1: Community engagement and awareness in conservation

Perth Zoo promotes conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate and encourage the community in conservation. Perth Zoo maximises visits to the Zoo by providing a quality and unique ‘value for money’ attraction in ecologically themed botanic gardens. The Zoo’s commercial activities are also underpinned by conservation messages.

	Target	Actual	Variance	Reason for significant variance between 2008-09 actual and 2008-09 target
Total visitors admitted to the Zoo	615,000	636,969	21,969	Extended periods of fine and mild weather, particularly during peak visitation periods of weekends, school holidays and public holidays attracted higher visitor numbers.
Average cost per visitor	N/A	\$27.57	N/A	New indicator developed during the period.

Service 2: Wildlife management, medicine and research

The conservation of wildlife will be optimised by effective species management, high standards of animal welfare and animal husbandry, captive breeding, support for wildlife conservation, breeding for re-introduction and provision of research opportunities.

	Target	Actual	Variance	Reason for significant variance between 2008-09 actual and 2008-09 target
Number of research communications produced	N/A	25	N/A	New indicator developed during the period.
Total FTEs to produce research communications	N/A	18.06	N/A	New indicator developed during the period.
Research communications produced per FTE	N/A	1.4	N/A	New indicator developed during the period.

Directorate Reports

Life Sciences Directorate

Objectives

- To promote the understanding and appreciation of wildlife and conservation through the presentation of a diverse, well-maintained, interesting collection of animals and to directly contribute to conservation through the breeding of threatened species.

Overview

The Directorate continued to manage the Zoo's collection of fauna in line with the Zoo's Strategic Plan and Animal Collection Plan – the latter developed as part of regional animal collection planning in conjunction with major zoos in the Australasian region.

Significant animal births in 2008-09 included three Sumatran Tigers (critically endangered), two Nepalese Red Pandas (endangered), two Black-and-White Ruffed Lemurs (endangered), 17 Woma Pythons (endangered) and two Short-beaked Echidnas.

Outcomes

Exotic Fauna

Support for the conservation and protection of Sumatran Orangutan, Sumatran Elephant, Sumatran Tiger and other fauna in Bukit Tigapuluh National Park and surrounding areas in Sumatra, Indonesia, remained a key project



for Perth Zoo in 2008-09. The Perth Zoo funded Orangutan Open Sanctuary is set in the forest area adjoining the national park and received its first residents in February 2009. This is part of a partnership project with the Frankfurt Zoological Society and Indonesian Government which run an orangutan reintroduction program in Sumatra, the Sumatran Orangutan Conservation Project.

The sanctuary provides ongoing care for rescued ex-pet and orphaned orangutans that cannot be successfully reintroduced to the wild as part of the orangutan reintroduction program. The sanctuary aims to provide expert care for the resident orangutans in natural environments and to foster natural behaviours with the aim of

reintroducing their offspring into the forest. Perth Zoo staff will visit the sanctuary at least twice a year to develop individual care programs for incoming orangutans, review the progress and programs of orangutans at the sanctuary and provide further training for sanctuary staff.

Staff travelled to Indonesia to assist in the transfer of the first orangutans into the sanctuary. The orangutans released were confiscated ex-pets and had been relinquished to the Sumatran Orangutan Conservation Project quarantine centre in Medan, Indonesia before being transferred to Bukit Tigapuluh.

Zoo staff also checked on the progress of Perth Zoo born and bred Sumatran Orangutan Temara who was released in November 2006 as part of the orangutan reintroduction program. Temara was the world's first captive-bred zoo orangutan to be released into the wild. She continues to thrive in her wild environment and her progress is monitored on a daily basis by her two Indonesian trackers. She is known to have eaten over 130 varieties of wild fruits and leaves and her travel and nest building ability mirror those of wild orangutans. Staff are working towards the goal of Temara being self-sufficient in the forest and one day rearing her own offspring, thus contributing to the genetic diversity in the new population.

Directorate Reports

Life Sciences Directorate (continued)



*Sumatran Orangutan Temara
at Bukit Tigapuluh.*

Perth Zoo is one of only six institutions in the world successfully breeding the Silvery Gibbon (or Javan Gibbon). It is a key South-east Asian primate species supported through Perth Zoo's captive breeding, field work with partners and

supported by the Indonesian Government. Silvery Gibbons are only found in west and central Java in highly fragmented habitat. They face significant threat from habitat degradation as well as poaching for the pet trade and hunting for food. Perth Zoo staff hold the roles of International Species Coordinator and global studbook keeper for all Silvery Gibbons held in captivity. Due to the small number of Silvery Gibbons inside and outside Indonesia, they are being managed as a mega population and with a collaborative conservation strategy. A primary goal of the plan will be controlled releases of rescued ex-pet and captive-bred gibbons into the rainforests of Java to re-establish populations in the wild.

In January 2009 Perth Zoo staff visited the Javan Gibbon Centre in Indonesia to provide veterinary and keeping support for the gibbons housed there as well as work towards the potential strategy of releasing gibbons into protected areas. An anaesthetic machine donated by the Silvery Gibbon Project was transferred to the centre. Perth Zoo staff demonstrated the use of the machine to the centre's veterinary staff as they conducted health checks on some of the gibbons. Perth Zoo staff also visited the proposed trial release site and provided assistance to the planning process for the construction of facilities. A survey of the nearby Pattiwel Forest was funded by the Perth Zoo's

fundraising program, Wildlife Conservation Action.

To further support the aim of establishing new breeding pairs, a female Silvery Gibbon arrived at Perth Zoo in 2008 from Howletts Zoo in the United Kingdom and joined the Zoo's sub-adult male Silvery Gibbon, Arjuna. They were successfully paired and transferred to Mogo Zoo in New South Wales where it is hoped they will breed and increase the number of Silvery Gibbons in captivity. This pairing also allows them to live in their natural groupings where they can raise offspring as they would in the wild. This supports the goal of releasing behaviourally adjusted gibbons into protected habitat.

Female Sumatran Tiger Setia successfully gave birth to three cubs – one female, Melati, and two males, Satri and Jaya – in August 2008 as part of the Australasian breeding program for this critically endangered species. Keeping staff monitored the birth using cameras installed in Setia's exhibit so as to minimise disturbance. The opportunity for visitors to see three growing cubs and their interactions with their mother play an important advocacy role for the plight of this species. With less than 400 Sumatran Tigers left in the wild and about 250 in captivity worldwide, the birth of the cubs contributes to efforts to save this species from extinction.

Directorate Reports

Life Sciences Directorate

Perth Zoo continued its strong breeding success with the Australasian breeding program for the endangered Nepalese Red Panda. Female panda Chori gave birth to twins – a male and a female – in December 2008. The two cubs, Anusha and Mani, are Chori's seventh and eight cubs. Perth Zoo has successfully bred 14 Red Pandas since 1997. In the wild Red Pandas live in mountainous terrain from Nepal through to north-eastern India and Bhutan and into China, Laos and northern Myanmar. The major threat to Red Pandas in the wild is habitat destruction.

In November 2008 the new Slender-tailed Meerkat breeding pair produced three kits. This was the first successful birth of meerkats at



Two of the meerkat kits born in 2008.

Perth Zoo in almost eight years. The pair then produced another surviving kit in March 2009. Meerkats are highly social and can live in groups of up to 30 members.

Several primate species successfully produced offspring this year including five Pygmy Marmosets, a White-fronted Capuchin, a Black-capped Capuchin, two Black-and-White Ruffed Lemurs and Cotton-top Tamarin twins.

In November 2008, a 10-month-old female giraffe, named Asali, moved from Monarto Zoo, South Australia to Perth Zoo and was successfully introduced to the rest of the herd. Once this unrelated female reaches maturity, it is hoped that she will breed with the Zoo's male giraffe, Armani. To develop the breeding population and the genetic health of the regional population, 17-month-old female giraffe Mapenzi was sent from Perth to Australia Zoo, Queensland in May 2009.

The redeveloped elephant exhibit was opened in January 2009. The exhibit has now trebled in size and includes a new training yard area and bull barn facility for the exclusive use of the bull elephant. Large scratching posts have also been installed in all exhibits to allow keepers to suspend enrichment and food items and as rubbing poles for the elephants. The periphery viewing bays and gardens surrounding the bull exhibit were also upgraded.



Female giraffe, Mapenzi, leaving Perth Zoo for Australia Zoo.

The upgraded elephant facility supports the continuation of the Zoo's comprehensive elephant management program. Perth Zoo works to ensure its elephants are enriched and stimulated and that its keepers develop strong bonds with the elephants. The female elephants continue to participate in daily walks around the Zoo grounds, to the enjoyment of Zoo visitors. The bull elephant has a varied schedule of feeding and enrichment activities. The bull elephant is also highly responsive to the requests of his keepers to participate in any training activities which make for a high level of animal enrichment for this intelligent animal.

Directorate Reports

Life Sciences Directorate (continued)

During 2008-09, there were attempts at artificial insemination and natural breeding with the Zoo's younger female elephant, Permai, and the bull elephant, Putra Mas. The strength of the training program and the bond between keepers and elephants has been a primary support in this work. Although not successful to date, the program continues and the Zoo acknowledges the collaboration with Dr Thomas Hildebrandt and his colleagues from the Institute for Zoo and Wildlife Research in Berlin.

Australian Fauna

Perth Zoo has built on last year's Short-beaked Echidna breeding success with the birth of two more puggles in 2008. The puggles' development inside their nursery burrows was recorded with closed circuit television as a part of an ongoing research project undertaken at the Zoo. Climatic conditions were measured by tiny data loggers weighing three grams attached to the adult echidnas' quills and in other areas throughout the exhibit. It is believed that temperature plays an important part in successfully breeding and rearing echidnas. The data collected is being made available for comparative work on the critically endangered Long-beaked Echidna, a native of New Guinea that has not yet been bred in captivity.

Four Tasmanian Devils – two male and two female – were transferred to Perth Zoo in 2008-09 as part of the Australasian program to support the captive insurance population of this species. Although post-reproductive, Perth Zoo's animals free up space in other zoos for breeding pairs and they play an important role as ambassadors advocating this species' struggle with Devil Facial Tumour Disease. The disease was first recognised in wild devils in Tasmania in 1996 and has had a devastating effect on the wild Tasmanian population.

A female Goodfellow's Tree Kangaroo named Tani arrived at Perth Zoo in September. An unused cassowary exhibits was converted into a new Tree Kangaroo exhibit. The new exhibit includes climbing structures and a heated shelter. Having Tree Kangaroos at Perth Zoo demonstrates the importance of the species' conservation in New Guinea where during 2008-09 Perth Zoo funding supported conservation and community development projects in partnership with Tenkile Conservation Alliance.

During the year Zoo staff assisted several external agencies with conservation field work, particularly with Western Australian species. Two Australian fauna keepers attended the 'Great Toad Muster' in October 2008. The Muster is an initiative run by non-government organisation, Stop the Toad Foundation. This annual event



Female Goodfellow's Tree Kangaroo, Tani.

Directorate Reports

Life Sciences Directorate (continued)

relies on volunteers to slow the Cane Toad invasion of Western Australia's pristine Kimberley region. The muster removed around 70,000 Cane Toads in a four-week period from an area east of Kununurra. This site is considered to be a main passageway for the toads to move into Western Australia.

From August to September 2008, a supervisor in the Australian Fauna section worked with Department of Environment and Conservation staff in Cape Arid National Park in south-east Western Australia on the Western Ground Parrot Recovery Project. His involvement included assisting with listening surveys, setting up and dismantling of mist nets and radio tracking. The aim of the project was to understand the daily movements and breeding biology of the Western Ground Parrot. There are believed to be fewer than 140 Western Ground Parrots left in the wild in two or three national parks in Western Australia.

An upgrade of the interpretation and landscaping of the indoor Perentie exhibit and turtle pond in the Reptile Encounter was completed during the year. The upgrade has significantly improved the aesthetics of the exhibit and creates a feeling of immersion for visitors.

Throughout the year, the Department of Environment and Conservation confiscated a number of reptiles which were being kept without licences by members of the public. Perth Zoo now houses these confiscated animals which includes an Olive Python, five Pygmy Pythons, a Pilbara Death Adder and 11 Banded Knob-tailed Geckos.

Perth Zoo's breeding success with Australian snake species continued following the hatching of 17 Woma Pythons and three Pygmy Pythons. These pythons are two of the 15 endemic species of python in Australia. The Western Australian Woma Python is now classified as endangered. Land clearance and habitat

destruction leading to fewer nesting sites and reduced food supply threaten this species' survival. The Pygmy Python is the world's smallest python. It is considered widespread and inhabits semi-arid zones in the Pilbara and Gascoyne regions of Western Australia.

The Little Penguin colony has successfully bred seven chicks and raised them to adulthood. The penguins were paired again in June 2009 with some pairs already incubating eggs. With the aid of nest box cameras and temperature recording equipment, Perth Zoo is undertaking a research project on penguin reproduction and behaviour.



Pygmy Python hatchlings.

Directorate Reports

Animal Health and Research Directorate

Objectives

- To deliver the highest possible level of animal health care, welfare, husbandry and species management and to maintain the Zoo's status as an internationally recognised quarantine facility.
- To establish Perth Zoo as a leader in conservation by continuing to develop a diverse scientific research program and building further relationships with local and international research and conservation agencies; and through the application of this knowledge, continuing to breed threatened species for release into the wild.

Overview

The Animal Health and Research Directorate encompasses the Zoo's Veterinary Department, Native Species Breeding Program, Reproductive Biology Unit and Research Program.

During the reporting period, the Directorate continued its focus on providing a progressive health program for the Zoo's animals and for wildlife brought into the Zoo as part of rehabilitation programs or confiscations.

The Directorate continued to provide direct support to in-situ conservation through its native species breeding-for-release program and also through its Conservation Medicine program.

In the reporting period, 44 critically endangered Western Swamp Tortoises bred at Perth Zoo were released into monitored habitats in the wild by the Department of Environment and Conservation to augment wild populations. Eight Numbats and 29 Dibblers were also provided to the Department of Environment and Conservation for release into the wild.

Outcomes

Veterinary Department

The Veterinary Department is responsible for the provision of responsive and preventative health care for the Zoo's animal collection, as well as the examination and treatment of injured and confiscated wildlife, and the provision of conservation-based veterinary education programs and conservation medicine.

High standards of health care for collection animals continued to be provided through the Zoo's preventative medicine program which includes vaccinations, routine health checks, dietary management and disease screening.

One of the prominent clinical cases for the year was the removal of 33-year-old diabetic male Sumatran Orangutan Hsing Hsing's right eye. Hsing Hsing had been receiving treatment for cloudiness in his right eye but the condition was not improving satisfactorily. The Zoo called on the

assistance of outside expertise to form a team of 14 people including two human ophthalmologists from the Lions Eye Institute, a veterinary ophthalmologist from Murdoch University, two anaesthetists and Perth Zoo veterinary and keeping staff. Everyone played a critical role in ensuring Hsing Hsing's safety during the two-and-a-half hour procedure.

The two human eye specialists, who donated their time and expertise, found that Hsing Hsing had glaucoma in his right eye, which was unrelated to his diabetes, and had lost up to 98 per cent of vision in that eye. With no way of restoring the sight, the eye was removed to



Male Sumatran Orangutan, Hsing Hsing, undergoing surgery.

Directorate Reports

Animal Health and Research Directorate (continued)

relieve the animal of the discomfort and pain caused by the condition. There was no sign of glaucoma in the left eye. The eye specialists were surprised to find there was no diabetic damage to the eyes. The specialists reported that this was a testament to the Zoo staff's ongoing high level management of Hsing Hsing's diabetes.

Hsing Hsing recovered well following the operation and soon afterwards he was moving and climbing normally in his exhibit indicating that he was adjusted to one-sided vision.

Perth Zoo's Veterinary team is committed to furthering involvement and expertise in conservation medicine. The Department of Environment and Conservation continues to be a strong partner in the investigation of wildlife health issues. Prominent among these are the rehabilitation of endangered Black Cockatoos, and the investigation of disease aspects of the decline of Woylie populations in Western Australia.

During the reporting period, Perth Zoo veterinary staff assessed and treated 127 wild Black Cockatoos (an increase from 113 birds in the previous year) brought in by the Department of Environment and Conservation as part of an ongoing rehabilitation program for sick and injured wild Black Cockatoos. Fifty-four cockatoos were able to be successfully treated and passed on to wildlife carers for further rehabilitation and return to the wild.

Perth Zoo is involved in a collaborative study with Birds Australia, Murdoch University, the Department of Environment and Conservation and the Black Cockatoo Rehabilitation Centre to trial different radio and satellite transmitter attachments on captive black cockatoos. Undertaken by Perth Zoo Veterinary Resident Dr Anna Le Souef, the study is investigating tracking models attached to different parts of the cockatoos' bodies to understand the impact on flight as well as test the transmitters' durability. So far the cockatoos have shown little interest in the devices, and there have been no injuries associated with the attachments. It is anticipated that the knowledge gained will be used on



*Carnaby's Cockatoo with radio transmitter.
Photo by Anna le Souef.*

released and wild cockatoos to determine their range and habitat use in the wild.

Zoo veterinarians continued to work with the Department of Environment and Conservation and Murdoch University to identify potential disease issues in wild Woylie populations in the south-west of Western Australia. Woylies have suffered a major decline in the wild and their numbers in the Upper Warren region have declined from about 20,000 in the year 2000 to a predicted 1,000 today. This has resulted in the Woylie being placed on the national endangered species list. The cause of the decline has not yet been determined although predation and potentially disease is thought to be the predominant cause.

Veterinary staff continued their work in the field of conservation medicine and involvement in multi-agency conservation initiatives including veterinary advice to Silvery Gibbon Project, Free the Bears Fund, Australian Orangutan Project and ongoing advice on the management of Perth Zoo orangutan, Temara, since her release into Bukit Tigapuluh National Park in Indonesia.

The staff participated in a number of conferences, seminars and meetings including attendance at two Australasian Regional Association of Zoological Park and Aquaria specialist advisory group meetings of zoo veterinarians, the Conservation Breeding

Directorate Reports

Animal Health and Research Directorate (continued)

Specialist Group workshop on Amphibian Disease in San Diego in February and the Carnaby's Cockatoo recovery team symposium in March.

Another successful year of undergraduate veterinary teaching to Murdoch University veterinary students has culminated in the commencement of construction of a new teaching transportable building, co-funded by the Zoo and the university. Student satisfaction with the course continues to be very high.

Research

Perth Zoo's research program covers six priority streams: Nutrition; Health and Disease; Reproductive Biology; Captive Management; Wildlife Management and Conservation; and Education and Communication.

In 2008-09, 23 research projects were conducted including seven PhD projects, nine Honours projects, two Post-doctoral collaborations, four staff research projects and one research collaboration. Honorary Research Fellows Dr Christine Halais, Dr Rosemary Markham, Dr Sandy Webb, Dr Robert Browne and Ms Wendy Kappelle continued to work with the Zoo's research team throughout the year.

Perth Zoo was partner to two successful applications for Australian Research Council research funding grants in 2008-09. This is a

significant achievement and will provide grant funding to the university partners involved to undertake the following studies:

1. *Fostering pro-environmental behaviour of zoo visitors through strategic communication* in partnership with Monash University
2. *Animals on the move – an integrated approach to selecting conservation reserves under climate change* in partnership with the University of Western Australia, Melbourne University, University of Wisconsin, University of Illinois and Department of Environment and Conservation

In 2008-09, the Zoo's Frog Breeding Research Program recorded a number of significant achievements. The program, established at Perth Zoo in 2005-06 in response to the global amphibian crisis, continued to focus on threatened Western Australian frog species with the aim of developing successful captive breeding and management techniques. Developing this expertise and knowledge of local species will build the likelihood of their recovery if their populations collapse in the wild as a result of Cane Toads, disease such as the Chytrid fungus or changes in habitat condition.

Findings and achievements of the Frog Breeding Research Program in 2008-09 included:

- the first successful captive rearing of White-bellied Frogs (*Geocrinia alba*). Using techniques refined with the common analogue species, *Geocrinia rosea*, Perth Zoo collected and successfully reared two egg nests of the critically endangered White-bellied Frog.
- the first successful captive breeding of the vulnerable Sunset Frog (*Spicospina flammocaerulea*)
- the discovery of Chytrid fungus in wild populations of the White-bellied Frog found at Margaret River in the south-west of Western Australia
- the successful treatment of a White-bellied Frog brought in from the wild with Chytrid fungus.



White-bellied Frog.

Directorate Reports

Animal Health and Research Directorate (continued)

There were 36 scientific communications published or presented in 2008-09, including 16 scientific papers and/or book chapters, 17 conference presentations or published conference proceedings and three poster presentations. See appendix 1 for a complete list.

This figure should be distinguished from the Key Performance Indicator for Research Communications Produced per Full Time Equivalent, as reported in the Performance Indicator section of the annual report. The key performance indicator does not report the actual published or presented papers but uses a three-year moving average to calculate the research communications produced per full time equivalent. This reflects that research is conducted over an extended period before the communications can be produced.

Reproductive Biology Unit

Perth Zoo's on-site Reproductive Biology Unit is dedicated to increase understanding and knowledge of the reproductive biology of threatened fauna to support breeding and conservation programs. Activities during the year focused on hormone related projects including the completion of the detection of progesterone in Numbat urine using biosensors and the detection of leutenising hormone in macropods.

Enzyme immunoassays were used to assist with the detection and monitoring of leutenising hormone and progesterone to help detect oestrus in the Zoo's youngest female Asian Elephant, facilitating two artificial inseminations.

Zoo staff completed a study of the behaviour and hormone profiles of a female Sun Bear during pregnancy.

Native Species Breeding Program

The Zoo continued to breed the threatened native species Dibblers, Numbats and Western Swamp Tortoise for release into the wild by the Department and Environment and Conservation consistent with the species' recovery plans.

In 2008, 29 Zoo-bred Dibblers were released into the Peninup Nature Reserve. Thirty-six Dibblers were born at the Zoo in 2009.

Forty-four Western Swamp Tortoises bred at Perth Zoo were released in 2008, 20 At Mogumber Nature Reserve and 24 at the new release site in the Moore River Nature Reserve. This year's breeding efforts resulted in 28 hatchlings. Honorary Research Fellow Dr Christine Halais, working with the Perth Zoo acting manager Specialist Veterinary Projects, completed a review of the Western Swamp Tortoise captive diet and several improvements are being introduced.

In December 2008, eight Perth Zoo-bred Numbats were released into the Cocanarup Timber Reserve near Ravensthorpe. Twelve Numbats were bred in the 2008 season.

Directorate Reports

Corporate and Commercial Development Directorate

Objectives

- To actively develop positive community attitudes towards the understanding and appreciation of wildlife and conservation while maximising visitor attendance and participation in Zoo initiatives.
- To build capacity within the organisation to deliver the most effective operational outcomes through the development and implementation of management information systems, providing excellent financial, human resources and technical support services.
- To develop and maintain effective business relationships with private and public sector organisations.

Overview

The Corporate and Commercial Development Directorate encompasses commercial operations (including event and activities management, retail, corporate sponsorship and fundraising), promotion of the Zoo, finance, capital project management, human resources, information management and policy and administration sections.

Commercial activities, particularly admissions and Zoo Friends memberships have grown during the year, resulting in increased revenue of \$132,964. Perth Zoo aims to make the Zoo accessible and inviting to the broadest cross section of the community, providing events and activities that complement the Zoo’s core business.

Outcomes

Visitation

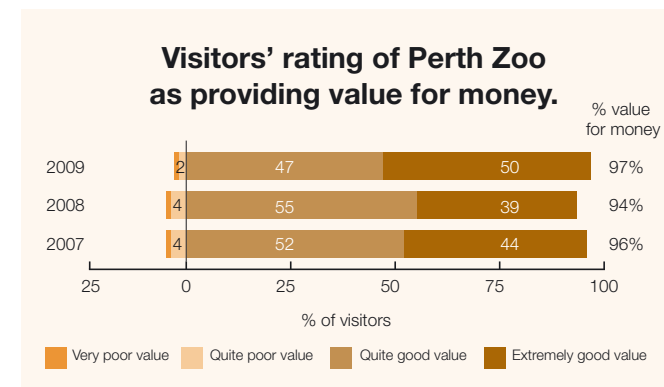
The Zoo recorded another year of admissions growth and its highest year of attendance ever with 636,969 visitors in 2008-09, up from 620,705 visitors in 2007-08.

Admission numbers			
1998-99 (Centenary Year)	2006-07	2007-08	2008-09
635,524	612,925	620,705	636,969

In April, market research company, Synovate, conducted 404 on-site interviews with Perth Zoo visitors and 12 in-depth, face-to-face interviews with Zoo Friends (members) to assess the Zoo’s performance against its strategic and operational objectives.

The key findings of this market research are:

- 97% of visitors (94% in 2008) described the Zoo as being extremely good or quite good value for money
- 97% of visitors (96% in 2008) agreed that the Zoo has an important role in the conservation of key species at Perth Zoo and in the wild
- 98% of visitors (97% in 2008) believed the Zoo had an important role in the community
- 94% of visitors (93% in 2008) believed the Zoo educated visitors about conservation problems facing wildlife
- 97% of visitors (95% in 2008) believed the Zoo looked after the quality of life of animals in its care
- 99% of visitors are satisfied with the level of assistance provided by Perth Zoo staff and volunteers.



Directorate Reports

Corporate and Commercial Development Directorate (continued)

The key findings from the Zoo Friends' survey included:

- Perth Zoo's membership program is seen as good value for money
- Zoo Friends are highly satisfied with the membership product and have a high intention to renew their memberships on expiry
- Zoo Friends' are very likely to advocate membership to others.

The Zoo Friends membership program continued to deliver strong revenue results with a 19% increase in revenue, up from \$665,258 in 2007-08 to \$789,222 in 2008-09.

As in previous years, the Zoo provided free entry for mothers on Mother's Day and fathers on Father's Day attracting 12,624 visitors over the two days.

Throughout the year, members of the public continued to take advantage of the Zoo's community access program, 'Adults at Kid's Prices', offered every Wednesday (excluding school holidays). This program accounted for 4% of total admissions in 2008-09, up from 3% in the previous year.

Business Development and Commercial Operations

An internal review of the Marketing and Corporate Relations and Fundraising sections of this Directorate was finalised in 2008, resulting in a review of positions and teams. The re-organisation provides a distinction between the service delivery of revenue generating activities, and their promotion and others of the Zoo's activities, such as general visitation and education programs.

Events

The Zoo's event season started in October 2008 with the celebration of Perth Zoo's 110th birthday. A photographic exhibition in Heritage House, South Perth, a heritage walking trail within the Zoo grounds and a weekend of events and activities marked the occasion, supported by a lift-out supplement in *The Sunday Times*.

A sell-out crowd of over 4,500 attended 'Peters Trumpet Happy Zoo Year' on 31 December. Following the success of 'Kids' Night Out' in 2008, this family-themed concert was held again in January 2009, attracting over 4,000 patrons. A Valentine's Day concert was held with tribute band 'The Rat Pack's Back' entertaining over 2,300 people.

Developing the outsourced concert model from the previous year, promoter Andrew McManus staged a concert in early February 2009 with performer David Byrne. Over 2,800 people attended the event on the Zoo's main lawn.

Ending the summer season, Perth Zoo hosted a Teddy Bears' Picnic as a celebration of the first birthday of Perth Zoo's Sun Bear cub, Maly. Held in collaboration with Free The Bears Fund, it was a resounding success and attracted 6,261 visitors. The event also raised awareness and funds for Sun Bear conservation.



The Teddy Bears' Picnic on 29 March 2009.

Directorate Reports

Corporate and Commercial Development Directorate (continued)

Zoo Shop, Functions and Close Encounters

Zoonique, the Perth Zoo Shop, recorded a 6% increase in sales revenue over the previous year. The shop's buying philosophy of sourcing a greater proportion of products with a direct link to the Zoo's conservation messages and avoiding products containing inappropriate elements – for example palm oil – has continued to yield a strong financial return. At the same time, there is a clear correlation between the growth in visitor attendance and other commercial activities around the Zoo.

The Perth Zoo Conference Centre provides an excellent source of revenue for the Zoo and introduces a diverse cross-section of the community to the Zoo's features and attractions. The Zoo's Function Centre, managed by contracted caterer Spotless Services Australia Ltd, and the Zoo's continued development of suitable sites within the Zoo's grounds for functions and events puts the Zoo in a strong position to satisfy a broad range of client needs in the function, seminar and conference market. The Zoo is marketing the features of its conference and function facilities more aggressively, recognising a niche in the market for the style of facilities offered. This has yielded positive results, with an increase in revenue of 15% over 2007-08.

The 'Close Encounters' behind the scenes program recorded strong revenue returns, providing \$30,000 for Perth Zoo's Wildlife Conservation Action to support the conservation of threatened species in the wild.

Corporate Sponsorships and Fundraising

In 2007-08, Perth Zoo's Wildlife Conservation Action (WCA) fundraising initiative raised just over \$216,000 which was distributed in 2008-09 to various organisations to support the conservation of threatened species in the wild. The initiative is in line with the Zoo's purpose in conservation, and in line with the World Zoo and Aquarium Conservation Strategy which calls on zoos and aquariums to integrate all aspects of their work with conservation activities.

The achievements of this funding are as follows:

- Frankfurt Zoological Society for conservation projects in Bukit Tigapuluh National Park and its surrounds in Sumatra, Indonesia. WCA funded the construction of an orangutan open sanctuary adjacent to the national park. It provides ongoing care for rescued ex-pet and orphaned orangutans that cannot be successfully reintroduced to the wild with the aim that their offspring may eventually move into the rainforest permanently.
- Free the Bears Fund for monitoring wild populations of Sun Bears and Asiatic Black Bears. Funds were used to survey two forest areas – one in Vietnam and one in Laos – to find Sun Bears and Asiatic Black Bears.
- Silvery Gibbon Project for release site surveys. Funds were used to conduct habitat surveys around Gunung Gede Pangrango National Park in Java, Indonesia, where the Javan Gibbon Centre is located. The centre is home to ex-pet Silvery (Javan) Gibbons where they receive ongoing care and rehabilitation with the eventual aim of reintroducing them to the wild.
- Painted Dog Conservation Inc for an African Painted Dog anti-snaring unit in Zambia. Funding from WCA contributed to the establishment of Zambia's first dedicated African Painted Dog anti-snaring unit in South Luangwa National Park. Its main goals are to stop poachers and clear snare wire traps in the national park.
- Tenkile Conservation Alliance for Tenkile and Weimang conservation projects. WCA funds are helping to conserve two tree kangaroo species – Tenkile and Weimang – in the Torricelli Mountain Range in Papua New Guinea.

Directorate Reports

Corporate and Commercial Development Directorate (continued)

- Department of Environment and Conservation for recovery team projects for native Western Australian fauna. WCA funds were used to purchase radio transmitters, a receiver and camera traps to monitor the movements, survival and numbers of Western Swamp Tortoises in areas where they have been released. Population monitoring surveys on the Sunset Frog were carried out and information to determine if the frogs were breeding was also collected. Health screening of Woylies brought in from the wild and research into possible factors associated with their population decline, including disease analysis, were also funded. Radio collars were purchased to track released Bilbies at the Rangelands Restoration project at Lorna Glen in northern Western Australia.
- Australasian Regional Association of Zoological Parks and Aquaria (ARAZPA) for amphibian projects. WCA funds were sent to ARAZPA for frog conservation projects across the region.

In 2008-09, Perth Zoo's WCA raised \$277,484 through a range of activities, including donations, sale of merchandise and cross promotions. Funds will be allocated to the Frankfurt Zoological Society in accordance with a five-year agreement for conservation projects in Sumatra, Indonesia. This provides resources for wildlife surveys, habitat protection, research, education programs and an orangutan open sanctuary.

In addition, Perth Zoo will seek applications from its in-situ conservation partners for support. Projects must meet the Zoo's conservation criteria in actively contributing to the conservation of species and habitats.

To raise awareness and funds for the 2008 Year of the Frog campaign, a themed fundraising program, called '5 For Frogs', was initiated at Perth Zoo. The program asked people of all ages to commit to an activity that involved the number five. Eighty-one schools enthusiastically took on the challenge and by 31 December more than \$8,500 was raised for amphibian conservation.

Perth Zoo welcomed Western Areas NL and Garuda Indonesia as new sponsors during 2008-09.

A partnership in the form of a Memorandum of Understanding was reached between Perth Zoo and the Australian Wildlife Conservancy (AWC) in 2009 with the objective of working together on initiatives to enhance the conservation of Australian wildlife and ecosystems. AWC owns 20 sanctuaries around Australia which protect more than 300 threatened animal species.

Finance

A Capital Project Management Coordinator was appointed in September 2008 on a two-year contract to help manage the Zoo's increased capital works activity and introduce improved planning processes in capital works. The officer is responsible for ensuring that capital projects are delivered to minimise financial and project risks and ensure resources are allocated to maximise contract performance. The officer also provides support and expertise to other Zoo staff involved in capital projects.

Directorate Reports

Corporate and Commercial Development Directorate (continued)

Policy and Administration

Procurement reform continued as a priority for Perth Zoo in 2008-09 with improvements to contract management processes, further development of agency specific contracts and a detailed review of procurement practices. Awareness sessions on procurement were developed to assist Zoo staff with information on effective buying and procurement policies.

In line with section 28 of the *State Records Act 2000*, Perth Zoo's achievements against its Record Keeping Plan were reviewed and the report lodged with the State Records Commission. Further expansion of the TRIM email project has been an important step towards the adoption of a full Electronic Records Management System.

The Information Systems Security Policy and Guidelines were updated during the year. The Disaster Recovery Plan provided for upgrades to the uninterruptable power supply solution and these were installed. Taking advantage of the Zoo's replacement perimeter fence project, perimeter telephone and data cabling infrastructure was upgraded between the Zoo's office buildings, providing high speed networking and preparing for future improvements in the Zoo's telecommunications systems.

As part of ongoing annual risk management programs, the Zoo's Risk Management Committee conducted an Agency Risk Review of the Zoo's strategic plan values and all Zoo managers undertook Sectional Risk Assessments. The Zoo's Emergency Plan and Procedures were reviewed and updated, and emergency drills and training were conducted during the year. The Business Continuity Plan was reviewed in May 2009 against the 10 key actions for Government agencies.

Directorate Reports

Visitor and Education Services Directorate

Objectives

- To actively develop positive community attitudes towards the understanding and appreciation of wildlife and conservation.
- To foster and deliver high levels of customer service and high level visitor experiences.
- To effectively plan and implement the ongoing redevelopment of the Zoo according to the business plan and to meet the needs of visitors, staff and the collection.

Overview

The Visitor and Education Services Directorate comprises four sections – education, visitor services, facilities and environmental services, and horticulture. These areas significantly contribute to the Zoo presentation and visitor experience.

During 2008-09, the Directorate continued to manage the Zoo's preventative maintenance program and assist in the delivery of capital projects. Improvements to animal exhibits, interpretive facilities and visitor services were undertaken in line with the Zoo's increasing focus on sustainability and conservation of species in the wild.

The Zoo's suite of education programs for students and teachers from kindergarten to tertiary level continued to expand. A new early childhood program, called 'A to Zoo', and a psychology education experience targeting secondary students were launched in 2009.

Outcomes

Education

The Zoo continued to offer a wide range of on-site, off-site and online education services in 2008-09. On-site services included formal education programs for groups of primary, secondary and tertiary students, as well as teachers and other adult groups. Off-site education services included workshops, presentations and activities for students, teachers and special interest groups at a variety of expos, festivals, conferences and special events, talks to community groups, an information and enquiry service, and a variety of print and electronic publications.

In 2008-09, 58,798 children and adults participated in the Zoo's on-site education programs, which is 4,996 (8%) less than the 63,794 in 2007-08. Financial concerns and the theming of 2009 as the international Year of Astronomy may have had an influence on teachers choosing the Zoo for their class' excursions.

115 off-site educational talks were presented to community groups (3,668 people in total). These public talks are presented by members of the 'Zoo to You' speakers' panel to adult community groups including Rotary and Probus clubs, libraries, senior citizens' centres, various groups affiliated with councils, retirement villages and special interest groups. 'Zoo to You' talks are delivered by 13 experienced Perth Zoo Docents (volunteers).

The Zoo's school education program, 'Living Links', continued to support teaching and learning in Western Australian schools by providing education experiences for students in each phase of development from early childhood to late adolescence and across all learning areas. Each education experience is supported by an online teacher resource pack. A highlight for 2009 has been the new 'Monkey See, Monkey Do' education experience, which supports the new psychology courses of study introduced in secondary schools this year.

Other programs included 'Zoo Camp', 'Geography, Environment and Earth Science (GEES) Day' in March, student conferences and school holiday workshops. A total of 1,110 students participated in the 'Zoo Camp' overnight education experience, while 310 Year 10 students participated in 'GEES Day', 50 Year 4-7 students participated in the 'Junior Wildlife

Directorate Reports

Visitor and Education Services Directorate (continued)

Conferences' and 58 Year 11 and 12 Biology students from metropolitan and regional schools attended the 'Biology Day' conference held in National Science Week. 380 youngsters aged between 10 and 17 participated in the school holiday workshops.

More than 170 teachers participated in professional learning programs at the Zoo including 'Teacher Zoo Snoozes', 'Teacher Twilights', 'Hop to It' (a one-day, frog-focused seminar), 'Wild Ways' workshops (delivered in partnership with the Department of Education and Training's Access Asia program) and other tailored programs for sustainability, psychology and biodiversity.

A Memorandum of Understanding between Perth Zoo and the Department of Education and Training (DET) was established in 2008 to fund a full-time Education Officer position at the Zoo. The purpose of the position is to develop a suite of education experiences that promote biodiversity and conservation through sustainable lifestyle choices. The position has also developed and presented successful teacher professional learning programs. As a result there has been closer collaborative work with DET's Australian Sustainable Schools Initiative-WA (AuSSI-WA).

A new public education program for under five-year-olds introduced in February 2009 has proved highly popular with parents and toddlers. 'A to Zoo' is a fun and factual hands-on program in which children are introduced to a different Zoo animal each week. The program has proved so popular that Kindergarten and Pre-primary classes are also booking the program. Over 1,000 children have attended since it began in February 2009.

The Zoo's tenth annual national community education program, 'Tiwest Night Stalk', ran from 1 September 2008 to 16 October 2008. 'Tiwest Night Stalk' engages school groups, special interest groups and the general community in monitoring nocturnal animal species through spotlight surveys. The program provides participants with the opportunity to explore local habitats, and the spotlighting survey is used as a tool to focus learning, develop understanding and encourage on-ground action projects. Over 1,600 people took part in 103 surveys across Australia. This represents a 58% increase in the number of participants and a 71% increase in number of actual surveys in 2007. The main audiences involved in 2008 were 30% general public (eg family groups), 27% community conservation groups and 9% private corporations.

New interpretive facilities developed in 2008-09 included:

- an upgrade of the Camp N'Dutu interpretation hub in the African Savannah, including a film on the African Painted Dog
- signage at the new Asian Small-clawed Otter exhibit and four life-sized otter sculptures
- species signs at the cockatoo exhibit
- signage on Charles Darwin and his theory of evolution to celebrate Darwin Day in February
- Goodfellow's Tree Kangaroo and Southern Cassowary signs.



Participants in the 'A to Zoo' education program.

Directorate Reports

Visitor and Education Services Directorate (continued)

The 'Perth Zoo: Past, Present, Future' exhibition, which celebrated the Zoo's 110th anniversary, was on display at Heritage House from 19 September – 19 October 2008. This collaborative project between Perth Zoo and the City of South Perth was visited by about 650 people. A heritage trail was also developed for the anniversary which features interpretive signage at key cultural and social heritage points within the Zoo including the mineral baths, bird feed shed, bear caves and carousel. The Docents conducted a guided walk of the trail during the October school holidays and the Zoo's anniversary weekend of 18 and 19 October.

Perth Zoo's website continued to be a well-used portal for accessing the Zoo's online resources and received 293,418 visits in 2008-09.



The Perth Zoo entrance in 1901.

Visitor Services

Major initiatives in 2008-09 included:

- planning of a new ecologically friendly toilet at the south-west corner of the Zoo. The resulting facility will be a showcase in sustainable design and will also provide Zoo visitors with a state-of-the-art fully accessible parenting facility.
- an upgrade of the Zoo's public lockers providing more reliable, secure and professional-looking locker facilities
- the addition of 10 new picnic tables to the Main Lawn to meet visitor demand
- replacement of viewing glass panels and anti-graffiti films on animal exhibits to provide better viewing experiences
- upgrades to drink and snacks vending machines.

Visitor Feedback and Complaint Handling Procedure

Customer feedback is an essential tool for the development and maintenance of services and an indicator of the quality of the Perth Zoo experience.

The Zoo encourages feedback from customers in person, by telephone, in writing, via email, through its website and via customer comment cards available on-site. Key service personnel

(staff and volunteers) who interact with visitors also capture informal and anecdotal feedback.

Where a complaint cannot be resolved in-person, the Zoo will coordinate the investigation, response and resolution of complaints through its established Complaints Management procedures.

All staff and volunteers are requested to personally action or refer an in-person complaint for resolution and record these on a verbal complaint form. Complaints received in writing or via email and through customer comment cards positioned around the Zoo are directed through the complaints coordinator for investigation and resolution. All complaints are reported to the Chief Executive Officer and a summary provided with other Zoo feedback to the Board. Feedback provided by comment card (including complaints and suggestions for improvement) are provided electronically to all staff for their reference.

In 2008-09, 257 complaints were received including concerns with the number of exhibits under works and concerns about Zoo prices. Actions resulting from customer feedback included:

- the inclusion of a parenting facility in the planned new toilet. A small customer focus group was convened to ascertain what parents of small children looked for in a parenting facility.

Directorate Reports

Visitor and Education Services Directorate (continued)

- maintenance of prices for visitor services such as the wagon/stroller hire, zebra car hire and carousel rides
- continuation of discounts such as ‘Adults at Kids’ Prices’ on Wednesdays and free entries for mums and dads on Mother’s Day and Father’s Day respectively
- review of scheduled capital and maintenance program to improve coordination of works at the Zoo
- better interpretation and signage of works being carried out at the Zoo
- review and improvements to the playground
- introduction of impromptu animal encounter sessions with dingo, elephant, penguin and reptile handlers
- improvements in visitor refund procedures for vending machine malfunctions.

Horticulture

The horticultural team is responsible for the maintenance and development of the Zoo’s expansive and valuable botanical collection and also plays a role in exhibit design, habitat simulation and the provision of animal fodder.

The Zoo’s exotic plant collection – one of the oldest and most extensive in Western Australia

– continued to expand with the addition of the unusual Chocolate Pudding Tree and the Ice-cream Bean Tree to the South American collection in the Lesser Primates area. The Zoo’s Bamboo collection increased from 23 to 37 species with new species mostly from Asia and some Australian and South American natives.

Several new horticultural exhibits were established during the year including:

- a colourful, grass-featured garden on the northern boundary of the Zoo designed to complement the large Canary Island Palms in this area
- a New Guinea rainforest-themed area for the tree kangaroo exhibit
- an Asian jungle inside the otter exhibit and surrounding the bull elephant exhibit
- a northern Australian riverine habitat for the new crocodile development
- a palm and small cycad garden adjacent to the Zoo’s function centre.

Recent management improvement at the plantation at Byford has allowed the Zoo to be self-sufficient in the supply of high quality, year-round Koala fodder. Annual coppicing of old trees to stimulate new growth and increase production were carried out. Over 1,000 seedlings were

planted at the property to replace old non-productive trees. In addition 2,000 Eucalyptus seedlings were planted at ALCOA’s Wellard property as a back-up supply.

Facilities and Environmental Services

The section delivered reactive, preventative maintenance and minor upgrades of facilities and associated plant and equipment which included:

- repairs to paving areas at a number of exhibits
- further surveying and mapping of the Zoo’s below-ground facilities
- installation of sediment traps and soak-wells for backwashing of the Main Lake
- replacement of the thatched roof at the giraffe/zebra viewing bay
- repainting of all toilet facilities
- a building condition assessment of the Zoo.

For details of the Zoo’s \$2.4 million capital works program in 2008-09 see the [Disclosures and Legal Compliance Chapter](#) (Other Financial Disclosures, Capital Works section).

Directorate Reports

Visitor and Education Services Directorate (continued)

Environmental Management

The Zoo continued to improve its performance in the areas of waste recycling, water and energy conservation.

In 2008-09, the Zoo recycled 4,280 kg of office paper, 11,300 kg of cardboard, 14,430 kg of scrap metal, 2 tonnes of general plastics, 480 kg of aluminium cans, 12.5 m³ polystyrene containers, plastic and drink containers, lead acid batteries and photocopier toner cartridges. All animal waste and the majority of green waste were recycled as compost and mulch for landscape maintenance and fodder production within the Zoo and City of South Perth.

A Water Efficiency Management Plan was developed to assess current water usage from all sources, identify inefficiencies and control measures and establish an action plan to implement water conservation actions. The Zoo has replaced all taps in public toilet facilities with a Wels 5-star rating.

Total energy consumption for the period was reduced by 0.6% compared to the previous year. Overall electricity consumption increased by 0.2% primarily due to the installation of the air/heating unit in the orangutan night quarters, increased operating time of the aeration system at the main lake and continued usage of air conditioning equipment due to extended periods of warm weather. The overall continued effort in reducing the operating times of major equipment contributed to maintaining energy usage levels across the Zoo. Natural gas consumption decreased by 0.9% due primarily to the upgrade of a new gas heating system in the Zoo's Function Centre, replacement of gas heating within the orangutan night quarters and continued improvements in the operation of the gas lighting system for functions and events.

Current and Emerging Issues and Trends

Visitor and Revenue Targets

Despite the global financial crisis, Perth Zoo successfully met its annual visitor and revenue targets and achieved its highest ever level of attendance since the Zoo's opening in 1898. Revenue generation was also its strongest and the Zoo's fundraising program, Wildlife Conservation Action, exceeded targets to raise more than \$277,000 for the conservation of threatened species in the wild.

Feedback from Tourism WA indicates that due to public uncertainty over financial security, more West Australians have chosen to spend their holidays at home rather than travel interstate or overseas. This has resulted in strong attendance for local visitors to the Zoo coinciding with Tourism WA's launch of the 'Holiday at Home' campaign. Research into the Zoo Friends membership program, which grew in revenue by 19% in 2008-09, showed that membership is seen as very good value for money, has high retention, and the Zoo itself is seen as a safe, educational and enjoyable place to visit with a variety of things to see and do. Coupled with long periods of fine and mild weather in 2008-09, these factors have contributed to Perth Zoo's high visitation results.

In the coming year, Perth Zoo will continue to closely monitor the changing economic situation and its impact on the Zoo's revenue, visitation and activities.

Wildlife Management, Medicine and Research

During 2008-09, Perth Zoo's Outcome Structure was reviewed resulting in its three services being replaced with two new services. One of the new services, 'Wildlife Management, Medicine and Research', was created to enable more effective reporting on species management, animal welfare, husbandry, captive breeding, conservation medicine, wildlife conservation, breeding for reintroduction and research.

This new service will enable Perth Zoo to report on its contribution to science and build its scientific profile. In 2008-09, 1.4 research communications were produced per full-time staff employee (a total of 18.06 FTEs), resulting in the production of 25 research communications. The key performance indicator does not report the actual published or presented papers but uses a three-year moving average to calculate the research communications produced per full time equivalent. The actual number produced was 36. This indicator will also be affected by the Zoo's success in attracting research funds to assist with production of publications and papers. Twenty-three research projects were also conducted.

Perth Zoo's Research Business Plan guides the Zoo's research activities, which are organised into six inter-relating research programs:

Nutrition, Reproductive Biology, Health and Disease, Captive Management, Wildlife Management and Conservation and Education and Communication. Combined with the Reproductive Biology Unit, Veterinary Hospital, staff mentoring of scientific studies and research-oriented positions and dependent on available funding, Perth Zoo plans to continue to build its contribution to natural science and conservation research in future years.

The knowledge gained from research into animal behaviour, husbandry and breeding helps to inform decisions made about welfare and husbandry at the Zoo and enables Perth Zoo to build partnerships and make a positive contribution to conservation. The Zoo's Native Species Breeding Program, which has had success in breeding Western Swamp Tortoises, Numbats, Dibbler, Chuditch and Shark Bay Mice for release into protected areas in the wild, will expand during 2009-10. Three new insurance and captive breeding programs are being established for the small marsupial, the Woylie, working in partnership with the Department of Environment and Conservation, and for two Christmas Island skink species working with the Australian Government.

To further build capacity, the Zoo is working on the concept of developing a Conservation Medicine and Threatened Species Research

Current and Emerging Issues and Trends (continued)

Centre to be built on-site. Incorporating the Native Species Breeding Program, the Veterinary Hospital, research laboratories and the Reproductive Biology Unit, the Centre would affirm Perth Zoo's position as a scientific institution working for conservation.

Education, Community Engagement and Conservation Action

In line with Perth Zoo's purpose of engaging the community in global conservation action, the Zoo is diversifying its education programs to increase visitor involvement in taking action towards achieving measurable conservation outcomes.

In 2009 and 2010, Perth Zoo is participating as a partner in two community action campaigns initiated by Zoos Victoria. 'They're Calling On You' is a mobile phone recycling campaign aimed at raising funds for primate conservation while 'Don't Palm Us Off' is a campaign to mandate labelling of palm oil on all food and cosmetic products. Both campaigns provide zoo visitors with the opportunity to get involved in identified conservation outcomes.

In building our capacity to effectively manage and deliver such campaigns the Zoo has reviewed the role of its Education Officers to include development of programs that cater for the broader community. While continuing to offer formal education experiences to school students,

the Zoo's Education team will also facilitate more targeted conservation activities for the wider community. There will also be a focus on programs that foster sustainable life practices for schools, consistent with the Australian Sustainable Schools Initiative and in line with the ongoing agreement with the Western Australian Department of Education and Training.

Perth Zoo has joined several other Australian zoos to be a partner in a post-doctoral research project being led by Monash University. The aim of the project is to foster pro-environmental behaviour of zoo visitors through strategic communication. The research involves working with Zoo staff to develop a series of specific actions for visitors and assess and monitor their effectiveness over time. Through the research, it is anticipated that zoos will be better placed to understand visitors' motivations and target their calls to conservation action more effectively.

In 2008-09, Perth Zoo's market research indicated that 72% of visitors who felt that the Zoo provided them with a better understanding of the issues facing animals in the wild reported that the signage and interpretation on-site contributed to this increased understanding. In addition, 38% of visitors found the Zoo's signage and interpretation a key source of information for learning about Perth Zoo's conservation initiatives. This indicates good achievement

for the Zoo in meeting visitor expectation and need for key information. However, there is currently no evidence to indicate how visitors use this information and whether it affects behavioural change, particularly change in their daily lives for the betterment of conservation and the environment. The research project being undertaken in partnership with Monash University will assist in determining which messages are contributing to visitor behavioural change.

Looking Ahead – Major Initiatives in 2009-10

- Continue to support conservation projects at Bukit Tigapuluh National Park and the surrounding areas in Sumatra, Indonesia as part of the Zoo's partnership with the Indonesian Government and other partners to provide assistance for the conservation and protection of wildlife. This will include the Perth Zoo funded Orangutan Open Sanctuary which opened in February 2009.
- Continue to fundraise for Perth Zoo's Wildlife Conservation Action program to support the conservation of threatened species in the wild.
- Continue to improve and further develop project management processes for capital works projects outlined in Perth Zoo's Master Plan.
- Complete construction of a new environmentally-friendly toilet and parenting facility in the south-west corner of the Zoo, the upgrade to the Saltwater Crocodile exhibit and the Asian Small-clawed Otter exhibit.
- Continue the planning and development of improved visitor viewing facilities for the Sumatran Orangutan exhibit redevelopment, a new cockatoo aviary and upgrade the baboon exhibit.
- Set in place plans for an integrated water management project incorporating groundwater, scheme water and water recycling options.
- Finalise and report on the findings of the Zoo's Frog Breeding Research Program for priority Western Australian threatened species.
- In partnership with the Department of Environment and Conservation, establish a Woylie insurance and captive breeding program to support the recovery of this species in the wild and investigate the species' decline in conjunction with conservation medicine partners at Murdoch University and the species recovery team.
- At the request of the Australian Government, assist with the recovery of two species of endemic lizard from Christmas Island and establish captive insurance populations at Perth Zoo.
- Continue participation in species recovery programs and conservation projects with native species including amphibians, Dibbler, Numbat and Western Swamp Tortoise.
- Continue focus and analysis of the Zoo's business activities including admissions and visitor demographics to ensure strong attendance figures are maintained.
- Continue to closely monitor impacts of the global financial instability on visitor numbers and the Zoo's revenue generation capacity.
- Implement a new customer management system to support effective business decision-making.
- Continue the collaboration with other zoo partners on community-based conservation education programs including a national research project with Monash University into fostering pro-environmental behaviours of Zoo visitors.
- Continue to develop active relationships with partners and conservation agencies to maximise the dissemination of conservation messages into the community.

Auditor's Opinion



Auditor General

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

ZOOLOGICAL PARKS AUTHORITY FINANCIAL STATEMENTS AND KEY PERFORMANCE INDICATORS FOR THE YEAR ENDED 30 JUNE 2009

I have audited the accounts, financial statements, controls and key performance indicators of the Zoological Parks Authority.

The financial statements comprise the Balance Sheet as at 30 June 2009, and the Income Statement, Statement of Changes in Equity and Cash Flow Statement for the year then ended, a summary of significant accounting policies and other explanatory Notes.

The key performance indicators consist of key indicators of effectiveness and efficiency.

Board's Responsibility for the Financial Statements and Key Performance Indicators

The Board is responsible for keeping proper accounts, and the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Treasurer's Instructions, and the key performance indicators. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements and key performance indicators that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; making accounting estimates that are reasonable in the circumstances; and complying with the Financial Management Act 2006 and other relevant written law.

Summary of my Role

As required by the Auditor General Act 2006, my responsibility is to express an opinion on the financial statements, controls and key performance indicators based on my audit. This was done by testing selected samples of the audit evidence. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion. Further information on my audit approach is provided in my audit practice statement. Refer www.audit.wa.gov.au/pubs/AuditPracStatement_Feb09.pdf.

An audit does not guarantee that every amount and disclosure in the financial statements and key performance indicators is error free. The term "reasonable assurance" recognises that an audit does not examine all evidence and every transaction. However, my audit procedures should identify errors or omissions significant enough to adversely affect the decisions of users of the financial statements and key performance indicators.

Zoological Parks Authority

Financial Statements and Key Performance Indicators for the year ended 30 June 2009

Audit Opinion

In my opinion,

- (i) the financial statements are based on proper accounts and present fairly the financial position of the Zoological Parks Authority at 30 June 2009 and its financial performance and cash flows for the year ended on that date. They are in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Treasurer's Instructions;
- (ii) the controls exercised by the Authority provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with legislative provisions; and
- (iii) the key performance indicators of the Authority are relevant and appropriate to help users assess the Authority's performance and fairly represent the indicated performance for the year ended 30 June 2009.

COLIN MURPHY
AUDITOR GENERAL
17 September 2009

Financial Statements

Zoological Parks Authority Certification Of Financial Statements for the Year Ended 30 June 2009

The accompanying financial statements of the Zoological Parks Authority have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the financial year ending 30 June 2009 and the financial position as at 30 June 2009.

At the date of signing we are not aware of any circumstances which would render any particulars included in the financial statements misleading or inaccurate.



Melanie Price
Chief Finance Officer
10 September 2009



Peter Metcalfe
Chairperson
10 September 2009



Eric Ball
Member
10 September 2009

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Financial Statements

Zoological Parks Authority Income Statement for the Year Ended 30 June 2009

	NOTE	2009 \$	2008 \$
COST OF SERVICES			
Expenses			
Employee benefits expense	6	10,937,069	10,088,902
Other employee related expenses	7	705,392	779,384
Maintenance & operational expenses	8	3,011,696	2,527,717
Depreciation expense	9	2,206,718	1,844,924
Finance costs	10	1,016	1,541
Administration	11	2,189,097	1,787,609
Cost of retail shop sales	12	636,779	617,114
Loss on disposal of non-current assets	13	21,214	77,041
Total cost of services		19,708,981	17,724,232
Income			
Revenue			
Admissions		6,520,715	5,854,617
Retail shop sales	12	1,298,869	1,229,365
Grants, sponsorships & fundraising	14	1,063,737	1,103,577
Commercial activities	15	1,378,473	1,260,911
Memberships		789,222	665,258
Interest revenue		47,627	23,791
Other revenue	16	93,537	267,347
Total Revenue		11,192,180	10,404,866
Total income other than income from State Government		11,192,180	10,404,866

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Financial Statements

Zoological Parks Authority Income Statement for the Year Ended 30 June 2009

	NOTE	2009 \$	2008 \$
NET COST OF SERVICES		8,516,801	7,319,366
INCOME FROM STATE GOVERNMENT	17		
Service appropriation		9,352,000	8,827,000
Liabilities assumed by the Treasurer		-	948
Resources received free of charge		1,715,088	20,472
Total Income from State Government		11,067,088	8,848,420
SURPLUS FOR THE PERIOD		2,550,287	1,529,054

The Income Statement should be read in conjunction with the accompanying notes.

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Financial Statements

Zoological Parks Authority Balance Sheet as at 30 June 2009

	NOTE	2009 \$	2008 \$
ASSETS			
Current Assets			
Cash and cash equivalents	29	3,440,294	3,616,813
Restricted cash and cash equivalents	18, 29	255,000	185,827
Inventories	19	196,987	163,628
Receivables	20	835,447	768,549
Amounts receivable for services	21	920,000	870,000
Total Current Assets		5,647,728	5,604,817
Non-Current Assets			
Land, buildings and infrastructure	22	34,557,144	31,278,800
Plant and equipment	22	1,400,223	1,456,038
Amounts receivable for services	21	6,125,000	4,972,000
Total Non-Current Assets		42,082,367	37,706,838
TOTAL ASSETS		47,730,095	43,311,655
LIABILITIES			
Current Liabilities			
Payables	24	539,991	1,047,583
Borrowings	25	7,862	7,296
Provisions	26	1,548,773	1,249,159
Unearned income	27	802,235	548,392
Total Current Liabilities		2,898,861	2,852,430

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Financial Statements

Zoological Parks Authority Balance Sheet as at 30 June 2009

	NOTE	2009 \$	2008 \$
Non-Current Liabilities			
Borrowings	25	12,837	20,699
Provisions	26	475,465	498,445
Total Non-Current Liabilities		488,302	519,144
TOTAL LIABILITIES		3,387,163	3,371,574
NET ASSETS		44,342,932	39,940,081
EQUITY			
Contributed equity	28	23,800,220	23,065,220
Asset revaluation reserve		7,760,897	6,643,333
Accumulated surplus		12,781,815	10,231,528
TOTAL EQUITY		44,342,932	39,940,081

The Balance Sheet should be read in conjunction with the accompanying notes.

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Financial Statements

Zoological Parks Authority Statement of Changes in Equity for the Year Ended 30 June 2009

	NOTE	2009 \$	2008 \$
Balance of equity at start of period		39,940,081	35,344,383
CONTRIBUTED EQUITY	28		
Balance at start of period		23,065,220	20,269,220
Capital contribution		735,000	2,796,000
Balance at end of period		23,800,220	23,065,220
RESERVES			
Asset Revaluation Reserve	28		
Balance at start of period		6,643,333	6,372,689
Gains from asset revaluation		1,117,564	270,644
Balance at end of period		7,760,897	6,643,333
ACCUMULATED SURPLUS	28		
Balance as presented in prior period		10,231,528	8,881,362
Change in accounting policy		-	(178,888)
Restated balance at start of period		10,231,528	8,702,474
Surplus for the period		2,550,287	1,529,054
Balance at end of period		12,781,815	10,231,528
Balance of equity at end of period		44,342,932	39,940,081
Total income and expense for the period		3,667,851	1,799,698

The Statement of Changes in Equity should be read in conjunction with the accompanying notes.

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Financial Statements

Zoological Parks Authority

Cash Flow Statement for the Year Ended 30 June 2009

	NOTE	2009 \$ Inflows (Outflows)	2008 \$ Inflows (Outflows)
CASH FLOWS FROM STATE GOVERNMENT			
Service appropriations		7,279,000	6,839,000
Capital contributions		735,000	2,796,000
Holding account drawdowns		870,000	2,031,000
Net cash provided by State Government		8,884,000	11,666,000
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits		(10,810,328)	(9,725,488)
Supplies and services		(6,052,991)	(4,835,922)
Finance costs		(1,016)	(1,541)
GST payments on purchases		(926,531)	(1,030,531)
Other payments		(649,271)	(774,740)
Receipts			
Sale of goods and services		11,202,630	10,086,445
Interest received		43,893	22,080
GST receipts from ATO		622,741	394,736
GST receipts on sales		515,608	480,644
Other receipts		45,910	291,138
Net cash used in operating activities	29	(6,009,355)	(5,093,179)

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Zoological Parks Authority

Cash Flow Statement for the Year Ended 30 June 2009

	NOTE	2009 \$ Inflows (Outflows)	2008 \$ Inflows (Outflows)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of non-current physical assets		(2,974,695)	(4,929,280)
Proceeds from sale of non-current physical assets		-	6,182
Net cash used in investing activities		(2,974,695)	(4,923,098)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings		(7,296)	(6,770)
Net cash used in financing activities		(7,296)	(6,770)
Net increase/(decrease) in cash and cash equivalents		(107,346)	1,642,953
Cash and cash equivalents at the beginning of period		3,802,640	2,159,687
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	29	3,695,294	3,802,640

The Cash Flow Statement should be read in conjunction with the accompanying notes.

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

1. Australian equivalents to International Financial Reporting Standards

General

The Authority's financial statements for the year ended 30 June 2009 have been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRS), which comprise a Framework for the Preparation and Presentation of Financial Statements (the Framework) and Australian Accounting Standards (including the Australian Accounting Interpretations).

In preparing these financial statements the Authority has adopted, where relevant to its operations, new and revised Standards and Interpretations from their operative dates as issued by the AASB and formerly the Urgent Issues Group (UIG).

Early adoption of standards

The Authority cannot early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. No Standards and Interpretations that have been issued or amended but are not yet effective have been early adopted by the Authority for the annual reporting period ended 30 June 2009.

2. Summary of significant accounting policies

(a) General Statement

The financial statements constitute a general purpose financial report which has been prepared in accordance with the Australian Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by the Treasurer's Instructions. Several of these are modified by Treasurer's Instructions to vary application, disclosure, format and wording.

The Financial Management Act and the Treasurer's Instructions are legislative provisions governing the preparation of financial statements and take precedence over the Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board.

Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

(b) Basis of Preparation

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention, modified by the revaluation of land, buildings and works of art which have been measured at fair value.

The accounting policies adopted in the preparation of the financial statements have been consistently applied throughout all periods presented unless otherwise stated.

The financial statements are presented in Australian dollars and all values are rounded to the nearest dollar unless otherwise indicated.

The judgements that have been made in the process of applying the Authority's accounting policies that have the most significant effect on the amounts recognised in the financial statements are disclosed at note 3 'Judgements made by management in applying accounting policies'.

The key assumptions made concerning the future, and other key sources of estimation uncertainty at the balance sheet date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed at note 4 'Key sources of estimation uncertainty'.

(c) Reporting Entity

The reporting entity comprises the Authority and there are no related bodies.

(d) Contributed Equity

AASB Interpretation 1038 'Contributions by Owners Made to Wholly-Owned Public Sector Entities' requires transfers, other than as a result of a restructure of administrative arrangements, in the nature of equity contributions to be designated by the Government (the owner) as contributions by owners (at the time of, or prior to transfer) before such transfers can be recognised as equity contributions.

Capital contributions (appropriations) have been designated as contributions by owners by Treasurer's Instruction (TI) 955 'Contributions by Owners made to Wholly-Owned Public Sector Entities' and have been credited directly to Contributed Equity.

Transfer of net assets to/from other agencies, other than as a result of a restructure of administrative arrangements, are designated as contributions by owners where the transfers are non-discretionary and non-reciprocal. Refer to note 28 'Equity'.

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

Capital appropriations which are repayable by the Authority to the Treasurer are recognised as liabilities. Refer note 17 'Income from State Government' for further commentary on the application of Treasurer's Instruction (TI) 955.

(e) Income

Revenue Recognition

Revenue is measured at the fair value of consideration received or receivable. Revenue is recognised for the major business activities as follows:

Sale of goods

Revenue is recognised from the sale of goods and disposal of other assets when the significant risks and rewards of ownership control transfer to the purchaser and can be measured reliably.

Rendering of services

Revenue is recognised on delivery of services to the client or by reference to the stage of completion of the transaction.

Interest

Revenue is recognised as the interest accrues. (The effective interest method, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset, is used where applicable).

Service Appropriations

Service appropriations are recognised as revenues at nominal value in the period in which the Authority gains control of the appropriated funds. The Authority gains control of appropriated funds at the time those funds are deposited to the bank account or credited to the holding account held at Treasury. Refer to note 17 'Income from State Government'.

Grants, donations, gifts and other non-reciprocal contributions

Revenue is recognised at fair value when the Authority obtains control over the assets comprising the contributions, usually when cash is received.

Other non-reciprocal contributions that are not contributions by owners are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

Where contributions recognised as revenues during the reporting period were obtained on the condition that they be expended in a particular manner or used over a particular period, and those conditions were undischarged as at the balance sheet date, the nature of, and amounts pertaining to, those undischarged conditions are disclosed in the notes.

Gains

Gains may be realised or unrealised and are usually recognised on a net basis. These include gains arising on the disposal of non-current assets.

(f) Borrowing Costs

Borrowing costs for qualifying assets are capitalised net of any investment income earned on the unexpended portion of the borrowings. A qualifying asset is an asset that necessarily takes a substantial period of time to get ready for its intended use or sale. Other borrowing costs are expensed when incurred.

(g) Property, Plant and Equipment and Infrastructure

Capitalisation/Expensing of assets

Items of property, plant and equipment and infrastructure costing \$5,000 or more are recognised as assets and the cost of utilising assets is expensed (depreciated) over their useful lives. Items of property, plant and equipment and infrastructure costing less than \$5,000 are immediately expensed direct to the Income Statement (other than where they form part of a group of similar items which are significant in total).

A voluntary change in accounting policy during the period that increased the asset capitalisation threshold from \$1,000 to \$5,000 resulted in an adjustment to the plant and equipment assets, with the adjustment being recognised in the comparative year in accordance with AASB 108.

Refer to note 28 'Equity' for further information on the adjustment recognised to the opening balance of equity in the comparative year.

All costs associated with the acquisition of fauna are expensed.

The land on which the Zoo is situated is Crown land vested in the Authority and held in trust for use as a Zoological Garden. Land at Bakers Hill (328 hectares) is also vested in the Authority for zoological purposes. The Authority leases land at Byford at a pepper corn rental (39 hectares), again for zoological purposes.

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

Initial recognition and measurement

All items of property, plant and equipment and infrastructure are initially recognised at cost.

For items of property, plant and equipment and infrastructure acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Subsequent measurement

After recognition as an asset, the Authority uses the revaluation model for the measurement of land, buildings and works of art and the cost model for all other property, plant and equipment and infrastructure. Land, buildings and works of art are carried at fair value less accumulated depreciation and accumulated impairment losses. All other items of property, plant and equipment and infrastructure are carried at cost less accumulated depreciation and accumulated impairment losses.

Where market-based evidence is available, the fair value of land and buildings is determined on the basis of current market buying values determined by reference to recent market transactions. When buildings are revalued by reference to recent market transactions, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount.

Where market-based evidence is not available, the fair value of land and buildings is determined on the basis of existing use. This normally applies where buildings are specialised or where the land use is restricted. Fair value for existing use assets is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the written-down current replacement cost.

Where the fair value of buildings is dependent upon using the depreciated replacement cost, the gross carrying amount and the accumulated depreciation are restated proportionately.

Independent valuations of land are provided and recognised annually on the basis of fair value, determined using current market buying values. These valuations are provided by the Western Australian Land Information Authority (Valuation Services).

Independent valuations of works of art are provided every three years on the basis of fair value, determined using current market buying values. These valuations are provided by an independent qualified valuer. The cost of acquisitions by the Authority between valuations is considered to approximate their fair value.

Independent valuations of buildings and improvements are provided annually on the basis of fair value, determined using current market buying values. These valuations are provided by the Western Australian Land Information Authority (Valuation Services). Valuation Services performs a physical site inspection every three years and the cost of acquisitions by the Authority between the physical inspections is considered to approximate their fair value.

The most significant assumptions in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated useful life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

Refer to note 22 'Property, plant and equipment, infrastructure' for further information on revaluations.

Derecognition

Upon disposal or derecognition of an item of property, plant and equipment and infrastructure, any revaluation reserve relating to that asset is retained in the asset revaluation reserve.

Asset Revaluation Reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets as described in note 22 'Property, plant and equipment, infrastructure'.

Depreciation

All non-current assets having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits.

Land is not depreciated. Depreciation on other assets is calculated using the straight line method at rates which are reviewed annually.

Estimated useful lives for each class of depreciable asset are:

Buildings & Improvements	4%	25 years
Infrastructure	4%	25 years
Plant, Equipment & Furniture	20%	5 years
Motor Vehicles	20%	5 years

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Notes to the Financial Statements for the Year Ended 30 June 2009

Works of art controlled by the Authority are classified as property, plant and equipment, which are anticipated to have very long and indefinite useful lives. Their service potential has not, in any material sense, been consumed during the reporting period and so no depreciation has been recognised.

(h) Impairment of Assets

Property, plant and equipment, and infrastructure assets are tested for any indication of impairment at each balance sheet date. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised. As the Authority is a not-for-profit entity, unless an asset has been identified as a surplus asset, the recoverable amount is the higher of an asset's fair value less costs to sell and depreciated replacement cost.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation/amortisation reflects the level of consumption or expiration of asset's future economic benefits and to evaluate any impairment risk from falling replacement costs.

The recoverable amount of assets identified as surplus assets is the higher of fair value less costs to sell and the present value of future cash flows expected to be derived from the asset. Surplus assets carried at fair value have no risk of material impairment where fair value is determined by reference to market-based evidence. Where fair value is determined by reference to depreciated replacement cost, surplus assets are at risk of impairment and the recoverable amount is measured. Surplus assets at cost are tested for indications of impairment at each balance sheet date.

Refer note 23 'Impairment of assets' for the outcome of impairment reviews and testing.

(i) Non-Current Assets (or Disposal Groups) Classified as Held For Sale

Non-current assets (or disposal groups) held for sale are recognised at the lower of carrying amount and fair value less costs to sell and are presented separately from other assets in the Balance Sheet. Assets classified as held for sale are not depreciated or amortised.

(j) Leases

Finance lease rights and obligations are initially recognised, at the commencement of the lease term, as assets and liabilities equal in amount to the fair value of the leased item or, if lower, the present value of minimum lease payments, determined at the inception of the lease. The assets are disclosed as plant, equipment and vehicles under lease, and are depreciated over the period during which the Authority is expected to benefit from their use. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability, according to the interest rate implicit in the lease.

Finance lease liabilities are allocated between current and non-current components. The principal component of lease payments due on or before the end of the succeeding year is disclosed as a current liability, and the remainder of the lease liability is disclosed as a non-current liability.

(k) Financial Instruments

In addition to cash, the Authority has two categories of financial instrument:

- Loans and Receivables; and
- Financial liabilities measured at amortised cost.

These have been disaggregated into the following classes:

Financial Assets

- Cash and cash equivalents
- Restricted cash and cash equivalents
- Receivables
- Amounts receivable for services

Financial Liabilities

- Payables
- Finance lease liabilities

Initial recognition and measurement of financial instruments is at fair value which normally equates to the transaction cost or the face value.

Subsequent measurement is at amortised cost using the effective interest method.

The fair value of short-term receivables and payables is the transaction cost or the face value because there is no interest rate applicable and subsequent measurement is not required as the effect of discounting is not material.

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(l) Cash and Cash Equivalents

For the purpose of the Cash Flow Statement, cash and cash equivalents and restricted cash and cash equivalents comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value, and bank overdrafts.

(m) Accrued Salaries

Accrued salaries and wages (refer note 24 'Payables') represent the amount due to staff but unpaid at the end of the financial year. The end of the last pay period for the financial year does not always coincide with the end of the financial year, giving rise to a liability. The liability also includes any other material amounts of back pay due to staff but unpaid at the end of the financial year. The Authority considers the carrying amount of accrued salaries and wages to be equivalent to the net fair value.

(n) Amounts Receivable for Services (Holding Account)

The Authority receives funding on an accrual basis that recognises the full annual cash and non-cash cost of services. The appropriations are paid partly in cash and partly as an asset (Holding Account receivable) that is accessible on the emergence of the cash funding requirement to cover items such as leave entitlements and asset replacement.

Refer note 17 'Income from State Government' and note 21 'Amounts receivable for services'.

(o) Inventories

Inventories are valued on a weighted average cost basis at the lower of cost and net realisable value.

Refer note 19 'Inventories'.

(p) Receivables

Receivables are recognised and carried at original invoice amount less an allowance for any uncollectible amounts (i.e. impairment). The collectability of receivables is reviewed on an ongoing basis by individual assessment of the debts outstanding. Any receivables identified as uncollectible are written off against the allowance account. The allowance for uncollectible amounts (doubtful debts) is raised where there is objective evidence that the Authority will not be able to collect the debts.

The carrying amount is equivalent to fair value as it is due for settlement within 30 days. Refer note 2(k) 'Financial Instruments' and note 20 'Receivables'.

(q) Payables

Payables are recognised when the Authority becomes obliged to make future payments as a result of a purchase of assets or services.

The carrying amount is equivalent to fair value, as they are generally settled within 30 days.

Refer note 2(k) 'Financial Instruments' and note 24 'Payables'.

(r) Borrowings

All loans are initially recognised at cost, being the fair value of the net proceeds received. Subsequent measurement is at amortised cost using the effective interest rate method. Refer note 2(k) 'Financial Instruments' and note 25 'Borrowings'.

(s) Provisions

Provisions are liabilities of uncertain timing and amount and are recognised where there is a present legal or constructive obligation as a result of a past event and when the outflow of resources embodying economic benefits is probable and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each balance sheet date. Refer note 26 'Provisions'.

(i) Provisions - Employee Benefits

Annual Leave and Long Service Leave

The liability for annual and long service leave expected to be settled within 12 months after the end of the balance sheet date is recognised and measured at the undiscounted amounts expected to be paid when the liabilities are settled. Annual and long service leave expected to be settled more than 12 months after the end of the balance sheet date is measured at the present value of amounts expected to be paid when the liabilities are settled. Leave liabilities are in respect of services provided by employees up to the balance sheet date.

When assessing expected future payments, consideration is given to expected future wage and salary levels including non-salary components such as employer superannuation contributions. In addition, the long service leave liability also considers the experience of employee departures and periods of service.

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Notes to the Financial Statements for the Year Ended 30 June 2009

The expected future payments are discounted to present value using market yields at the balance sheet date on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

All annual leave and unconditional long service leave provisions are classified as current liabilities as the Authority does not have an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date.

Deferred Leave

The provision for deferred leave relates to Public Service employees who have entered into an agreement to self-fund an additional twelve months leave in the fifth year of the agreement. The provision recognises the value of salary set aside for employees to be used in the fifth year. This liability is measured on the same basis as annual leave. Deferred leave is reported as a non-current provision until the fifth year.

Purchased Leave

The provision for purchased leave relates to Public Service employees who have entered into an agreement to self-fund additional leave each calendar year. The provision recognises the value of salary set aside for employees and is measured at the nominal amounts expected to be paid when the liabilities are settled. This liability is measured on the same basis as annual leave.

Superannuation

Employees may contribute to the Pension Scheme, a defined benefit pension scheme now closed to new members, to the Gold State Superannuation Scheme (GSS), a defined benefit lump sum scheme also closed to new members or the Local Government Superannuation Scheme which is also closed to new members. The Pension Scheme and GSS are administered by the Government Employees Superannuation Board (GESB) and the Western Australian Local Government Superannuation administers the Local Government Scheme.

The Authority has no liabilities to the Pension Scheme or the GSS Schemes. The liabilities for the unfunded Pension Scheme and the unfunded GSS Scheme transfer benefits due to members who transferred from the Pension Scheme, are assumed by the Treasurer. All other GSS Scheme obligations are funded by

concurrent contributions made by the Authority to the GESB. The concurrently funded part of the GSS Scheme is a defined contribution scheme as these contributions extinguish all liabilities in respect of the concurrently funded GSS Scheme obligations.

The liabilities for current service superannuation charges under the Local Government Superannuation Scheme are extinguished by the concurrent payment of employer contributions to the fund Administrator.

Employees commencing employment prior to 16 April 2007 who are not members of the above schemes became non-contributory members of the West State Superannuation Scheme (WSS). Employees commencing employment on or after 16 April 2007 became members of the GESB Super Scheme (GESBS). Both of these schemes are accumulation schemes. The Authority makes concurrent contributions to GESB on behalf of employees in compliance with the Commonwealth Government's Superannuation Guarantee (Administration) Act 1992. These contributions extinguish the liability for superannuation charges in respect of the WSS and GESBS Schemes.

The GESB makes all benefit payments in respect of the Pension and GSS Schemes, and is recouped by the Treasurer for the employer's share.

Refer also note 2(t) 'Superannuation Expense'.

(ii) Provisions - Other

Employment On-Costs

Employment on-costs include workers' compensation insurance which is not an employee benefit and is recognised separately as a liability and expense when the employment to which it relates has occurred. Employment on-costs are included as part of "Other employee related expenses" and are not included as part of the Authority's 'Employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

Refer note 6 'Employee benefits expense' and note 26 'Provisions'.

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Notes to the Financial Statements for the Year Ended 30 June 2009

(t) Superannuation Expense

The following elements are included in calculating the superannuation expense in the Income Statement:

(a) Defined benefit plans - For 2007-08, the change in the unfunded employer's liability (i.e. current service costs and, actuarial gains and losses) assumed by the Treasurer in respect of current employees who are members of the Pension Scheme and current employees who accrued a benefit on transfer from the Scheme to the Gold State Superannuation Scheme (GSS); and

(b) Defined contribution plans - Employer contributions paid to the GSS (concurrent contributions), the West State Superannuation Scheme (WSS), GESB Super Scheme (GESBS), and the Western Australian Local Government Scheme (WALGS).

Defined benefit plans - For 2007-08, the movements (i.e. current service cost and, actuarial gains and losses) in the liabilities in respect of the Pension Scheme and the GSS transfer benefits are recognised as expenses. As these liabilities are assumed by the Treasurer (Refer note 2s(i)), a revenue titled 'Liabilities assumed by the Treasurer' equivalent to the expense is recognised under Income from State Government in the Income Statement. Refer note 17 'Income from State Government'. Commencing in 2008-09, the reporting of annual movements in these notional liabilities has been discontinued and is no longer recognised in the Income Statement.

The superannuation expense does not include payment of pensions to retirees, as this does not constitute part of the cost of services provided in the current year.

The GSS Scheme is a defined benefit scheme for the purposes of employees and whole-of-Government reporting. However, apart from the transfer benefit, it is a defined contribution plan for agency purposes because the concurrent contributions (defined contributions) made by the agency to GESB extinguishes the agency's obligations to the related superannuation liability.

(u) Resources Received Free of Charge or for Nominal Cost

Resources received free of charge or for nominal cost which can be reliably measured are recognised as revenues and as assets or expenses as appropriate, at fair value.

(v) Comparative Figures

Comparative figures are, where appropriate, reclassified to be comparable with the figures presented in the current financial year.

(w) Segment Information

Segment information is prepared in conformity with the accounting policies of the Authority and the segment reporting requirement of TI 1101.

Segment information has been disclosed by services - refer note 32 'Schedule of income and expenses by service'.

3. Judgements made by management in applying accounting policies

The judgements that have been made in the process of applying accounting policies that have the most significant effect on the amounts recognised in the financial statements include:

- Adopting cost model for plant, equipment and infrastructure valuation.
- Adopting revaluation model for land, building and works of art valuation.
- Application of stage of completion method for determining unearned revenue.

4. Key sources of estimation uncertainty

The key estimates and assumptions made concerning the future, and other key sources of estimation uncertainty at the balance sheet date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

- Useful lives of significant assets
- Long service leave - staff retention rates
- Annual and long service leave - inflation and discount rates

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Notes to the Financial Statements for the Year Ended 30 June 2009

5. Disclosure of changes in accounting policies and estimates

Initial application of an Australian Accounting Standard

The Authority has applied the following Australian Accounting Standards and Australian Accounting Interpretations effective for annual reporting periods beginning on or after 1 July 2008 that impacted on the Authority.

- (a) Review of AAS 27 'Financial Reporting by Local Governments', AAS 29 'Financial Reporting by Government Departments' and AAS 31 'Financial Reporting by Governments'. The AASB has made the following pronouncements from its short term review of AAS 27, AAS 29, and AAS 31:

AASB 1004 'Contributions'.

AASB 1050 'Administered Items'.

AASB 1051 'Land Under Roads'.

AASB 1052 'Disaggregated Disclosures'.

AASB 2007-9 'Amendments to Australian Accounting Standards arising from the review of AASs 27, 29 and 31 [AASB 3, AASB 5, AASB 8, AASB 101, AASB 114, AASB 116, AASB 127, AASB 137]; and

Interpretation 1038 'Contributions by Owners Made to Wholly-Owned Public Sector Entities'

The existing requirements of AAS 27, AAS 29 and AAS 31 have been transferred to the above new and revised topic-based Standards and Interpretation. These requirements remain substantively unchanged. AASB 1050, AASB 1051 and AASB 1052 do not apply to Statutory Authorities. The other Standards and Interpretation make some modifications to disclosures and provide additional guidance (for example, *Australian Guidance to AASB 116 'Property, Plant and Equipment' in relation to heritage and cultural assets has been introduced*), otherwise there will be no financial impact.

The following Australian Accounting Standards and Interpretations are not applicable to the Authority as they have no impact or do not apply to not-for-profit entities.

AASB Standards and Interpretations	
1048	'Interpretation and Application of Standards' (issued September 2008)
1049	'Whole of Government and General Government Sector Financial Reporting' (revised - October 2007)
2007-2	'Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]' - paragraphs 1 to 8
2008-10	'Amendments to Australian Accounting Standards - Reclassification of Financial Assets [AASB 7 & AASB 139]'
2008-12	'Amendments to Australian Accounting Standards - Reclassification of Financial Assets - Effective Date and Transition [AASB 7, AASB 139 & AASB 2008-10]'
AASB 2009-3	'Amendments to Australian Accounting Standards - Embedded Derivatives [AASB 139 & Interpretation 9]'
Interpretation 4	'Determining whether an Arrangement contains a Lease' (revised - February 2007)
Interpretation 12	'Service Concession Arrangements'
Interpretation 13	'Customer Loyalty Programmes'
Interpretation 14	'AASB 119 - The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction'
Interpretation 129	'Service Concession Arrangements: Disclosures'

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Voluntary changes in Accounting Policy

To comply with the requirements of Treasurer's Instruction 1101, the Authority made a voluntary change in accounting policy during the period to increase the asset capitalisation threshold from \$1,000 to \$5,000. This resulted in an adjustment to the plant and equipment assets, with the adjustment being recognised in accordance with AASB 108. The impact of the voluntary change in accounting policy was to reduce the written down value of plant and equipment assets in the Balance Sheet by \$214,527 in the comparative year (2007-08). In accordance with AASB 108, the comparative year Income Statement was adjusted via an increase of \$35,639 in expenses and the balance of \$178,888 was deducted from the accumulated surplus opening balance via an expense recognised directly to equity. The impact of the voluntary change in accounting policy on the current reporting period was to expense \$103,295 directly to the Income Statement in relation to plant and equipment acquisitions that would have been capitalised to the Balance Sheet under the previous capitalisation threshold policy.

Future Impact of Australian Accounting Standards not yet operative

The Authority cannot early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. Consequently, the Authority has not applied early the following Australian Accounting Standards and Australian Accounting Interpretations that have been issued and which may impact the Authority but are not yet effective. Where applicable, the Authority plans to apply these Standards and Interpretations from their application date:

Title	Operative for reporting periods beginning on/after
AASB 101 'Presentation of Financial Statements' (September 2007). This Standard has been revised and will change the structure of financial statements. These changes will require that owner changes in equity are presented separately from non-owner changes in equity. The Authority does not expect any financial impact when the Standard is first applied.	1 January 2009
AASB 2008-13 'Amendments to Australian Accounting Standards arising from AASB Interpretation 17 - Distributions of Non-cash Assets to Owners [AASB 5 & AASB 110]'. This Standard amends AASB 5 'Non-current Assets Held for Sale and Discontinued Operations' in respect of the classification, presentation and measurement of non-current assets held for distribution to owners in their capacity as owners. This may impact on the presentation and classification of Crown land held by the Authority where the Crown land is to be sold by the Department of Planning and Infrastructure. The Authority does not expect any financial impact when the Standard is first applied prospectively.	1 July 2009
AASB 2009-2 'Amendments to Australian Accounting Standards - Improving Disclosures about Financial Statements [AASB 4, AASB 7, AASB 1023 & AASB 1038]'. This Standard amends AASB 7 and will require enhanced disclosures about fair value measurements and liquidity risk with respect to financial instruments. The Authority does not expect any financial impact when the Standard is first applied.	1 July 2009

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Notes to the Financial Statements for the Year Ended 30 June 2009

The following Australian Accounting Standards and Interpretations are not applicable to the Authority as they have no impact or do not apply to not-for-profit entities.

Title	Operative for reporting periods beginning on/after	
AASB 3	'Business Combinations' (March 2008)	1 July 2009
AASB 8	'Operating Segments'	1 January 2009
AASB 123	AASB 123 'Borrowing Costs' (June 2007). This Standard has been revised to mandate the capitalisation of all borrowing costs attributable to the acquisition, construction or production of qualifying assets. However, AASB 2009-1 'Amendments to Australian Accounting Standards - Borrowing Costs of Not-for-Profit Public Sector Entities [AASB 1, AASB 111 & AASB 123]' issued in April 2009 and applicable to annual reporting periods beginning on or after 1 January 2009, amends revised AASB 123, which will allow not-for-profit public sector entities to continue to choose whether to expense or capitalise borrowing costs relating to qualifying assets. The Authority does not currently have any approved borrowings that are expected to result in a financial impact when the new Standard is adopted.	1 January 2009
AASB 127	'Consolidated and Separate Financial Statements' (March 2008)	1 July 2009
AASB 1039	'Concise Financial Reports' (August 2008)	1 January 2009
AASB 2007-3	'Amendments to Australian Accounting Standards arising from AASB 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB 127, AASB 134, AASB 136, AASB 1023 & AASB 1038]'	1 January 2009
AASB 2007-6	'Amendments to Australian Accounting Standards arising from AASB 123 [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116 & AASB 138 and Interpretations 1 & 12]' (refer to comments above for AASB 123)	1 January 2009
AASB 2007-8	'Amendments to Australian Accounting Standards arising from AASB 101'	1 January 2009
AASB 2007-10	'Further Amendments to Australian Accounting Standards arising from AASB 101'	1 January 2009
AASB 2008-1	'Amendments to Australian Accounting Standard - Share-based Payments: Vesting Conditions and Cancellations' [AASB 2]	1 January 2009

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Notes to the Financial Statements for the Year Ended 30 June 2009

Title	Operative for reporting periods beginning on/after	
AASB 2008-2	'Amendments to Australian Accounting Standard - Puttable Financial Instruments and Obligations arising on Liquidation [AASB 7, AASB 101, AASB 132, AASB 139 & Interpretation 2]'	1 January 2009
AASB 2008-3	'Amendments to Australian Accounting Standards arising from AASB 3 and AASB 127 [AASBs 1, 2, 4, 5, 7, 101, 107, 112, 114, 116, 121, 128, 131, 132, 133, 134, 136, 137, 138, 139 and Interpretation 9 and 107]'	1 July 2009
AASB 2008-5	'Amendments to Australian Accounting Standards arising from the Annual Improvements Project [AASB 5, 7, 101, 102, 107, 108, 110, 116, 118, 119, 120, 123, 127, 128, 129, 131, 132, 134, 136, 138, 139, 140, 141, 1023 & 1038]'	1 January 2009
AASB 2008-6	'Further Amendments to Australian Accounting Standards from the Annual Improvements project [AASB 1 and AASB 5]'	1 July 2009
AASB 2008-7	'Amendments to Australian Accounting Standards - Cost of an investment in a Subsidiary, Jointly Controlled Entity or Associate [AASB 1 and AASB 118, AASB 121, AASB 127 & AASB 136]'	1 January 2009
AASB 2008-8	'Amendments to Australian Accounting Standards - Eligible Hedged Items [AASB 139]'	1 July 2009
AASB 2008-9	'Amendments to AASB 1049 for Consistency with AASB 101'	1 January 2009
AASB 2008-11	'Amendments to Australian Accounting Standards - Business Combinations Among Not-for-Profit Entities [AASB 3]'	1 July 2009
AASB 2009-1	'Amendments to Australian Accounting Standards - Borrowing Costs of Not-for-Profit Public Sector Entities [AASB 1, AASB 111 & AASB 123]'	1 July 2009
AASB 2009-4	'Amendments to Australian Accounting Standards arising from the Annual Improvements Project [AASB 2 and AASB 138 and AASB Interpretations 9 & 16]'	1 July 2009
AASB 2009-5	'Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project [AASB 5, 8, 101, 107, 117, 118, 136 & 139]'. Under the amendments to AASB 117, leases involving land should be classified as either finance or operating lease under the general lease guidance in AASB 117. This new requirement is to be applied retrospectively to existing lease unless the necessary information is not available, then it shall be applied on the date of adopting the amendments.	1 January 2010

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Title	Operative for reporting periods beginning on/after
AASB 2009-6	1 July 2009
'Amendments to Australian Accounting Standards'. This standard makes numerous editorial amendments to a range of Australian Accounting Standards and Interpretations, including amendments to reflect changes made to the text of IFRSs by the IASB.	
AASB 2009-7	1 July 2009
'Amendments to Australian Accounting Standards [AASB 5, 7, 107, 112, 136 & 139 and Interpretation 17]'.	
Interpretation 15	1 January 2009
'Agreements for the Construction of Real Estate'	
Interpretation 16	1 October 2008
'Hedges of a Net Investment in a Foreign Operation'	
Interpretation 17	1 July 2009
'Distribution of Non-cash Assets to Owners'	
Interpretation 18	1 July 2009
'Transfers of Assets from Customers'	

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
6. Employee benefits expense		
Wages and salaries (a)	8,699,806	8,139,853
Superannuation - defined contribution plans (b)	893,761	819,206
Superannuation - defined benefit plans (c) (d)	-	948
Annual leave (e)	979,424	902,192
Long service leave (e)	364,078	226,703
	10,937,069	10,088,902

(a) Includes the value of the fringe benefit to the employee plus the fringe benefits tax component.

(b) Defined contribution plans include WA Local Government Super, West State, Gold State and GESB Super Scheme (contributions paid).

(c) Defined benefit plans include Pension scheme and Gold State (pre-transfer benefit).

(d) An equivalent notional income is also recognised (Refer note 17 'Income from State Government'). Commencing in 2008-09, the reporting of notional superannuation expense and equivalent notional income has been discontinued.

(e) Includes a superannuation contribution component.

Employment on-costs relating to workers' compensation premiums are included at note 7 'Other employee related expenses' in the Income Statement. The employment on-costs liability is included at note 26 'Provisions'.

7. Other employee related expenses

Staff training/development	127,061	109,134
Workers' compensation premium	336,158	493,917
Travel	70,358	62,351
Uniforms	48,058	62,252
Employment on-costs (refer also to Note 26)	7,410	4,644
Other	116,347	47,086
	705,392	779,384

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
8. Maintenance and operational expenses		
Maintenance of equipment, facilities and grounds	1,091,083	684,150
Electricity, water, gas and fuel	371,216	377,850
Service contractors	276,100	312,312
Minor equipment purchases	331,918	263,215
Cleaning and waste disposal	235,925	223,130
Plant & equipment hire	144,513	119,150
Animal food, veterinary care and transportation	560,941	547,910
	3,011,696	2,527,717
9. Depreciation expense		
Buildings and improvements	779,443	607,676
Infrastructure	1,011,703	857,521
Plant, equipment and vehicles	408,685	372,840
Leased plant and equipment	6,887	6,887
	2,206,718	1,844,924
10. Finance costs		
Finance lease finance charges	1,016	1,541
	1,016	1,541

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
11. Administration		
Advertising and promotion	407,588	427,003
Professional services	928,523	707,444
Information technology and communications	374,174	336,221
Grants & subsidies	316,198	155,229
Other	162,614	161,712
	<u>2,189,097</u>	<u>1,787,609</u>
12. Retail shop trading		
SALES	1,298,869	1,229,365
Less: Cost of Sales		
Opening Inventory	163,628	170,266
Purchases	670,138	610,476
	<u>833,766</u>	<u>780,742</u>
Closing Inventory	(196,987)	(163,628)
Cost of Goods Sold	<u>636,779</u>	<u>617,114</u>
GROSS TRADING PROFIT	<u>662,090</u>	<u>612,251</u>
Operating Expenses		
Payroll & other staffing	315,030	283,289
Consumables	33,178	31,111
Depreciation	29,289	19,936
Total Operating Expenses	<u>377,497</u>	<u>334,336</u>
Other Income		
Sundry	376	122
NET PROFIT	<u>284,969</u>	<u>278,037</u>

Refer also note 2(o) 'Inventories' and note 19 'Inventories'.

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
13. Net loss on disposal of non-current assets		
Costs of Disposal of Non-Current Assets		
During the period, the Authority approved the write-off and trade-in of a number of fixed assets. These assets consisted of various computing, communications and general equipment which were unserviceable, obsolete, lost or stolen. (Refer note 36 'Supplementary financial information' for details of lost/stolen assets).		
Plant and Equipment	66,097	95,958
Less accumulated depreciation	(44,883)	(45,933)
Book value of Plant and Equipment written off	21,214	50,025
Buildings & Improvements	-	33,198
Less accumulated depreciation	-	-
Book value of Buildings & Improvements assets written-off	-	33,198
Proceeds from Disposal of Non-Current Assets		
Trade-in of Plant and Equipment	-	6,182
Loss on disposal of non-current assets	21,214	77,041
Net loss on disposal of non-current assets	21,214	77,041

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
14. Grants, sponsorships and fundraising		
Corporate sponsorships	569,845	553,650
Grants	220,822	177,436
Fundraising activities	98,410	89,451
Donations - cash	120,480	96,090
Donations - assets	6,520	140,843
Bequests	47,660	46,107
	1,063,737	1,103,577
15. Commercial activities		
Restaurant	496,308	433,954
Hire of facilities & equipment	312,407	333,182
Tours & tertiary education	156,994	147,198
Children's rides	173,288	144,131
Sale of maps & animal adoptions	111,986	111,010
Car parking	79,651	79,065
Vending commission	47,839	12,371
	1,378,473	1,260,911
16. Other income	93,537	267,347

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
17. Income from State Government		
Appropriation received during the year:		
Service appropriation (a)	9,352,000	8,827,000
	9,352,000	8,827,000
The following liabilities have been assumed by the Treasurer during the financial year:		
- Superannuation (b)	-	948
Total liabilities assumed by the Treasurer	-	948
Resources received free of charge (c)		
Determined on the basis of the following estimates provided by agencies:		
Department of Treasury and Finance - Building Management and Works	1,715,088	-
Department of Education and Training	-	20,472
	1,715,088	20,472
	11,067,088	8,848,420

- (a) Service appropriations are accrual amounts reflecting the full cost of services delivered. The appropriation revenue comprises a cash component and a receivable (asset). The receivable (holding account) comprises the depreciation expense for the year and any agreed increase in leave liability during the year.
- (b) The assumption of the superannuation liability by the Treasurer is a notional income to match the notional superannuation expense reported in respect of current employees who are members of the Pension Scheme and current employees who have a transfer benefit entitlement under the Gold State Superannuation Scheme (the notional superannuation expense is disclosed at note 6 'Employee benefits expense'). Commencing in 2008-09, the reporting of the notional superannuation expenses and equivalent notional income has been discontinued.
- (c) Where assets or services have been received free of charge or for nominal cost, the Authority recognises revenues equivalent to the fair value of the assets and/or the fair value of those services that can be reliably determined and which would have been purchased if they were not donated, and those fair values shall be recognised as assets or expenses as applicable. The exception occurs where the contribution of assets or services are in the nature of contributions as owners, in which case the Authority makes the adjustment direct to equity. During the period, \$1,715,088 worth of infrastructure works relating to the elephant exhibit was provided by the Building Management and Works area of the Department of Treasury and Finance. These works have been capitalised as an infrastructure asset in the Balance Sheet.

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
18. Restricted cash and cash equivalents		
Restricted cash and cash equivalents represent cash resources for which the use is restricted, wholly or partially by regulations or other externally imposed requirements. The Authority is the recipient of a number of grants which are restricted in their use according to the terms of the grant. The Authority has also made provision to cover the unfunded additional pay which occurs every 11 years, the next being 2015.		
Current		
Grant Funds	55,000	35,827
27th Pay allocation for 2015	200,000	150,000
Total current	255,000	185,827
19. Inventories		
Current		
Inventories comprise:		
Retail Shop Inventory	196,987	163,628
Total Current	196,987	163,628

Refer also note 2(o) 'Inventories' and note 12 'Retail shop trading'.

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
20. Receivables		
Current		
Trade Debtors	283,805	136,245
GST Receivable	285,400	506,717
Workers' Compensation	48,175	8,011
Car Parking	4,205	44,537
Catering Dividend	31,449	29,714
	653,034	725,224
Prepayments	182,413	43,325
Total Current	835,447	768,549

The Authority does not have any significant exposure to any individual customer or counterparty. Amounts owing by other government agencies are guaranteed and therefore no credit risk exists in respect of those amounts.

The following is an analysis of amounts owing by other government agencies:

Government agencies	61,311	102,289
Australian Taxation Office	285,400	506,717
	346,711	609,006

Refer note 2(p) 'Receivables' and note 33 'Financial instruments'.

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
21. Amounts receivable for services		
Current	920,000	870,000
Non-Current	6,125,000	4,972,000
	<u>7,045,000</u>	<u>5,842,000</u>

This asset represents the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability. The current portion of the asset relates to the amounts expected to be drawn down for asset replacement during the next 12 months. The current portion includes \$850,000 for park amenities and infrastructure capital works and \$70,000 for computer equipment.

During the period, the Authority drew down \$870,000 from the asset replacement holding account for the following capital works projects:

Animal exhibits and park facilities	800,000	
Computer equipment	70,000	
	<u>870,000</u>	

22. Property, plant and equipment, infrastructure

Land:

At fair value	905,000	885,000
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Buildings and improvements:

At fair value	14,826,106	14,144,187
Transfers from works in progress	-	33,190
Accumulated Depreciation	(178,228)	(265,747)
Total Buildings and improvements	<u>14,647,878</u>	<u>13,911,630</u>

Works in progress at fair value	179,161	-
Total Buildings and improvements	<u>14,827,039</u>	<u>13,911,630</u>

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
22. Property, plant and equipment, infrastructure (continued)		
Infrastructure:		
At cost	23,612,132	18,991,253
Transfers from works in progress	-	1,814,222
Accumulated Depreciation	(5,335,008)	(4,323,305)
	18,277,124	16,482,170
Works in progress at cost	547,981	-
Total Infrastructure	18,825,105	16,482,170
Total Land, buildings and infrastructure	34,557,144	31,278,800
Plant, equipment and vehicles:		
At cost	3,652,785	3,352,910
Accumulated Depreciation	(2,459,711)	(2,095,908)
Total Plant, equipment and vehicles	1,193,074	1,257,002
Works of art:		
At fair value	186,984	171,984
Accumulated Depreciation	-	-
Total Works of art	186,984	171,984

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
22. Property, plant and equipment, infrastructure (continued)		
Leased plant and equipment:		
At capitalised cost	45,936	45,936
Accumulated Depreciation	(25,771)	(18,884)
Total Leased plant & equipment	20,165	27,052
Total Plant & equipment	1,400,223	1,456,038
Total Property, plant and equipment, infrastructure	35,957,367	32,734,838

Land existing as at 1 July 2008 was revalued by the Western Australian Land Information Authority (Valuation Services) during the year ended 30 June 2009 and recognised at 30 June 2009. In undertaking the revaluation, fair value was determined on the basis of current use of the land.

Buildings and improvements existing as at 1 July 2008 was revalued by the Western Australian Land Information Authority (Valuation Services) during the year ended 30 June 2009 and recognised at 30 June 2009. In undertaking the revaluation, fair value was determined by reference to recent market transactions and the valuer performs a physical site inspection every three years, with the most recent site inspection occurring during the year ended 30 June 2009. The cost of acquisitions between the physical inspection every three years is considered to approximate their fair value.

Works of art is recognised in the financial statements at its fair value. Fair value is determined by reference to recent market transactions and the valuation is performed every three years with the most recent valuation carried out during the year ended 30 June 2009 by Bonhams and Goodman. The cost of acquisitions between revaluation periods is deemed to approximate their fair value.

Assets other than land, buildings and improvements and works of art are valued at the cost of acquisition.

Refer also note 2(g) 'Property, plant and equipment, infrastructure'.

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Notes to the Financial Statements for the Year Ended 30 June 2009

Reconciliations of carrying amounts of property, plant, equipment and vehicles at the beginning and end of the reporting period are set out below.

2008/09	Land	Buildings & Improvements	Plant, Equipment & Vehicles	Works of Art	Infrastructure	Leased Plant & Equipment	Total
Carrying amount at start of year	885,000	13,911,630	1,257,002	171,984	16,482,170	27,052	32,734,838
Additions	-	597,288	365,971	15,000	3,354,638	-	4,332,897
Revaluation increments/(decrements)	20,000	1,097,564	-	-	-	-	1,117,564
Depreciation	-	(779,443)	(408,685)	-	(1,011,703)	(6,887)	(2,206,718)
Asset class transfers	-	-	-	-	-	-	-
Write-offs	-	-	(21,214)	-	-	-	(21,214)
Carrying amount at end of year	905,000	14,827,039	1,193,074	186,984	18,825,105	20,165	35,957,367

2007/08	Land	Buildings & Improvements	Plant, Equipment & Vehicles	Works of Art	Infrastructure	Leased Plant & Equipment	Total
Carrying amount as presented in prior year	1,755,000	11,189,788	1,443,684	153,524	14,655,839	33,939	29,231,774
Change in accounting policy (a)	-	-	(178,888)	-	-	-	(178,888)
Restated carrying amount at start of year	1,755,000	11,189,788	1,264,796	153,524	14,655,839	33,939	29,052,886
Additions	-	2,222,072	415,070	18,460	2,683,852	-	5,339,454
Revaluation increments/(decrements)	(870,000)	1,140,644	-	-	-	-	270,644
Depreciation	-	(607,676)	(372,840)	-	(857,521)	(6,887)	(1,844,924)
Asset class transfers	-	-	-	-	-	-	-
Write-offs	-	(33,198)	(50,024)	-	-	-	(83,222)
Carrying amount at end of year	885,000	13,911,630	1,257,002	171,984	16,482,170	27,052	32,734,838

(a) A voluntary change in accounting policy that increased the asset capitalisation threshold from \$1,000 to \$5,000 resulted in an adjustment to the plant and equipment assets, with the adjustment being recognised in the comparative year. Refer note 5 'Disclosures of changes in accounting policies and estimates' and note 28 'Equity'.

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
	\$	\$
23. Impairment of assets		
There were no indications of impairment of property, plant and equipment at 30 June 2009.		
The Authority held no goodwill or intangible assets with an indefinite useful life during the reporting period and at balance sheet date there were no intangible assets not yet available for use.		
Any surplus assets at 30 June 2009 have been classified as non-current assets held for sale or written-off.		
24. Payables		
Current		
Trade Payables (a)	336,675	735,241
PAYG Tax Payable	82,751	70,399
FBT Payable	6,603	8,059
Accrued salaries and wages	113,962	233,884
Total Current	539,991	1,047,583

(a) Trade payables include \$63,980 associated with capital works projects.

Refer also note 2(q) 'Payables' and note 33 'Financial instruments'.

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
25. Borrowings		
The Authority has finance lease arrangements for two items of plant & equipment.		
Current		
Finance lease liabilities (secured) (a)	7,862	7,296
	7,862	7,296
Non-current		
Finance lease liabilities (secured) (a)	12,837	20,699
	12,837	20,699
Total	20,699	27,995
(a) Lease liabilities are effectively secured as the rights to the leased assets revert to the lessor in the event of default.		
The carrying amounts of non-current assets pledged as security are:		
Finance leases		
Leased plant and equipment	20,165	27,052
	20,165	27,052

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
26. Provisions		
Current		
Employee benefits provision		
Annual leave (a)	925,791	857,894
Purchased leave (a)	8,940	7,988
Long service leave (b)	572,557	349,817
	1,507,288	1,215,699
Other provisions		
Employment on-costs (c)	41,485	33,460
	1,548,773	1,249,159
Non-Current		
Employee benefits provision		
Long service leave (b)	462,729	485,094
	462,729	485,094
Other provisions		
Employment on-costs (c)	12,736	13,351
	475,465	498,445
Total current & non-current provisions	2,024,238	1,747,604
(a) Annual and purchased leave liabilities have been classified as current as there is no unconditional right to defer settlement for at least 12 months after balance sheet date. Assessments indicate that actual settlement of the liabilities will occur as follows:		
Within 12 months of balance sheet date	836,035	772,667
More than 12 months after balance sheet date	98,696	93,215
	934,731	865,882

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
26. Provisions (continued)		
(b) Long service leave liabilities have been classified as current where there is no unconditional right to defer settlement for at least 12 months after balance sheet date. Assessments indicate that actual settlement of the liabilities will occur as follows:		
Within 12 months of balance sheet date	572,557	349,817
More than 12 months after balance sheet date	462,729	485,094
	1,035,286	834,911

- (c) The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs associated with workers' compensation premiums. The provision is the present value of expected future payments. The associated expense, apart from the unwinding of the discount (finance cost), is disclosed in note 7 'Other employee related expenses'.

Movements in Other Provisions

Movements in each class of provisions during the financial year, other than employee benefits, are set out below:

Employment on-costs provision

Carrying amount at start of year	46,811	42,167
Additional provisions recognised	39,638	33,449
Payments/other sacrifices of economic benefits	(32,228)	(28,805)
Carrying amount at end of the year	54,221	46,811

27. Unearned income

Current

Unearned income consists of:

Perth Zoo Memberships	481,910	398,890
Grants and sponsorships	264,505	141,983
Other	55,820	7,519
Total current	802,235	548,392

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
28. Equity		
Equity represents the residual interest in the net assets of the Authority. The Government holds the equity interest in the Authority on behalf of the community. The asset revaluation reserve represents that portion of equity resulting from the revaluation of non-current assets.		
Contributed Equity		
Balance at start of year	23,065,220	20,269,220
Contributions by owners		
Capital contributions (a)	735,000	2,796,000
Balance at end of year	23,800,220	23,065,220
(a) Under Treasurer's Instruction 955 'Contributions by Owners Made to Wholly-Owned Public Sector Entities' Capital Contributions (appropriations) have been designated as contributions by owners in accordance with AASB Interpretation 1038 'Contributions by Owners Made to Wholly-Owned Public Sector Entities'.		
Capital contributions received were for the following capital works projects:		
Orangutan exhibit redevelopment	735,000	1,135,000
Perimeter fence and Infrastructure	-	1,661,000
	735,000	2,796,000
Asset Revaluation Reserve		
Balance at start of year	6,643,333	6,372,689
Net revaluation increments/(decrements):		
Land (b)	20,000	(870,000)
Buildings and Improvements	1,097,564	1,140,644
Balance at end of year	7,760,897	6,643,333

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
28. Equity (continued)		
(b) The net revaluation decrement in the previous year associated with land was due to the consolidation of previous land parcels relating to the Authority's South Perth site into the one reserve. The consolidation involved one parcel of land being reclassified as a restricted Class A Reserve and this resulted in a significant reduction (\$980,000) to reflect the current use value of the newly restricted land.		
Accumulated surplus/(deficit)		
Balance as presented in prior period	10,231,528	8,881,362
Change in accounting policy (c)		(178,888)
Restated balance at start of period	10,231,528	8,702,474
Result for the period	2,550,287	1,529,054
Balance at end of year	12,781,815	10,231,528

- (c) A voluntary change in accounting policy that increased the asset capitalisation threshold from \$1,000 to \$5,000 resulted in an adjustment to the plant and equipment assets in the comparative year (2007-08). An adjustment of \$178,888 has been recognised directly to equity in accordance with AASB 108. Refer note 5 'Disclosures of changes in accounting policies and estimates'.

29. Notes to the Cash Flow Statement

Reconciliation of cash

Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:

Cash and cash equivalents	3,440,294	3,616,813
Restricted cash and cash equivalents (refer note 18)	255,000	185,827
	3,695,294	3,802,640

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
29. Notes to the Cash Flow Statement (continued)		
Reconciliation of net cost of services to net cash flows used in operating activities		
Net cost of services	(8,516,801)	(7,319,366)
Non-cash items:		
Donated assets	(6,520)	(8,357)
Depreciation expense	2,206,718	1,844,924
Superannuation expense	-	948
Resources received free of charge	-	20,472
Loss on disposal of non-current assets	21,214	77,041
(Increase)/decrease in assets:		
(Increase)/decrease in inventories	(33,359)	6,638
Increase in receivables	(149,127)	(1,958)
(Increase)/decrease in prepayments	(139,088)	7,389
Increase/(decrease) in liabilities:		
Increase in annual leave provision	67,897	40,798
Increase in purchased annual leave provision	952	3,486
Increase in long service leave provision	200,375	124,434
Increase in other provisions	7,410	4,644
Increase/(decrease) in payables	(144,185)	289,433
Increase in unearned income	253,843	15,722
Net GST payments	211,818	(155,151)
Net change in GST in receivables/payables	9,498	(44,276)
Net cash used in operating activities	(6,009,355)	(5,093,179)

Non-cash financing and investing activities

During the financial year, the Authority acquired assets with an aggregate fair value of \$6,520 by means of donation.

Financing facilities

At the balance sheet date, the Authority had no approved borrowings facilities, including those associated with capital works projects.

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
30. Commitments		
Capital expenditure commitments		
The estimated amount of commitments for contracted capital works in progress at 30 June 2009 not provided for in the financial statements was \$167,966 (2008 - \$923,233). The amount is payable within one year.		
Finance lease commitments		
Minimum lease payments commitments in relation to finance leases are payable as follows:		
Within 1 year	8,312	8,312
Later than 1 year and not later than 5 years	12,855	21,167
Minimum finance lease payments	21,167	29,479
Less future finance charges	(468)	(1,484)
Present value of finance lease liabilities	20,699	27,995
The present value of finance leases payable is as follows:		
Within 1 year	7,862	7,296
Later than 1 year and not later than 5 years	12,837	20,699
Present value of finance lease liabilities	20,699	27,995
Included in the financial statements as:		
Current (refer note 25)	7,862	7,296
Non-current (refer note 25)	12,837	20,699
	20,699	27,995

The Authority has the option to purchase leased assets at their agreed fair value on expiry of the lease. These leasing arrangements do not have escalation clauses, other than in the event of payment default. There are no restrictions imposed by the leasing arrangements on other financing transactions. Certain finance leases have a contingent rental obligation, however these are not material when compared to the total lease payments made.

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

31. Explanatory statement

The following explanations are provided in accordance with Treasurer's Instruction 945. Significant variations are considered to be those greater than \$50,000 and greater than 10%.

(A) Significant variances between estimate and actual results for the financial year

Reasons for significant variations between actual revenue and expenditure and the Estimates contained in the Budget Statements are detailed below. It should be noted that the categories of revenue and expenditure presented in the Budget Statements differ from the categories used in these financial statements. The variances below are based on comparing the total revenue and expenditure from ordinary activities and then identifying significant variances according to the categories in these financial statements.

	2009 Actual \$	2009 Estimate \$	Variation \$
Expenses			
(i) <u>Other employee related expenses</u> Due to lower than expected workers' compensation premium as a result of improved claims performance in this area.	705,392	914,525	(209,133)
(ii) <u>Administration</u> Due to increased support of wildlife conservation projects and the external provision of security services. Over \$200,000 raised through Perth Zoo's fundraising initiative Wildlife Conservation Action was able to be paid to external organisations in support of conservation programs for various animal species. The Authority also contributed \$100,000 during the period to the Department of Environment and Conservation to support research into the decline of the Woylie population in Western Australia. Some security services that were previously internally resourced and reported under the employee benefits expense item were contracted to an external provider during the period are now reported under this expense item.	2,189,097	1,989,835	199,262

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Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 Actual \$	2009 Estimate \$	Variation \$
31. Explanatory statement (continued)			
Revenue			
(iii) <u>Admissions</u> Due to significantly higher than expected visitors during the period. The dry and mild weather experienced during peak visitation times such as weekends and school holidays contributed towards increased admissions. A number of activities such as Perth Zoo's 110th Birthday celebrations and the celebration of the 1st Birthday of the Sun Bear 'Maly' proved very successful for visitation during the period. The mix of paying visitors also varied from original projections, with higher percentages of adult and non-discounted admission ticket sales resulting in increased revenue from admissions.	6,520,715	5,924,000	596,715
(iv) <u>Grants, sponsorships & fundraising</u> Due to contribution due from Murdoch University towards the cost of new veterinary teaching facility at Perth Zoo. This facility replaces the existing building and will provide staff accommodation and improved teaching facilities for the delivery of formal teaching programs provided by Perth Zoo to Murdoch University veterinary students.	1,063,737	952,300	111,437
(v) <u>Memberships</u> Due to continued growth in this product which is promoted as a value for money way of visiting Perth Zoo. For an annual membership fee, members are entitled to unlimited free general admission to Perth Zoo during the membership period.	789,222	601,000	188,222
(vi) <u>Other revenue</u> Due to some refunds of expenditure made in previous years that were not included in the original budget for this item.	93,537	-	93,537

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 Actual \$	2008 Actual \$	Variation \$
31. Explanatory statement (continued)			
(B) Significant variances between actual results for the financial year and prior year actual results			
Reasons for significant variations between actual revenue and expenditure and the corresponding item of the preceding year are detailed below.			
Expenses			
(i) <u>Maintenance & operational expenses</u>	3,011,696	2,527,717	483,979
There was a significant increase in the level of maintenance work during the period which comprised both planned increases in the annual preventative maintenance program along with some additional works which were able to be completed during the period. The work included extensive restorative painting, ongoing repairs to the Zoo's ageing water distribution infrastructure and tree pruning. Minor works throughout the Zoo, increases to the Zoo's botanical collection and condition assessments on animal exhibits, buildings and facilities also contributed to increased costs.			
(ii) <u>Depreciation expense</u>	2,206,718	1,844,924	361,794
Due to the increased fixed asset base as a result of capital works expenditure, the impact of annual building revaluations and the revision of asset useful lives. Capital works projects over the past year including the perimeter fence, catering facilities and animal exhibit developments such as elephants and orangutans have also contributed to the increased asset base on which the depreciation expense is calculated.			
(iii) <u>Administration</u>	2,189,097	1,787,609	401,488
Due to increased support of wildlife conservation projects, external provision of security services and increased costs of computer software. Over \$200,000 raised through Perth Zoo's fundraising initiative Wildlife Conservation Action was able to be paid to external organisations in support of conservation programs for various animal species. The Authority also contributed \$100,000 during the period to the Department of Environment and Conservation to support research into the decline of the Woylie population in Western Australia. Some security services that were previously internally resourced and reported under the employee benefits expense item were contracted to an external provider during the period and are now reported under this expense item. Funds were also directed towards additional computer software licences and the provision of professional advice to support information system improvement initiatives.			

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 Actual \$	2008 Actual \$	Variation \$
31. Explanatory statement (continued)			
(iv) <u>Loss on disposal of non-current assets</u> The previous year included the demolition of some building assets to enable capital developments to proceed. The write-offs during 2008-09 were mainly associated with obsolete computer and communication assets.	21,214	77,041	(55,827)
Revenue			
(v) <u>Admissions</u> Due to significantly higher than expected visitors during the period along with a price increase of \$1.00 per adult and \$0.50c per child from 1 July 2008. The dry and mild weather experienced during peak visitation times such as weekends and school holidays contributed towards increased admissions. A number of activities such as Perth Zoo's 110th Birthday celebrations and the celebration of the 1st Birthday of the Sun Bear 'Maly' proved very successful for visitation during the period. The mix of paying visitors also varied from original projections, with higher percentages of adult and non-discounted admission ticket sales resulting in increased revenue from admissions.	6,520,715	5,854,617	666,098
(vi) <u>Memberships</u> Due to continued growth in this product which is promoted as a value for money way of visiting Perth Zoo. For an annual membership fee, members are entitled to unlimited free general admission to Perth Zoo during the membership period. Revenue from the sale of the membership product increased by 19% over the preceding year.	789,222	665,258	123,964
(vii) <u>Other revenue</u> Due to a retrospective refund of water charges of \$179,484 in 2007-08. The refund in the previous year followed the reassessment of the tariff charged to the Authority.	93,537	267,347	(173,810)

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

32. Schedule of Income and Expenses by Service

INDUSTRY SEGMENTS:

Treasurer's Instruction 1101 requires that information be provided for agreed services of the Authority as printed in the Treasurer's Annual Budget Statements.

	Community engagement and awareness in conservation		Wildlife management, medicine and research		Total	
	2009 \$	2008 \$	2009 \$	2008 \$	2009 \$	2008 \$
COST OF SERVICES						
Expenses						
Employee benefits expense	9,514,575	8,714,776	1,422,494	1,374,126	10,937,069	10,088,902
Other employee related expenses	621,845	684,127	83,547	95,257	705,392	779,384
Maintenance & operational expenses	2,902,668	2,431,002	109,028	96,715	3,011,696	2,527,717
Depreciation expense	2,184,651	1,826,475	22,067	18,449	2,206,718	1,844,924
Finance costs	906	1,355	110	186	1,016	1,541
Administration	1,678,473	1,524,751	510,624	262,858	2,189,097	1,787,609
Cost of retail shop sales	636,779	617,114	-	-	636,779	617,114
Loss on disposal of non-current assets	18,916	67,718	2,298	9,323	21,214	77,041
Total cost of services	17,558,813	15,867,318	2,150,168	1,856,914	19,708,981	17,724,232
Income						
Admissions	6,520,715	5,854,617	-	-	6,520,715	5,854,617
Retail shop sales	1,298,869	1,229,365	-	-	1,298,869	1,229,365
Grants, sponsorships & fundraising	665,028	689,905	398,709	413,672	1,063,737	1,103,577
Commercial activities	1,283,546	1,169,071	94,927	91,840	1,378,473	1,260,911
Memberships	789,222	665,258	-	-	789,222	665,258
Interest revenue	-	-	47,627	23,791	47,627	23,791
Other revenue	93,537	267,347	-	-	93,537	267,347
Total income other than income from State Government	10,650,917	9,875,563	541,263	529,303	11,192,180	10,404,866
NET COST OF SERVICES	6,907,896	5,991,755	1,608,905	1,327,611	8,516,801	7,319,366

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

32. Schedule of Income and Expenses by Service (continued)

	Community engagement and awareness in conservation		Wildlife management, medicine and research		Total	
	2009	2008	2009	2008	2009	2008
	\$	\$	\$	\$	\$	\$
INCOME FROM STATE GOVERNMENT						
Service appropriation	8,339,122	7,758,837	1,012,878	1,068,163	9,352,000	8,827,000
Liabilities assumed by the Treasurer	-	833	-	115	-	948
Resources received free of charge	1,715,088	20,472	-	-	1,715,088	20,472
Total Income from State Government	10,054,210	7,780,142	1,012,878	1,068,278	11,067,088	8,848,420
Surplus/(Deficit) for the period	3,146,314	1,788,387	(596,027)	(259,333)	2,550,287	1,529,054

SEGMENT DESCRIPTIONS:

Community engagement and awareness in conservation

Perth Zoo promotes conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate and encourage the community in conservation. Perth Zoo maximises visits to the Zoo by providing a quality and unique 'value-for-money' attraction in ecologically themed botanic gardens. The Zoo's commercial activities are also underpinned by conservation messages.

Wildlife management, medicine and research

The conservation value of wildlife will be optimised by effective management, high standards of animal welfare and animal husbandry, captive breeding, support for wildlife conservation, breeding for re-introduction and provision of research opportunities.

GEOGRAPHICAL SEGMENTS:

The Zoological Parks Authority operates within one geographical segment (Western Australian public sector).

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

33. Financial Instruments

(a) Financial Risk Management Objectives and Policies

Financial instruments held by the Authority are cash and cash equivalents, restricted cash and cash equivalents, borrowings, finance leases, loans and receivables, and payables. The Authority has limited exposure to financial risks. The Authority's overall risk management program focuses on managing the risks identified below:

Credit risk

Credit risk arises when there is the possibility of the Authority's receivables defaulting on their contractual obligations resulting in financial loss to the Authority. The Authority measures credit risk on a fair value basis and monitors risk on a regular basis.

The maximum exposure to credit risk at balance sheet date in relation to each class of recognised financial assets is the gross carrying amount of those assets inclusive of any provision for impairment as shown in the table at note 33(c).

Credit risk associated with the Authority's financial assets is minimal because the main receivable is the amounts receivable for services (holding account). For receivables other than government, the Authority trades only with recognised, creditworthy third parties. Amounts owing by Government agencies are guaranteed and therefore no credit risk exists in respect of those amounts.

The Authority has policies in place to ensure that sales of products and services are made to customers with an appropriate credit history. In addition, receivable balances are monitored on an ongoing basis with the result that the Authority's exposure to bad debts is minimal. There are no significant concentrations of credit risk.

The collectability of receivables is reviewed on an ongoing basis by individual assessment of the debts outstanding. The type of recovery action is determined by management and is based on individual assessment of debts. Consideration is given to factors such as debt amount, nature of debt and past history of debtor.

Provision for impairment of financial assets is calculated based on past experience, and current and expected changes in client credit ratings. For financial assets that are either past due or impaired, refer to note 20 'Receivables'.

Liquidity risk

The Authority is exposed to liquidity risk through its trading in the normal course of business. Liquidity risk arises when the Authority is unable to meet its financial obligations as they fall due. The Authority has appropriate procedures to manage cash flows including drawdowns of appropriations by monitoring forecast cash flows to ensure that sufficient funds are available to meet its commitments.

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

33. Financial Instruments (continued)

Market risk

The Authority does not trade in foreign currency and is not materially exposed to other price risks. Other than as detailed in the interest rate sensitivity analysis table at note 33(c), the Authority is not exposed to interest rate risk because apart from minor amounts of restricted cash, all other cash and cash equivalents and restricted cash are non-interest bearing and the Authority has no borrowings other than finance leases which have a fixed interest rate.

The interest rate sensitivity is determined by reference to recent trends in interest rate movements and economic forecasts by the Reserve Bank of Australia.

Fair value estimation

The fair value of short-term receivables and payables is the transaction cost of the face value because there is no interest rate applicable and subsequent measurement is not required as the effect of discounting is not material.

The fair value of lease liabilities is at amortised cost using the effective interest method.

(b) Categories of Financial Instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the balance sheet date are as follows:

	2009 \$	2008 \$
Financial Assets		
Cash and cash equivalents	3,440,294	3,616,813
Restricted cash and cash equivalents	255,000	185,827
Loans and receivables (i)	7,595,047	6,103,832
Financial Liabilities		
Financial liabilities measured at amortised cost	560,690	1,075,578

(i) The amount of loans and receivables excludes GST recoverable from the ATO (statutory receivable).

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Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

33. Financial Instruments (continued)

(c) Financial Instrument Disclosures

Credit Risk and Interest Rate Exposure

The following table details the Authority's maximum exposure to credit risk, interest rate exposures and the ageing analysis of financial assets. The Authority's maximum exposure to credit risk at the balance sheet date is the carrying amount of the financial assets as shown below. The table discloses the ageing of financial assets that are past due but not impaired and impaired financial assets. The table is based on information provided to senior management of the Authority.

The Authority does not hold any collateral as security or other credit enhancements relating to the financial assets it holds.

The Authority does not hold any financial assets that had to have their terms renegotiated that would have otherwise resulted in them being past due or impaired.

	Weighted Average Effective Interest Rate	Carrying Amount \$	Interest rate exposure			Past due but not impaired						Impaired financial assets \$
			Variable Interest Rate \$	Non Interest Bearing \$	Up to 3 months \$	3 - 12 months \$	1-2 Years \$	2-3 Years \$	3-4 Years \$	4-5 Years \$	More than 5 Years \$	
Financial Assets												
2009												
Cash and cash equivalents	5.38%	3,440,294	1,069,624	2,370,670	-	-	-	-	-	-	-	-
Restricted cash and cash equivalents		255,000	-	255,000	-	-	-	-	-	-	-	-
Receivables (i)		550,047	-	550,047	18,877	69,208	10,147	596	-	-	-	-
Amounts receivable for services		7,045,000	-	7,045,000	-	-	-	-	-	-	-	-
		11,290,341	1,069,624	10,220,717	18,877	69,208	10,147	596	-	-	-	-
2008												
Cash and cash equivalents	7.63%	3,616,813	351,324	3,265,489	-	-	-	-	-	-	-	-
Restricted cash and cash equivalents		185,827	-	185,827	-	-	-	-	-	-	-	-
Receivables (i)		261,832	-	261,832	47,058	39,500	2,688	605	-	-	-	-
Amounts receivable for services		5,842,000	-	5,842,000	-	-	-	-	-	-	-	-
		9,906,472	351,324	9,555,148	47,058	39,500	2,688	605	-	-	-	-

(i) The amount of receivables excludes GST recoverable from the ATO (statutory receivable).

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

33. Financial Instruments (continued)

(c) Financial Instrument Disclosures

Liquidity Risk

The following table details the contractual maturity analysis for financial liabilities. The contractual maturity amounts are representative of the undiscounted amounts at the balance sheet date. The table includes interest and principal cash flows. An adjustment has been made where material.

	Weighted Average Effective Interest Rate	Carrying Amount \$	Interest rate exposure			Total Nominal Amount \$	Maturity dates						
			Variable Interest Rate \$	Non-Interest Bearing \$	Adjustment for Discounting \$		Up to 3 months \$	3 - 12 months \$	1-2 Years \$	2-3 Years \$	3-4 Years \$	4-5 Years \$	More than 5 Years \$
Financial Liabilities													
2009													
Payables		539,991	-	539,991	-	539,991	539,299	692	-	-	-	-	-
Finance lease liabilities	7.50%	20,699	-	-	-	20,699	1,911	5,951	12,837	-	-	-	-
		560,690	-	539,991	-	560,690	541,210	6,643	12,837	-	-	-	-
2008													
Payables		1,047,583	-	1,047,583	-	1,047,583	1,035,321	11,982	280	-	-	-	-
Finance lease liabilities	7.50%	27,995	-	-	-	27,995	1,773	5,523	7,863	12,836	-	-	-
		1,075,578	-	1,047,583	-	1,075,578	1,037,094	17,505	8,143	12,836	-	-	-

The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities.

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

33. Financial Instruments (continued)

(c) Financial Instrument Disclosures

Interest Rate Sensitivity Analysis

The following table represents a summary of the interest rate sensitivity of the Authority's financial assets and liabilities at the balance sheet date on the surplus for the period and equity for a 1% change in interest rates. It is assumed that the change in interest rates is held constant throughout the reporting period. The interest rate sensitivity is determined by reference to recent trends in interest rate movements and economic and market forecasts by the Reserve Bank of Australia.

	Carrying Amount \$	-1% change		+1% change	
		Profit \$	Equity \$	Profit \$	Equity \$
30 June 2009					
<u>Financial Assets</u>					
Cash and cash equivalents	1,069,624	(10,696)	(10,696)	10,696	10,696
		(10,696)	(10,696)	10,696	10,696
<u>Financial Liabilities</u>					
		-	-	-	-
Total Increase/(Decrease)		(10,696)	(10,696)	10,696	10,696
30 June 2008					
<u>Financial Assets</u>					
Cash and cash equivalents	351,324	(3,513)	(3,513)	3,513	3,513
		(3,513)	(3,513)	3,513	3,513
<u>Financial Liabilities</u>					
		-	-	-	-
Total Increase/(Decrease)		(3,513)	(3,513)	3,513	3,513

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009	2008
34. Remuneration of members of the Accountable Authority and senior officers		
Remuneration of Members of the Accountable Authority		
The number of members of the Accountable Authority, whose total of fees, salaries, superannuation, non-monetary benefits and other benefits for the financial year, fall within the following bands are:		
\$0 - \$10,000	8	8
\$10,001 - \$20,000	1	1
The total remuneration of the members of the Accountable Authority is:	\$32,427	\$40,870

The total remunerations includes the superannuation expense incurred by the Authority in respect of members of the Accountable Authority.

No members of the Accountable Authority are members of the Pension Scheme.

Remuneration of Senior Officers

Senior officers includes the Chief Executive Officer and four Director positions that form the Authority's Corporate Executive. The figures include current employees and officers that terminated employment during the period.

The number of senior officers, other than senior officers reported as members of the Accountable Authority, whose total fees, salaries, superannuation, non-monetary and other benefits for the financial year, fall within the following bands:

\$40,001 - \$50,000	-	1
\$70,001 - \$80,000	1	1
\$110,001 - \$120,000	1	3
\$120,001 - \$130,000	2	-
\$130,001 - \$140,000	1	-
\$150,001 - \$160,000	1	-
\$190,001 - \$200,000	-	1
The total remuneration of senior officers is:	\$731,978	\$662,744

The total remuneration includes the superannuation expense incurred by the Authority in respect of senior officers other than senior officers reported as members of the Accountable Authority.

No senior officers are members of the Pension Scheme.

Financial Statements

Zoological Parks Authority

Notes to the Financial Statements for the Year Ended 30 June 2009

	2009 \$	2008 \$
35. Remuneration of the Auditor		
Remuneration to the Auditor General for the financial year is as follows:		
Auditing the accounts, financial statements and performance indicators	44,000	47,000
	44,000	47,000
The expense is included at note 11 'Administration' expenses.		
36. Supplementary financial information		
The following items have been written off by the Accountable Authority:		
Write-Offs		
Assets written off	21,214	45,991
Damaged retail shop stock	3,747	3,717
Cashier shortages written off by the Accountable Authority	1,040	1,052
	26,001	50,760
Losses Through Theft, Defaults and Other Causes		
During the period some equipment was reported stolen and is subject to an insurance claim for which proceeds are yet to be received.		
Lost/stolen public property written off by the Accountable Authority	4,912	4,323
Amount recovered through insurance proceeds	-	(8,508)
	4,912	(4,185)
Gifts of Public Property		
No public property was gifted during the current year.		
Gifts of public property provided by the Authority	-	-
	-	-
37. Events occurring after the balance sheet date		
Nil.		

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Performance Indicators

Zoological Parks Authority

Certification of Performance Indicators for the Year Ended 30 June 2009

We hereby certify that the performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Zoological Parks Authority's performance, and fairly represent the performance of the Zoological Parks Authority for the financial year ended 30 June 2009.



Peter Metcalfe

Chairperson

10 September 2009



Andrew Thompson

Deputy Chairperson

10 September 2009

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Performance Indicators

Purpose

The agency's purpose is to secure long term populations of species in natural environments while engaging the community in global conservation action.

Vision

A world where diversity of species and habitats is secure.

Community Service Charter

To provide for the community of Western Australia, wholesome, value for money, recreational services, whilst striving towards self-sufficiency and continuous improvement to the quality of services delivered.

Funding Objectives

The Authority's Outcome Structure was revised during 2008-09, with the Authority's two outcomes being replaced by one new outcome titled 'Conservation of Wildlife' and the Authority's existing three services being replaced by two new services.

The move to the one Outcome of 'Conservation of Wildlife' provides a direct and clear link to the Authority's purpose. The new Outcome also demonstrates a clearer link to the Authority's enabling legislation and strategic direction and reflects why the Authority is delivering its two Services. These Services are detailed below and clearly reflect what is being delivered by the Authority in support of the Outcome.

The Authority's effectiveness indicators remained unchanged following the review and are now being reported against the single Outcome for the Authority. As the 2008-09 Budget was developed prior to the new Outcome Structure, no 2008-09 Budget figures are available for reporting against the newly developed efficiency indicators. However, the 2007-08 comparatives have been reallocated to the new Services and associated efficiency indicators.

Outcome 1

Conservation of wildlife

Service 1: Community Engagement and Awareness in Conservation

Service description: Perth Zoo promotes conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate and encourage the community in conservation.

Service 2: Wildlife Management, Medicine and Research

Service description: The conservation of wildlife will be optimised by effective species management, high standards of animal welfare and animal husbandry, captive breeding, support for wildlife conservation, breeding for re-introduction and provision of research opportunities.

Performance Indicators

Effectiveness and Efficiency Indicators

Outcome 1:

Conservation of wildlife

This outcome is measured by surveying our customers to gauge the extent to which the Zoo communicates its conservation message. The following indicators are designed to measure the extent to which Perth Zoo has been able to positively influence people's attitudes towards the conservation of wildlife and the environment.

Effectiveness Indicators

To obtain information in relation to effectiveness indicators 1.1 and 1.2 Synovate was commissioned by Perth Zoo to conduct customer research in May 2009. Intercept surveys were conducted with randomly selected Zoo patrons over 16 years of age. Details of the sampling, response rates and sampling error are as follows:

	2006	2007	2008	2009
Population*	597,027	612,925	620,705	636,969
Desired Sample	500	500	500	400
Achieved Sample	500	500	501	404
Response Rate**	57.27%	50.05%	48.59%	34.21%
Sampling Error	±4.5%	±4.5%	±4.5%	±4.5%

*Population is based on annual visitors to Perth Zoo

**The response rate in 2009 was lower than expected but the desired survey sample was achieved.

1.1 The Zoo as an educational/learning experience

“Perth Zoo's exhibits and displays educate visitors about conservation problems facing wildlife.”	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2009 Target
Agree	91%	95%	91%	94%	97%
Neither agree/disagree	5%	2%	4%	3%	2%
Disagree	2%	1%	3%	3%	1%
Don't know	2%	2%	2%	–	–

Note to this Indicator

The result has increased from 91% in 2007-08 to 94% in 2008-09 and reflects a very high level of respondents agreeing with this indicator which is also in line with the target. The continued high level of agreement demonstrates the effectiveness of Perth Zoo's formal and informal educational programs. These programs are aimed at students, schools and the general community and are complemented by other initiatives such as improved exhibit signage, website development and publications that focus on wildlife conservation issues.

Performance Indicators

Effectiveness Indicators (continued)

1.2 Conservation of the Environment

“Perth Zoo encourages people to be more conscious about the conservation of the environment.”	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2009 Target
Agree	89%	94%	92%	89%	96%
Neither agree/disagree	7%	2%	4%	8%	2%
Disagree	2%	2%	3%	3%	2%
Don't know	2%	2%	1%	–	–

Note to this Indicator

The indicator has reduced from 92% in 2007-08 to 89% of respondents agreeing with this statement in 2008-09. While still at a very high level, the result is below the target of 96%. Perth Zoo continues to focus and promote a variety of environmental conservation issues to the community including the importance of habitat protection. Perth Zoo's fundraising campaign, Wildlife Conservation Action is also heavily focussed on supporting this indicator. It is possible that with community interest in climate change increasing that it may be influencing the interpretation by respondents to this survey question.

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Performance Indicators

Effectiveness Indicators (continued)

1.3 Number of offspring produced by threatened animals for re-introduction

Perth Zoo aims to successfully breed threatened Australian animals for future re-introduction into their natural environments. These species are all part of programs managed by the Department of Environment and Conservation through the Recovery Team process species recovery plan.

	2006 Actual Animals Produced	2007 Actual Animals Produced	2008 Actual Animals Produced	2009 Actual Animals Produced	2009 Target
Western Swamp Tortoise	35	26	13	28	40
Numbat	12	12	8	12	24
Dibbler	43	37	30	36	42
TOTAL	90	75	51	76	106

Note to this Indicator

Several Western Swamp Tortoise adult females were returned to the wild when a land reserve was fenced and rehabilitated. This has led to fewer females available for breeding which is the main reason that the target was not met, however results improved significantly over last year as the summer was not as extreme and all clutches of eggs were found and incubated artificially.

The number of Numbats produced is less than the target as some females lost pouch young. A definite reason has not been determined and a full evaluation of the breeding program across all years is being conducted.

Dibbler births are close to the target result, however some females failed to produce or failed to keep pouch young.

Performance Indicators

Efficiency Indicators

Service 1: Community Engagement and Awareness in Conservation

1.4 Cost of Services per Visitor

Efficiency would be demonstrated by this indicator remaining constant or reducing over time, as admission numbers increase.

	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2009 Target
Total visitors admitted to the Zoo	597,027	612,925	620,705	636,969	615,000
Total cost of services (\$000's)	n/a	n/a	\$15,867	\$17,559	n/a
Average cost per visitor	n/a	n/a	\$25.56	\$27.57	n/a

Note to this Indicator

This is a new indicator following a review of Perth Zoo's Outcomes and Services during the period. The number of annual visitors to Perth Zoo is divided into the total cost of delivering this Service to reflect an average cost per visitor. The costs of delivering this service were higher than the previous year due mainly to staff salary award rate increases. Other increases in costs were the result of significantly higher levels of planned maintenance work during the period and higher depreciation expenses associated with a growing fixed asset base.

The fine and mild weather, particularly during peak visitation times such as weekends, public holidays and school holidays assisted with achieving continued growth in visitor numbers during the period. The increasing membership base is also resulting in a higher level of repeat visitation and Perth Zoo's special events and concerts during the period also continued to attract large crowds. These included concerts over the summer period, Perth Zoo's 110th birthday celebrations and a celebration day for the first birthday of Sun Bear Maly.

Performance Indicators

Efficiency Indicators (continued)

Service 2: Wildlife Management, Medicine and Research

1.5 Research Communications Produced per Full Time Equivalent (FTE)

	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2009 Target
Number of research communications produced	n/a	n/a	20	25	n/a
Total FTEs to produce research communications	n/a	n/a	17.92	18.06	n/a
Research communications produced per FTE	n/a	n/a	1.13	1.40	n/a

Note to this Indicator

This is a new indicator following a review of Perth Zoo's Outcomes and Services during the period. The number of research communications produced by Perth Zoo is an indicator of our contribution to the important areas of wildlife management, medicine and research. Research communications have been defined to include refereed papers published in professional journals, conference presentations and the publishing of major articles authored or co-authored by Perth Zoo staff or Perth Zoo-supported researchers.

The indicator is impacted by the funding available to undertake work in these areas and therefore it is influenced by the level of external grants that Perth Zoo is able to access for this important work. Over the past four years, Perth Zoo has been the recipient of a grant from the Office of Science and Innovation for frog research and breeding. This grant funding ends in September 2009 and Perth Zoo continues to actively seek alternative sources to progress research projects to support the conservation of wildlife. The indicator is calculated using a three year moving average of both the number of research communications produced and the number of FTEs to reflect that research is conducted over an extended period before the communications can be produced.

Other Financial Disclosures

Pricing Policies of Services Provided

Perth Zoo's admission prices are reviewed annually as part of the State Budget process and any recommended increases by the Zoological Parks Authority require the approval of the Minister. The Zoological Parks Authority has discretion over pricing for other goods and services rendered. An increase in Perth Zoo admission prices, from 1 July 2008, was approved as part of the 2008-09 Budget. Admission prices are advertised on Perth Zoo's website and at the front entrance.

Capital Works

Perth Zoo's capital works program consists of projects that are funded from either Government capital appropriations or internally generated revenue such as sponsorships and donations. The Zoo undertook \$2.4 million worth of capital works in 2008-09. Details of the major completed works and works in progress are outlined below.

Completed Capital Projects

Perimeter Fence

After commencing in December 2007, the installation of a three-metre high steel palisade perimeter fence around Perth Zoo was completed in 2008. The project also included new security infrastructure including lighting and surveillance cameras. A total of \$442,000 was spent in 2008-09 bringing the total project expenditure to \$2.53 million. The State Government provided a total of \$2.52 million for this project and the remaining \$10,000 was funded from Perth Zoo's internally generated sponsorships.

Catering Facilities

The final stage of the upgrade to Perth Zoo's catering facilities was the installation of a new air-conditioning system in the function centre completed in July 2008. Along with the upgrade of carpets and lighting in the previous year, the refurbishment provides a significantly improved function facility for customers.

The State Government provided total funding of \$570,000 for this project. The project commenced with a feasibility study and this led to upgrade works commencing in 2007-08. During 2008-09, \$259,000 was spent completing this project, bringing the total project expenditure to \$695,000. A contribution of \$127,000 to the

refurbishment was received from the catering contractor, resulting in a net cost to Perth Zoo of \$568,000 for the project against the budget of \$570,000.

Rhinoceros Exhibit

A total of \$156,000 of a budget allocation of \$156,000 was spent on the upgrade of fencing in the rhinoceros exhibit in the African Savannah. This project was funded using Perth Zoo's internally generated sponsorship funds and is part of ongoing improvements to Perth Zoo animal exhibits.

Other

Other capital expenditure completed during the period included minor exhibit and facility upgrades totalling \$63,000 using internally generated funds. These projects included improvements in the orangutan exhibit and development work on a new customer management and ticketing system.

A total of \$70,000 was spent on the purchase of computer equipment using State Government capital works funding.

Other Financial Disclosures

Capital Works (continued)

Capital Works in Progress

Asian Elephant Exhibit

The Asian Elephant exhibit redevelopment opened in January 2009. The original \$5.26 million budget for this project was provided by the State Government. An additional \$300,000 was allocated to the project from Perth Zoo's internally generated sponsorships in 2008-09, bringing the total budget for the project to \$5.56 million.

A total of \$186,000 was spent in 2008-09 resulting in total expenditure on the project at year end to \$5.43 million. The remaining budget of \$127,000 is expected to be required in 2009-10 to complete the project.

Work completed during the period included the bull elephant exercise and display yard, a mud wallow, scratching poles and upgrade to the visitor viewing area at the male elephant's pool. In addition to these works there was a significant amount of remedial work performed on the exhibit fencing during the period. The remedial fence work aspect of the project is being managed by the Building Management and Works area of the Department of Treasury and Finance and the total cost of this work is yet to be finalised.

Crocodile Exhibit

A major redevelopment of the crocodile exhibit commenced in October 2008 involving the design and construction of an outdoor exhibit and public viewing area for Perth Zoo's Estuarine Crocodile. The redevelopment provides an expanded exhibit for the crocodile along with enhanced visitor viewing opportunities set in a Kimberley-themed environment.

The total budget for the project of \$568,000 has been funded using State Government capital works funding along with \$254,000 of Perth Zoo's internally generated corporate sponsorships. A total of \$454,000 was spent during 2008-09 and the remaining \$114,000 of the budget will be required for the completion of the project in early 2009-10.

Sumatran Orangutan Exhibit

The upgrade of the food preparation facilities and a new cooling/heating system in the orangutan night quarters was completed during the period. Perth Zoo undertook additional design work for the final stage of the Sumatran Orangutan exhibit redevelopment during 2008-09. The final stage focuses on the enhancement of visitor viewing facilities and the revised concept plans are nearing completion.

A total of \$480,000 was spent on the project in 2008-09 bringing the total project expenditure to \$1 million funded from the State Government's capital contribution for the project. This capital contribution provides \$2.2 million for the project over three years and the remaining \$1.2 million will be directed in 2009-10 to redesign and construct the visitor viewing aspect of exhibit.

Other Financial Disclosures

Capital Works (continued)

Asian Small-clawed Otter Exhibit

Another major project in 2008-09 has been the in-house designed new otter exhibit and upgrade of the existing otter exhibit. The former Sulawesi Crested Macaque exhibit started its redevelopment during the period to accommodate a new group of otters that will be transferred to Perth Zoo in 2009-10 from another facility. The existing otter exhibit is also being upgraded in 2009-10 as part of this project.

The project commenced in November 2008 with an allocated budget of \$200,000 from Perth Zoo's internally generated sponsorship funds. A total of \$89,000 was spent during the period and the remaining funds will be required to complete the project in 2009-10. The project is expected to be completed in August 2009.

Eco-Toilet

Perth Zoo's Master Plan for capital development identified the need for additional toilet facilities for Perth Zoo's visitors. Annual State Government capital works funding has been directed towards the construction of new toilet and parenting facilities which will incorporate the latest technology and promote the use of sustainable building materials. Extensive planning, costing and conceptual documentation for the eco-toilet project occurred in 2008-09 with a total project budget of \$546,000. A total of \$39,000 was spent during the period and the remaining budget will be required to complete construction in 2009-10.

Veterinary Science – Research and Teaching Facility

When completed, the new Research and Veterinarian Teaching building will provide vastly improved facilities for research staff and undergraduate students. It will also provide staff accommodation and improved teaching facilities for the delivery of formal teaching programs provided by Perth Zoo for undergraduate veterinary courses to Murdoch University students. These courses are externally funded by Murdoch University which has also partly funded the new teaching facility at Perth Zoo.

The total budget for this project is \$198,000 and a total of \$129,000 was spent on the project in 2008-09. Murdoch University will be contributing 60% of the building cost after the facility is completed in early 2009-10.

Other Financial Disclosures

Employment and Industrial Relations

Staff Profile

Perth Zoo employed 246 people in 2008-09 (up from 234 in 2007-08) representing 160 full time equivalents (158 in 2007-08). The high head count to FTE ratio reflects the Zoo's continuing commitment to more flexible work practices and use of different staffing arrangements to meet relief and seasonal demands for the Zoo's visitor services and education programs. The use of casual staffing pools provides employment opportunities for students studying in relevant fields to gain hands on experience in their chosen careers and professions.

Employee Profile	2007-08	2008-09
Permanent Full time	107	103
Permanent Part time	41	47
Fixed-Term Full time	14	20
Fixed-Term Part time	8	6
Casual	59	67
Trainee	2	1
Cadets	3	2
Other	0	0
TOTALS	234 (158 FTEs)	246 (160 FTEs)

During 2008-09, 25 new appointments were made, 9 of these were permanent appointments and 16 were fixed-term appointments. New and current staff members continued to be provided with options for flexible working arrangements where operationally possible. The table below indicates the level of take-up of such options.

Type of Flexible Arrangement	Permanent Staff	Contract Staff	Proportion of Total Staff
Working from home	25	4	11.8%
Working part time	47	6	21.5%
Flexible start and finish times	53	19	29.3%
Purchased leave arrangements	8	0	3.3%

Staff turnover rose slightly in 2008-09 to 10.6% (up from 8.1% in 2007-08). Fifteen permanent staff elected to leave the Zoo during the reporting period compared to 12 last year. Staff left for a range of reasons including retirement, travel, family responsibilities and promotional opportunities both in the private and broader public sectors.

The Zoo also continued to work hard at attracting and retaining a diverse workforce including ongoing support for indigenous cadets and an indigenous apprentice.

Staff Development

The Zoo promotes a lifelong approach to learning, providing formal training as well as a Professional Development Assistance Program and support for staff undertaking nationally accredited vocational education and training programs. Staff at all levels access various forms of training and development.

In 2008-09, the Zoo provided 4,441 hours of formal training to staff (up from 2,158 hours in 2007-08) at a cost of \$125,776. The increased investment in staff development has been possible through internal capacity building with a significant amount of training now being delivered by specialists and experts in-house.

Other Financial Disclosures

Employment and Industrial Relations (continued)

	2007-08	2008-09
Total training hours provided to staff	2158	4441
Average hours per FTE	13.8	27.8
Total Training Costs	\$114,986	\$125,776
Average Training investment	\$489/person \$728/FTE	\$511/person \$786/FTE
Number of staff receiving study assistance	4	2
Number of staff receiving professional development assistance	4	13
Number of staff supported to undertake Certificate III in Captive Animals	8	8
Number of staff supported to attend/present at Professional Conferences	24	24

Training initiatives in 2008-09 included:

- accountable and ethical decision making
- animal records
- asbestos awareness and management training
- First Aid and first responder training
- fork lift, elevated work platform and skid steer loader training
- frog husbandry and research workshop
- genetics and population management
- Indonesian language classes
- procurement training
- recruitment and selection, performance management and supervisor training

- risk management training
- safety representative training
- seed collection of native plants
- Tasmanian Devil and Dasyurid management course
- tree assessment training
- wildlife rehabilitators' course.

Industrial Relations

Early in the year negotiations for a new public sector-wide industrial agreement for staff covered by the Government Officers Salaries, Allowances and Conditions (GOSAC) Award was ratified. Staff covered by this Agreement received a backdated pay increase on 2 October 2008 followed by a scheduled second annual pay increase on 19 March 2009.

Staff covered by the Building Trades (Government) Award, Engineering Trades (Government) Award and the Zoological Parks Authority (Operations) General Agreement 2007 all received pay increases in accordance with their respective Agreements on 22 January 2009. The Industrial Agreements for each of these groups of staff expire on 31 December 2009 and Perth Zoo is about to enter another round of negotiations for these staff.

Significant progress has been made on the review of the current keeper career structure and a revised structure and a transition strategy were put to an informal vote of staff with a majority 83% in favour. On that premise Perth Zoo is progressing submissions to the relevant Departments for approval and anticipates implementation in the second half of 2009.

During the year Perth Zoo also began a reclassification review of its electricians and a modernisation review of the competency framework for the Horticulture Career Structure.

Workers' Compensation – see Occupational Safety, Health and Injury Management in the Government Policy Requirements section in this chapter.

Governance Disclosures

Indemnity Insurance Premium

Perth Zoo takes out Directors and Officers Liability Insurance, covering members of the Zoological Parks Authority Board and senior management. The limit of liability is \$10 million. The Zoo contributed \$9,568 to the annual premium in 2008-09 with Board Members and senior management staff making a small individual contribution.

Other Legal Requirements

Electoral Act 1907

In accordance with section 175ZE of the *Electoral Act 1907*, Perth Zoo reports that it incurred the following expenditure during the financial year in relation to advertising agencies, market research organisations, polling organisations, direct mail organisations and media advertising organisations.

Expenditure with Advertising Agencies	\$4,407
The Brand Agency Mitchell and Partners Australia Pty Ltd	
Expenditure with Market Research Organisations	\$41,387
Synovate Pty Ltd	
Expenditure with Polling Organisations	Nil
Expenditure with Direct Mail Organisations	\$41,692
Disco Direct Mailing Service Dataroll Australia Platform Interactive Dialogue Media Pty Ltd Toll Transport Aussie Drawcards Pty Ltd Letterbox Distribution Network Digital	
Expenditure with Media Advertising Organisations	\$277,003
Marketforce Advertising Mitchell and Partners Australia Pty Ltd West Australian Publishers Adcorp Australia Seek Ltd Australian Associated Press	
Total Expenditure	\$364,489

Other Legal Requirements

Disability Access and Inclusion Plan Outcomes

(Disability Services Act 1993, S29)

In 2008-09, Perth Zoo continued the implementation of its 2007-2011 Disability Access and Inclusion Plan (DAIP). The Zoo's Disability Services Group prioritised activities according to the plan.

Initiatives in 2008-09 are outlined below against the Government's six disability standards.

Outcome 1: People with disabilities have the same opportunities as other people to access the services of, and any events organised by, a public authority.

- The Zoo's Disability Services Group met quarterly to monitor the progress of the DAIP.
- Free admission was provided to 2,060 carers of people with a disability.
- A range of school holiday activity styles was provided to suit children with different needs.
- Ten ACROD parking bays for Zoo visitors including two ACROD bus-bays were maintained.
- Wheelchair access was provided at major concert events.

Outcome 2: People with disabilities have the same opportunities as other people to access the buildings and other facilities of a public authority.

- Automatic door openers were installed on entrances to three major exhibits (Reptile Encounter, Penguin Plunge and Australian Wetlands) for those with mobility disability, the frail or parents with prams.
- The Zoo increased its fleet of 'Rocky 6' ride-on scooters (from two to three) for visitors with mobility impairment (380 total hires).
- The Zoo maintained a fleet of 11 wheelchairs for free use by those with mobility impairment (309 total hires).
- Affordable 'Zebra Car' tours for the elderly/ frail visitors or parents with small children were provided.
- Ongoing quarterly audits were undertaken to review access impediments and resulting recommendations.
- A full audit of all accessible toilet facilities was conducted and recommendations for review were forwarded to the Zoo's Corporate Executive group.
- The front entrance of the Zoo was reviewed with a few palm trees removed to improve overall visitor access.

- The requirement to demonstrate an 'awareness of and commitment to compliance to the principles of the Disability Act' was included in all tender documentation for Zoo projects.
- Awareness and consideration of access/ inclusion issues (including non-mobility disability) was a requirement in the scopes for design and construction projects. Two new exhibits were designed with this consideration and with a view to the principles of Access and Inclusion. Features included:
 1. Crocodile exhibit
 - provision of pathways/primary route with gradient below 1:14
 - provision of push-button door opener to primary access to exhibit
 - inclusion of full height glass viewing bay (rather than half height which might obscure viewing for someone in a wheelchair)
 - inclusion of tactile models
 - inclusion of scented and tactile plantings thematically linked with the exhibit.

Other Legal Requirements

Disability Access and Inclusion Plan Outcomes (continued)

2. Otter Exhibit

- provision of a bench seat in primary viewing area for the frail and elderly
- provision of tactile, life-sized animal models
- provision of full wheelchair access into and out of exhibit viewing bay
- use of viewing-friendly thin cable as horizontal barrier
- inclusion of scented plantings thematically linked with the exhibit.
- A schematic design was completed for a new toilet facility which features a unisex, accessible toilet designed to standard and Perth Zoo's first fully accessible parenting facility including an accessible toilet within.

Outcome 3: People with disabilities receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

- Access to information about Zoo services was available by various mechanisms (in person, telephone, internet and email).

- A prominent link was included on the website homepage which leads to comprehensive accessibility information for website users on both the technical aspects of utilising the site and also general information about accessible aspects of a visit to Perth Zoo.
- Plain English was used in all public documentation published by Perth Zoo.
- Thirty-six specially created audio-files of the Zoo's most popular animals were added to the Zoo's website. These are designed to be downloaded before or after a visit to the Zoo (or in lieu of for those who cannot physically access the Zoo) or to be used while at the Zoo as an aid in comprehension.
- Services offered online and on the Zoo's 24-hour recorded telephone information line were maintained.
- Information was available in alternative format upon request (no requests made in 2008-09).

Outcome 4: People with disabilities receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.

- Provision of 'on the ground' volunteer or staff for those needing particular assistance or information was continued.

- Special training was provided to all new volunteers starting at Perth Zoo (Disability Services 'You Can Make a Difference to People with Disabilities' DVD).

Outcome 5: People with disabilities have the same opportunities as other people to make complaints to a public authority.

- A range of mechanisms for making a complaint, including in-person, by telephone, email, internet and comment cards was provided.
- All complaints from a person with a disability or about a service or product related to Accessibility and Inclusion were tabled with the Disability Services Group for specific discussion and/or action.

Outcome 6: People with disabilities have the same opportunities as other people to participate in any public consultation by a public authority.

- Market research was conducted by a reputable firm who had awareness of DAIP Outcome 6. Random collection protocols statistically ensured inclusion of those with a disability but in a way that was unbiased towards or against those with a disability.

Other Legal Requirements

Compliance with Public Sector Standards and Ethical Codes

(Public Sector Management Act 1994, S31 (1))

The following compliance issues arose during 2008-09:

Public Sector Standards: No breach claims were lodged.

WA Code of Ethics: No breach claims were lodged.

Perth Zoo Code of Conduct: Five incidences relating to workplace conduct were reported during the year. Following investigation, four breaches of conduct were substantiated and appropriate action taken.

Various measures are in place to ensure all Zoo staff are familiar with the WA Code of Ethics and the Zoo's Code of Conduct. Information on standards, the Public Sector Code of Ethics and the Zoo's Code of Conduct is included on the Zoo's Intranet and is an important part of the induction program for new staff. Responsibilities are included in job descriptions and managers and supervisors are provided with information about their role in upholding the standards, Code of Ethics and Code of Conduct. These responsibilities are also reinforced with all staff during regular performance management reviews. In addition, this year Perth Zoo ran Accountable and Ethical Decision Making Training for its management team and participated in Misconduct Resistance Forums.

In assessing its compliance, the Zoo looks for opportunities for continuous improvement. This includes participating in both internal and external audits, undertaking internal reviews of policies and practices, seeking feedback from staff through performance reviews and exit surveys, and analysing substantiated complaints or issues to identify opportunities to improve understanding through training, coaching and/or new protocols.

Record Keeping Plan

Perth Zoo's Record Keeping Plan details the record keeping program for the agency including which records are to be created and how those records are to be kept. Measures to ensure compliance with the State Records Commission – Standard 2 Record Keeping Plans: Principle 6 – include:

- a review and report, including a self evaluation checklist, of Perth Zoo's Record Keeping Plan, which was completed in 2009 and lodged with the State Records Commission. A full revised record keeping plan is due to be submitted to the State Records Commission in December 2009.
- the provision of record keeping induction programs for all new Zoo employees addressing their roles and responsibilities. Throughout the year, existing staff are given the opportunity to attend record keeping training and information sessions. One-on-one training sessions were undertaken with relevant employees as well as more general records system training and awareness raising on record keeping responsibilities.
- an annual review of the record keeping training program in order to ensure that it is efficient and effective.

Government Policy Requirements

Corruption Prevention

The Zoo has a comprehensive risk management program and addresses corruption and misconduct issues as part of its annual sectional risk assessment process. Since 2005, the Zoo has been progressively implementing actions flowing from an assessment of fraud and corruption risks.

Actions in 2008-09 included:

- review and update of information technology security policy and guidelines
- training and raising staff awareness in areas of accountable and ethical decision making, misconduct and interpersonal conflict
- updates of financial policy and procedure manuals and follow-up training
- updating information on the Intranet on Public Interest Disclosure
- updating travel policy
- ongoing microdot identification of portable office and communication equipment
- installing additional surveillance cameras at Zoo entrance and workshops
- procurement training.

Perth Zoo has a Risk Management Committee and an Audit Committee to oversee risk management and corporate governance improvements.

Government Policy Requirements

Occupational Safety, Health and Injury Management

Perth Zoo is committed to providing and maintaining a safe and healthy environment for staff, contractors, volunteers and visitors, and to the continuous improvement of injury prevention and injury management programs. In the event of a work-related injury, the Zoo provides effective claims management and rehabilitation assistance aimed at supporting injured employees through their period of illness or injury and their safe return to work (where possible).

Activities at the Zoo are required to conform to relevant state and federal legislation and Australian Standards. The Zoo provides staff with guidance on, and training in, safe work practices. Staff are expected to comply with the Zoo's occupational health and safety policies, procedures and guidelines, and to conduct themselves in a safe manner, not placing themselves or others at risk. Members of staff are responsible for the health and safety of staff and students working under their direction. Contractors working on the Zoo premises are also required to conduct their activities in a manner that ensures the safety, health and welfare of others.

Perth Zoo is committed to consulting with staff in a meaningful and effective manner on occupational safety and health (OSH) issues, enabling each member of staff to contribute to decisions that may affect their health, safety

and welfare at work. Formal mechanisms for consulting with staff on OSH matters include:

- regular team meetings with OSH agenda items
- OSH representation on all capital works projects
- online hazard reporting system
- monthly OSH Committee meetings
- access to fully trained, elected OSH representatives
- monthly OSH inspections of the work site
- procedures for Provisional Improvement Notices
- ensuring open access to grievance procedures on the Zoo intranet and staff briefings.

The Zoo ensures compliance with the injury management requirements of the *Workers' Compensation and Injury Management Act 1981* through a systematic approach to injury management that combines expert assistance from external providers with the support of supervisors and human resource staff at the Zoo.

As part of this approach, the Zoo:

- promotes the expectation that it is normal practice to return, as soon as practicable, to appropriate duties at the Zoo
- encourages early intervention in injury management
- ensures there is early and accurate medical assessment and management of each case of injury, work related or not.

As an audit of Perth Zoo's occupational safety and health management systems has not been completed in the past three years, an external audit of the Zoo's WorkSafe Plan, compliant with the Australian Standard AS4801:2000, is scheduled for 2009-10.

In 2008-09, the Zoo recorded an increase in the number of workplace injuries including those resulting in lost time. The number of workers compensation claims lodged during the year increased from seven in 2007-08 to 16 in 2008-09. Only five of these claims involved time off work and only one of these resulted in significant lost time.

After surpassing the public sector targets in 2007-08, this year Perth Zoo was unable to meet two of the targets set out in the Premier's Circular 2007/12: Code of Practice: Occupational Safety and Health in the Western Australian Public Sector.

Government Policy Requirements

Occupational Safety, Health and Injury Management (continued)

Indicator	Target	2008-09 Result
Number of fatalities	0	Achieved, 0
Lost time injury/diseases (LTI/D) incidence rate	0 or 10% reduction on previous year	Not Achieved, increased from 0% to 2.03%
Lost time injury severity rate	0 or 10% improvement on previous year	Not Achieved, severity rate increased from 0 to 20
Percentage of injured workers returned to work within 28 weeks	Report percentage	100%
Percentage of managers trained in occupational safety, health and injury management responsibilities	Greater than or equal to 50%	Achieved, 73.8% of Managers and Supervisors undertook accredited training

Reporting Period	No. of Fatalities	No. of Lost Time Injuries/Diseases	No. of Severe Claims	Lost Time Injury Severity Rate
2008-09	0	5	1	20.00
2007-08	0	2	0	0
2006-07	0	11	1	9.09
2005-06	0	10	2	20.00

Occupational Safety and Health initiatives in 2008-09 included:

- Occupational Safety and Health program for supervisors
- improved signage for material safety data sheets
- ongoing management of the Asbestos Management Plan and Register
- roll out of training for a new online hazard reporting system

- review of the Injury Management Policy and systems
- an injury management workshop
- election and training of three new Staff Safety Representatives
- continued provision of preventative health care for staff including on-site flu vaccination clinics, vaccination programs and pre-travel medical consultations associated with zoonotic risks
- annual review of all Standard Operating Procedures for all zoonotic risk areas
- continuation of the employee assistance program which provides a confidential counselling service with 40 sessions delivered by the service provider in 2008-09
- targeted training including first aid and first responder training, working at heights, tower rescue, elevated work platform, zoonotic sessions and knife handling.

Appendix

Research Papers and Presentations

Papers and Book Chapters

Ballantyne, K., Matson, P., Noakes, N., Nicolson, N.V., Johnston S.D. (2009) "Reproductive physiology of the female Greater Bilby (*Macrotis lagotis thylacomyidae*): evidence for a male induced luteal phase." Reproduction, Fertility and Development **21**(2): 274-282

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Matson, P., Power, V., Kappelle, W., Clark B.R. (2008). "Urine osmolality is equivalent to creatinine concentration for normalising urinary progesterone in the numbat (*Myrmecobius fasciatus*)." Australian Mammalogy **30**(1): 43-45

Power, V., Lambert, C., Matson, P. (2009). "Reproduction of the numbat (*Myrmecobius fasciatus*): observations from a captive breeding program." Australian Mammalogy **31**:25-30

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Appendix

Research Papers and Presentations (continued)

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Ferguson, J., Jose, D., Rouffignac, M., Joy, R., Eden, P. (2009). Hand-rearing Numbats (*Myrmecobius fasciatus*) in a Breed for Release Program at Perth Zoo. Zoo and Wildlife Nurses Forum of the Vet Nurses Council of Australia annual conference, Melbourne, April 21st.

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Appendix

Research Papers and Presentations (continued)

Parameswaran, N., Grigg, M.E., O'Handley, R.M., Thompson, R.C.A (2008). Genetic diversity among Australian isolates of *Toxoplasma gondii*. ASP & ARC/NHMRC Research Network for Parasitology Annual Conference. Glenelg South Australia

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