

Zoological Parks Authority

Annual Report 2005



PERTH ZOO

Mission Statement

Mission Statement

To advance the conservation of wildlife and change community attitudes towards the preservation of life on earth

In line with State Government requirements, Perth Zoo's annual report - the Zoological Parks Authority Annual Report 2004-2005 - is published in an electronic format (replacing the previous printed publications), with limited use of graphics and illustrations to help minimise down load 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 down load times and print outs, the annual report has been presented in sections, 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.

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Zoological Parks Authority 2005

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Debra Read, Media and Communications Manager,
Perth Zoo, 20 Labouchere Road, South Perth, Western Australia, 6151.
Telephone (08) 9474 0383. Facsimile (08) 9474 4420.
Email: email@perthzoo.wa.gov.au
Web site: www.perthzoo.wa.gov.au

Front cover: Perth Zoo's infant Sumatran Orang-utan, Semeru, born 13 June 2005.
Picture by Derek Smith.

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Statement of Compliance

For The Year Ended 30 June 2005

To the Minister for the Environment

In accordance with Section 66 of the Financial Administration and Audit Act 1985, we hereby submit for your information and presentation to Parliament, the Annual Report of the Zoological Parks Authority for the financial year ended 30 June 2005.

The Annual Report has been prepared in accordance with the provisions of the Financial Administration and Audit Act 1985.



Mr P Metcalfe
Chairman
29 August 2005



Ms M Nadebaum
Deputy Chairperson
29 August 2005

Chairman's Report

During my 11 years as a board member, there have been many changes at Perth Zoo with improvements for our animals, staff and visitors. One of the more recent and highly significant changes has been the increased focus on conservation-based outcomes.

This focus is reflected in the Zoo's expanding community education programs, diverse research activities, local breeding-for-release programs, veterinary courses, wildlife rehabilitation, in situ conservation support and leading role in regional breeding programs.

Initiatives undertaken in 2004-05 will see this commitment and contribution to conservation-based outcomes grow even further.

The establishment of an on-site Reproductive Biology Unit – an Australasian first – illustrates the Zoo's desire to develop innovative collaborations with specialists from various fields to further the conservation of wildlife.

The head of the unit, Dr Phillip Matson, brings with him more than 20 years experience in human fertility work and with his expertise in reproductive technologies we will achieve the goal of assisting threatened wildlife species. This unit is expected to contribute significantly to the international body of knowledge about reproductive processes of threatened exotic species, just as the Zoo's Native Species Breeding Program (NSBP) has done for threatened native species.

The NSBP deservedly received further national recognition in 2004-05 for its contribution to species restoration and support of biodiversity in the wild through its Western Swamp Tortoise breeding-for-release program.

Another highlight during the year was the opening of the first major expansion of the African Savannah since its creation in 1991, with the unveiling of a new African Painted Dog exhibit and new savannah entrance. Using funds generated through sponsorships and fundraising, the African Painted Dog exhibit has provided another high level educational experience involving a critically endangered species with wonderful visitor viewing opportunities. The success of this initiative was due to the combined efforts of staff from many different areas of the Zoo including the sponsorship and fundraising, horticulture, keeping, facilities and education teams.

Without doubt, the staff and volunteers at Perth Zoo have been and continue to be one of the greatest reasons for the Zoo's achievements. It has been a pleasure and a privilege to have been involved with such dedicated people and such an important Western Australian institution for so many years.

Thank you to everyone who has supported me in my role as a board member and Chairman.

Best wishes for the future.



John Howell
Chairman

Year in Brief

Outcomes, Services and Performance Information

Relationship to Government Strategic Goals

Broad, high level government strategic goals are supported at agency level by more specific desired outcomes. Agencies deliver services to achieve these desired outcomes, which ultimately contribute to meeting the higher level government strategic goals. The following table illustrates this relationship.

| Government Goal | Agency Desired Outcomes | Services |
|--|--|---|
| To ensure that Western Australia has an environment in which resources are managed, developed and used sustainably, biological diversity is preserved and habitats protected | Positive community attitudes towards the understanding and appreciation of wildlife and environmental conservation | 1. Visitor services 2. Community education and awareness |
| | Conservation of wildlife | 3. Wildlife collection management |

OUTCOME 1: Promote positive community attitudes towards the understanding and appreciation of wildlife and environmental conservation

Key Effectiveness Indicators

To obtain information in relation to effectiveness indicators 1.1 and 1.2, Market Equity was commissioned by Perth Zoo to conduct customer research in April 2005. Intercept surveys were conducted with over 500 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 | 2003-04 Actual | 2004-05 Actual | 2004-05 Target | Reason for Significant Variance between 2004-05 actual and 2004-05 target |
| Agree | 88% | 87% | 95% | |
| Neither agree/ disagree | 7% | 7% | - | |
| Disagree | 3% | 4% | 5% | |
| Don't know | 2% | 2% | - | |

Year in Brief

Outcomes, Services and Performance Information continued

Indicator 1.2. The Zoo promotes changes in lifestyles which can help the environment

| Survey Question: "The Zoo promotes changes in lifestyle which can help the environment." | | | | |
|--|-------------------|-------------------|-------------------|--|
| Response | 2003-04 Actual | 2004-05 Actual | 2004-05 Target | Reason for Significant Variance between 2004-05 actual and 2004-05 target |
| Agree | 77% | 67% | 84% | The survey question changed from "The Zoo promotes changes in lifestyle which can help the conservation of wildlife and the environment" last year to focus more broadly on the environment. The change to the question is likely to have contributed to the decrease in this indicator. |
| Neither agree/ disagree | 14% | 18% | 10% | To meet this target in the future, the Zoo will focus educational activities to incorporate the environment more broadly. |
| Disagree | 5% | 8% | 4% | This was a higher than expected result and supports the need to focus on the environment more broadly. |
| Don't know | 4% | 7% | 2% | To meet this target in the future, the Zoo will focus educational activities to incorporate the environment more broadly. |

Service 1: Visitor Services

The Perth Zoo aims to maximise visitation by providing a quality and unique "value for money" attraction that provides recreation, education and commercial facilities set in ecologically themed botanic gardens.

| Key Efficiency Indicators | 2003-04 Actual | 2004-05 Actual | 2004-05 Target | Reason for Significant Variance between 2004-05 actual and 2004-05 target |
|--|-------------------|-------------------|-------------------|---|
| Total customers admitted to the Zoo | 528,880 | 550,105 | 560,000 | Lower than expected attendance at events held during the summer season. |
| Average cost per customer (based on total cost of services to the Zoo) | \$28.00 | \$29.54 | \$28.48 | Due to lower than expected admission numbers and increased operating costs. The State Government also provided the Zoo with an additional \$500,000 funding during the period for maintenance works, resulting in higher than expected operating expenditure. |

Year in Brief

Outcomes, Services and Performance Information continued

Service 2: Community education and awareness

Perth Zoo aims to promote clear conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate the community about conservation issues. The Zoo's commercial activities are also underpinned by conservation messages.

| Key Efficiency Indicators | 2003-04 Actual | 2004-05 Actual | 2004-05 Target | Reason for Significant Variance between 2004-05 actual and 2004-05 target |
|---|----------------|----------------|----------------|--|
| Number of participants in formal education programs | 57,603 | 60,420 | 60,000 | |
| Average cost per participant | \$18.51 | \$16.41 | \$17.58 | Due to higher than expected participants and lower than expected costs associated with delivery of the education programs. |

OUTCOME 2: Conservation of wildlife

Key Effectiveness Indicators

Number of offspring produced by threatened animals for re-introduction

| | 2003-04 Actual | 2004-05 Actual | 2004-05 Target | Reason for Significant Variance between 2004-05 actual and 2004-05 target |
|------------------------|----------------|----------------|----------------|---|
| Western Swamp Tortoise | 47 | 71 | 40 | A higher number of breeding females being held at Perth Zoo, along with a number of females that produced two clutches of eggs during the period, provided excellent breeding results for this species. |
| Numbat | 13 | 14 | 15 | |
| Dibbler | 52 | 57 | 42 | Extra pairings and better than expected results during the year led to good success with the Dibbler breeding program. |
| TOTAL | 112 | 142 | 97 | |

Year in Brief

Outcomes, Services and Performance Information continued

Service 3: Wildlife collection management

The conservation value of the wildlife collection will be optimised by effective management, selection, captive breeding, breeding for re-introduction and provision of research opportunities.

| Key Efficiency Indicators | 2003-04 Actual | 2004-05 Actual | 2004-05 Target | Reason for Significant Variance between 2004-05 actual and 2004-05 target |
|---|----------------|----------------|----------------|--|
| Number of species maintained within the animal collection | 218 | 218 | 217 | |
| Average cost of maintaining each species in the animal collection | \$43,827 | \$45,785 | \$47,267 | Due to lower percentage of central costs being incurred by this Service. Central costs are allocated to services based on the average staff full time equivalents (FTE's). |

Year in Brief

Highlights

Service 1: Visitor Services

Perth Zoo aims to maximise visitation by providing a quality and unique “value for money” attraction that provides recreation, education and commercial facilities set in ecologically themed botanic gardens.

- Attracted a total of 550,105 visitors, up 4% from last year’s figure of 528,880.
- Undertook \$3.3 million worth of capital works using State Government and internally generated funds.
- Completed the first stage of the redevelopment of the Asian Elephant exhibit. Stage one includes a new enclosure for the three female elephants with a large pool and elevated visitor viewing areas.
- Built and opened a new African Painted Dog exhibit - the first major expansion of the African savannah zone since its opening in 1991. The exhibit includes a piano wire visitor viewing area (maximising visibility) and a tree house providing two-way viewing over the painted dogs and adjacent rhinoceros exhibit.
- Opened a new entrance to the African savannah incorporating a savannah sound-scape and interpretive facilities. The new entrance features educational components highlighting the interdependence of savannah animals and their environment.
- Introduced a new summer season events program featuring a Marcia Hines concert, Bananas in Pyjamas and the RAC Big Cats Month.
- Resurfaced the African savannah pathway to improve visitor access and comfort.
- Opened a new Café on the main lawn area, providing additional facilities for visitors.
- Generated strong public support for the Project Sun Bear fundraising campaign, raising almost \$120,000 towards the development of a new Sun Bear exhibit at Perth Zoo.
- Converted the former African savannah ranger base into a mini cinema screening videos on the Zoo’s African animals and plants.
- Achieved a 31% increase in Friends of Perth Zoo memberships and an increase in membership revenue of nearly 44%. The number of members rose from 7466 last year to 9801 members at 30 June 2005.
- Opened refurbished exhibits in the Asian rainforest zone displaying Sulawesi Crested Macaques and Asian Fishing Cat.
- Won the Medium Employer of the Year Award at the Western Australian Training Excellence Awards.
- Secured new partnerships and sponsors and strengthened existing relationships with supporters of the Zoo’s events, exhibits and facilities.



New elephant exhibit

Year in Brief

Highlights continued

Service 2: Community Education and Awareness

Perth Zoo aims to promote clear conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate the community about conservation issues. The Zoo's commercial activities are also underpinned by conservation messages.

- Provided formal education programs to 60,330 participants including children and adults (excluding veterinary programs).
- Conducted the sixth annual Great Australian Marsupial Night Stalk, raising public awareness of Australian animals and the impact of feral animals. Night Stalk surveys were held in all states, with 1741 spot-lighters surveying 683km of track.
- Introduced a successful Zoo Camp program for schools. A total of 27 schools participated in this overnight education experience.
- Supported in situ conservation projects through the provision of in-kind support, public donations, cash contributions, research, breeding for release programs, staff projects, education and promotional activities.
- Continued to provide an informative and comprehensive website attracting over 257,161 visits (from 2,454,638 hits) - a 116% increase on the previous year.
- Expanded the Zoo's community education program with the introduction of a range of new programs for adults and families including a Saturday morning All about Animals program.
- Attracted more than 50,000 primary, secondary and tertiary students and presented off-site educational talks to 43 community groups (involving 1630 people).
- Generated substantial national, state and regional exposure in print, broadcast and web media, promoting conservation messages to the community.
- Presented various courses including the Murdoch University undergraduate veterinary training program (providing clinical rotations at the Zoo for final year students), the Murdoch University postgraduate veterinary training program, the Department of Conservation and Land Management's Basic and Advanced Wildlife Carers Courses, and the Murdoch University's Continuing Veterinary Education course on Reptile Care.
- Continued to develop the successful school holiday programs with the July Rapt in Reptiles program attracting over 36,000 visitors and the April in Africa program attracting more than 48,000 people.
- Introduced three new talks for visitors at the echidna, African savannah and lesser primate areas. The talks are presented by Perth Zoo's Docents (volunteers).
- Increased the conservation education and research focus of Perth Zoo's official News Paws magazine.
- Won the Silver Lonnie Award (for the second consecutive year) for the Zoo's 2003-04 Annual Report which provides comprehensive information on the Zoo's conservation and commercial activities.

Year in Brief

Highlights continued

Service 3: Wildlife Collection Management

The conservation value of the wildlife collection will be optimised by effective management, selection, captive breeding, breeding for re-introduction and provision of research opportunities.

- Introduced a new breeding pack of endangered African Painted Dogs (transferred from South Australia) to the new African Painted Dog exhibit. The female subsequently gave birth and successfully raised a litter of six pups.
- Bred 142 threatened animals for release into the wild under the Zoo's successful Native Species Breeding Program. This program is undertaken as part of broader species recovery programs led by the Department of Conservation and Land Management.
- Won the Australasian Regional Association for Zoological Parks and Aquaria In Situ Conservation Award for the Zoo's breeding-for-release program for the critically endangered Western Swamp Tortoise. The Zoo bred a record 71 Western Swamp Tortoise hatchlings in 2004-05.
- Completed stage one of the redevelopment of the Asian Elephant exhibit, providing the three females with a new display and exercise area and freeing up the existing yard for the sole use of the bull elephant.
- Recorded the first known natural mating of elephants in an Australian Zoo under the Zoo's developing Asian Elephant breeding program.
- Introduced a new breeding male Rothschild's Giraffe to the Zoo's existing herd of three female giraffe. The young male arrived from Melbourne Zoo on 18 June.
- Established an on-site Reproductive Biology Unit dedicated to research and development in the field of reproductive biology of threatened species – an Australasian first.
- Developed a Research Business Plan detailing Perth Zoo's future research priorities. The Plan will guide the Zoo's research development over the next 20 years.
- Completed five research projects and began eleven new projects and six new research collaborations.
- Continued the Zoo's internationally renowned breeding program for critically endangered Sumatran Orang-utans with the birth of a male infant on 13 June 2005. This is the first infant of the third generation of this species bred at Perth Zoo.
- Bred a male Southern White Rhinoceros (born 28 May 2005) – the second calf born at the Zoo as part of an Australasian breeding program for this near-threatened species.
- Continued the Zoo's successful breeding program for the critically endangered Silvery Gibbon with the birth of a male gibbon on 30 May 2005.
- Bred a critically endangered White-cheeked Gibbon (female, born 16 January) as part of a regional breeding program for this species.
- Promoted the exchange of expertise and information on the care of Sun Bears with a visit by the Zoo's Senior Veterinarian to the Free the Bears Fund Sanctuary in Cambodia to meet local staff and the two Sun Bears destined for Perth Zoo under Project Sun Bear.



African Painted Dog pups

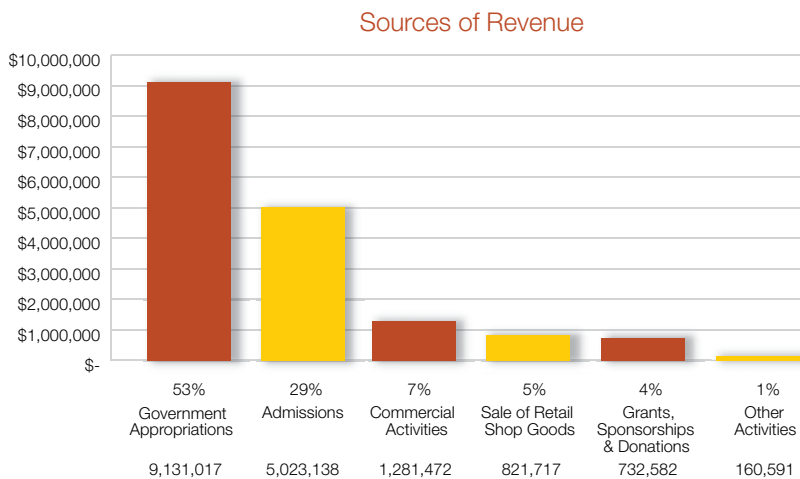
Year in Brief

Financial Overview

Revenue

The Zoological Parks Authority receives revenue from the State Government in the form of a consolidated fund appropriation. The Authority also generates its own revenue from the operations of Perth Zoo including visitor admissions, commercial activities (Zoo Shop, café, events and activities, rides) 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 \$17 million was received in 2004-05 from the following sources:



A total of 550,105 people visited Perth Zoo during the year, contributing total gate revenue of over \$5 million. The number of visitors was 2% below the target of 560,000 and 4% greater than last year's total of 528,880. The admissions revenue yield increased from \$8.88 in 2003-04 to \$9.13 in 2004-05. This followed an admissions price increase at the beginning of the financial year. The yield did not increase to the extent projected due to lower than expected attendances at events held during the summer events season. The yield was also affected by the increased number of free entries associated with Friends of Perth Zoo members. However, Friends of Perth Zoo membership revenue increased by nearly 44% during the year from \$241,703 in 2003-04 to \$347,616 in 2004-05. As the Zoo's membership base and revenue increases, there will continue to be an impact on the admissions revenue yield.

The commercial activities of the Zoo continued to do well with increases in restaurant revenue, parking and carousel rides. Sales at the Zoo's retail shop also increased by over \$50,000 to \$821,717. The shop generated a net profit of \$150,044.

Grants, sponsorships and donations generated over \$700,000 during the reporting period. Some of these grants and sponsorships were restricted for specific purposes such as native species breeding or cross promotional activities with sponsors. The Zoo's Project Sun Bear fundraising campaign raised over \$120,000 to go towards the development of a new Sun Bear exhibit at the Zoo.

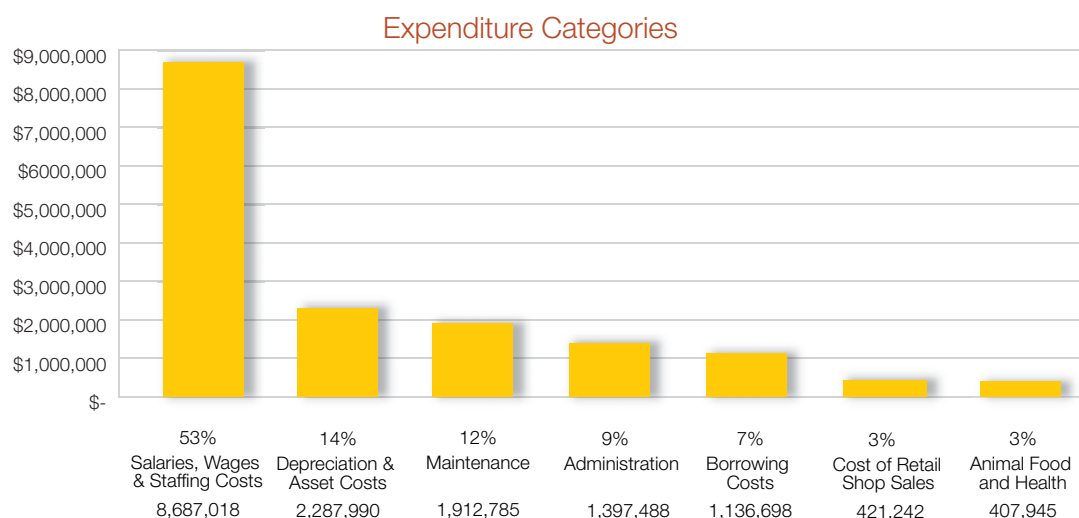
State Government funding provided 53% of the Zoo's revenue base. This included an additional \$500,000 for maintenance works. This support enables visitor admission prices to remain relatively low in comparison with other zoos around Australia and competing attractions within Western Australia. This assists the Zoo in remaining accessible to the wider community and in delivering its three services of community education and awareness, visitor services and wildlife collection management.

Year in Brief

Financial Overview continued

Expenditure

Total operating expenditure for 2004-05 was over \$16 million. The various categories of expenditure are shown below.



Salaries, wages and staffing costs accounted for 53% of the Zoo's expenditure for 2004-05. This includes direct costs of employee salaries and wages, costs of providing for leave liabilities and indirect payroll costs such as superannuation, workers' compensation and payroll tax. Increases in award rates of pay and the associated on-costs contributed to higher costs in this area. Staffing costs also include appointment expenses, staff training/development and occupational health and safety issues.

Depreciation and asset costs made up 14% of 2004-05 expenses, reflecting the fact that the majority of the Zoo's assets are high value, non-current, depreciable assets. This total includes capital user charge costs of \$693,080 to State Government.

Maintenance costs continued to rise, reflecting the work being undertaken on the Zoo's ageing infrastructure and the ongoing implementation of a comprehensive preventative maintenance program. The Zoo also received an additional \$500,000 funding in 2004-05 to enable a number of outstanding maintenance issues to be addressed. Maintenance expenditure made up 12% of operating costs for the period.

Administration costs, including insurance, information technology, communications, printing, advertising and promotions, accounted for 9% of expenditure. These costs were reduced significantly from the amounts originally budgeted to assist in offsetting the revenue shortfall from admissions.

The borrowing costs associated with the Zoo's debt portfolio continued to be a large expenditure item (7% of total expenditure). The Zoo's capital works program has previously been funded using borrowings from the WA Treasury Corporation. No further borrowings are currently approved. The Zoo made principal repayments of \$700,000 during the period. As at 30 June 2005, the Zoo's debt liability was \$17.6 million.

The cost of retail shop sales accounted for 3% of total expenditure and animal operating expenses made up the remaining 3% of the Zoo's expenditure. Animal operating costs include animal food, dietary supplements, veterinary supplies and animal transportation.

Year in Brief

Financial Overview continued

Capital Works

The Zoo spent \$3.3 million on capital works projects during the period. The capital works program consisted of a number of projects that were funded from either State Government appropriations or internally generated sponsorships and donations.

The major project for the year was the redevelopment of the Zoo's elephant exhibit, with \$1.9 million of the \$2 million appropriation from the Government spent on this project during the period. Work on this project will continue in 2005-06, with a further \$2.6 million capital works funding from the State Government.

Various animal exhibits and facilities capital works were undertaken during the period using sponsorships and donations. These projects included the construction of a new African Painted Dog exhibit and a holding facility for wetlands birds, as well as the redevelopment of existing exhibits to create a new Sulawesi Crested Macaque exhibit and Asian Fishing Cat exhibit. Sponsorship funds were also used to purchase a new point of sale system for the Zoo's retail shop and to construct a new café facility on the main lawn.

Donations for orang-utans were used to install new climbing structures in their exhibit.

The State Government continued to provide \$500,000 annual capital works funding for ongoing maintenance projects at the Zoo. The major works undertaken with these funds during the period were associated with water management, preventative maintenance programs and painting.

Looking Ahead - Major Initiatives for 2005-06 > 15

Major initiatives or projects planned for next year include:

- Continue an ongoing program to improve and upgrade existing facilities.
- Begin stage two of the Asian Elephant exhibit redevelopment including a new barn for the bull elephant, an additional display and exercise area for the females, and an extension of the female barn. When completed, the redevelopment will increase the size of the elephant exhibit threefold.
- Finalise detailed design work and planning for a new purpose-built Sun Bear exhibit and continue Project Sun Bear fundraising campaign and community awareness initiatives.
- Begin next phase of the Zoo's breeding program for the critically endangered Sumatran Tiger with the introduction of the breeding male and female.
- Continue the development of an Asian Elephant breeding program through natural mating attempts and/or artificial insemination.
- Re-commence the Zoo's breeding program for Rothschild's Giraffe.
- Implement priority programs in the newly-developed Perth Zoo Research Business Plan.
- Consolidate the newly established Reproductive Biology Unit in its first full year of operation, with research into vulnerable frog species a priority project.
- Secure funding for a new Frog Breeding and Research Program to develop the Zoo's captive breeding and research knowledge of threatened frog species.
- Continue to develop reproduction knowledge of the critically endangered Gilbert's Potoroo.
- Continue the focus on delivering the Zoo's conservation messages through education and public awareness campaigns.
- Introduce initiatives to increase access to Perth Zoo by Western Australian Government school students.
- Continue the agency-wide focus on sustainability including energy and water saving initiatives.
- Further review the effectiveness and financial return from Zoo events and commercial activities to keep them competitive and profitable.
- Encourage further growth of the Friends of Perth Zoo membership program.
- Develop a comprehensive plan for food and catering facilities and services.
- Develop a comprehensive plan to further improve the Zoo's security infrastructure.

Chief Executive Officer's Report

> 16

It has been another formative year for the Zoo with the organisation embarking on a number of major new projects whilst providing substantial improvements and additions to visitor facilities and animal exhibits.

Around \$3.3 million worth of capital works were completed during the year using State Government and internally generated funds. These works included a new enclosure for the three female elephants, a major expansion of the African Savannah, a new café, new mini cinema, continuation of the orang-utan exhibit upgrade and the redevelopment of existing exhibits to provide a new Sulawesi Crested Macaque exhibit and new Asian Fishing Cat exhibit.

The Zoo also benefited from additional maintenance funding from the State Government to undertake important maintenance on exhibits, visitor facilities and public areas.

The organisation continued its focus on maximising available resources and expertise by forging partnerships with other organisations and specialists to deliver positive conservation outcomes.

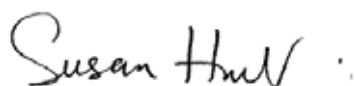
Initiatives such as the establishment of the on-site Reproductive Biology Unit, the development of a new research business plan and a proposed frog research and breeding program are expected to make significant contributions to local, regional and international conservation goals.

The Zoo continued its efforts to maximise support for in situ conservation projects through research and breeding for release programs, staff support and exchanges, and assistance with promotions and facilities, as well as providing public donations and cash contributions.

Professional development assistance and training opportunities for staff has been another priority, with the organisation's efforts in this area recognised in September when the Zoo was awarded the Best Medium Employer of the Year at the WA 2004 Training Excellence Awards.

The Zoo's leading role in regional breeding programs for threatened species was at the fore again in 2004-05 with a number of significant births including White-cheeked Gibbon, a litter of African Painted Dogs, Western Australia's first male Southern White Rhinoceros calf, Silvery Gibbon, Sumatran Orang-utan and a record number of Western Swamp Tortoises. Importantly, five of these species are critically endangered.

On behalf of the Zoo, I would like to sincerely thank our departing Chairman, Professor Howell, for his valuable contribution to Perth Zoo over the past 11 years, five of those as Chair of the Board. Professor Howell's expertise, passion and commitment will be greatly missed.



Chief Executive Officer

Susan Hunt



Silvery Gibbon newborn

Agency Profile

> 17

Vision, Mission, Values, Outcomes and Services

Our Vision

To open people's eyes to the natural world.

Our Mission

To advance the conservation of wildlife and to change community attitudes towards the preservation of life on earth.

Our Values

- Creativity and innovation in conservation and research
- Responsiveness to our customers' needs
- Responsibility as custodians of Perth Zoo for the people of Western Australia
- Fostering the health and well-being of the animals in our collection
- Integrity through operating in an open, honest and fair environment
- Valuing people as our most important asset

Agency Desired Outcomes and Services

Outcome 1: Positive community attitudes towards the understanding and appreciation of wildlife and environmental conservation

Service 1: Visitor services

Perth Zoo aims to maximise visitation by providing a quality and unique "value for money" attraction that provides recreation, education, and commercial facilities set in ecologically themed botanic gardens.

Service 2: Community education and awareness

Perth Zoo aims to promote clear conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate the community about conservation issues. The Zoo's commercial activities are also underpinned by conservation messages.

Outcome 2: Conservation of wildlife

Service 3: Wildlife collection management

The conservation value of the wildlife collection will be optimised by effective management, selection, captive breeding, breeding for re-introduction and provision of research opportunities.

Agency Profile

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Agency Operating Structure

Perth Zoo's objectives and outcomes are delivered through four directorates: Life Sciences; Animal Health Services and Research; Visitor and Education Services; and Corporate and Commercial Development. The activities and outcomes achieved by the directorates are detailed in the 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 established 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 and other key issues central to Zoo operations.

The Planning and Development Committee is chaired by the Chief Executive Officer and comprises directors and middle management from across the Zoo. The committee meets monthly to consider planning (capital works and minor works programs) proposals and assist with the development of yearly and longer-term priorities.

A Senior Managers group including the Chief Executive Officer, curators, directors and sectional managers meets fortnightly to discuss operational matters and provide updates on corporate executive and board meeting outcomes and section activities.

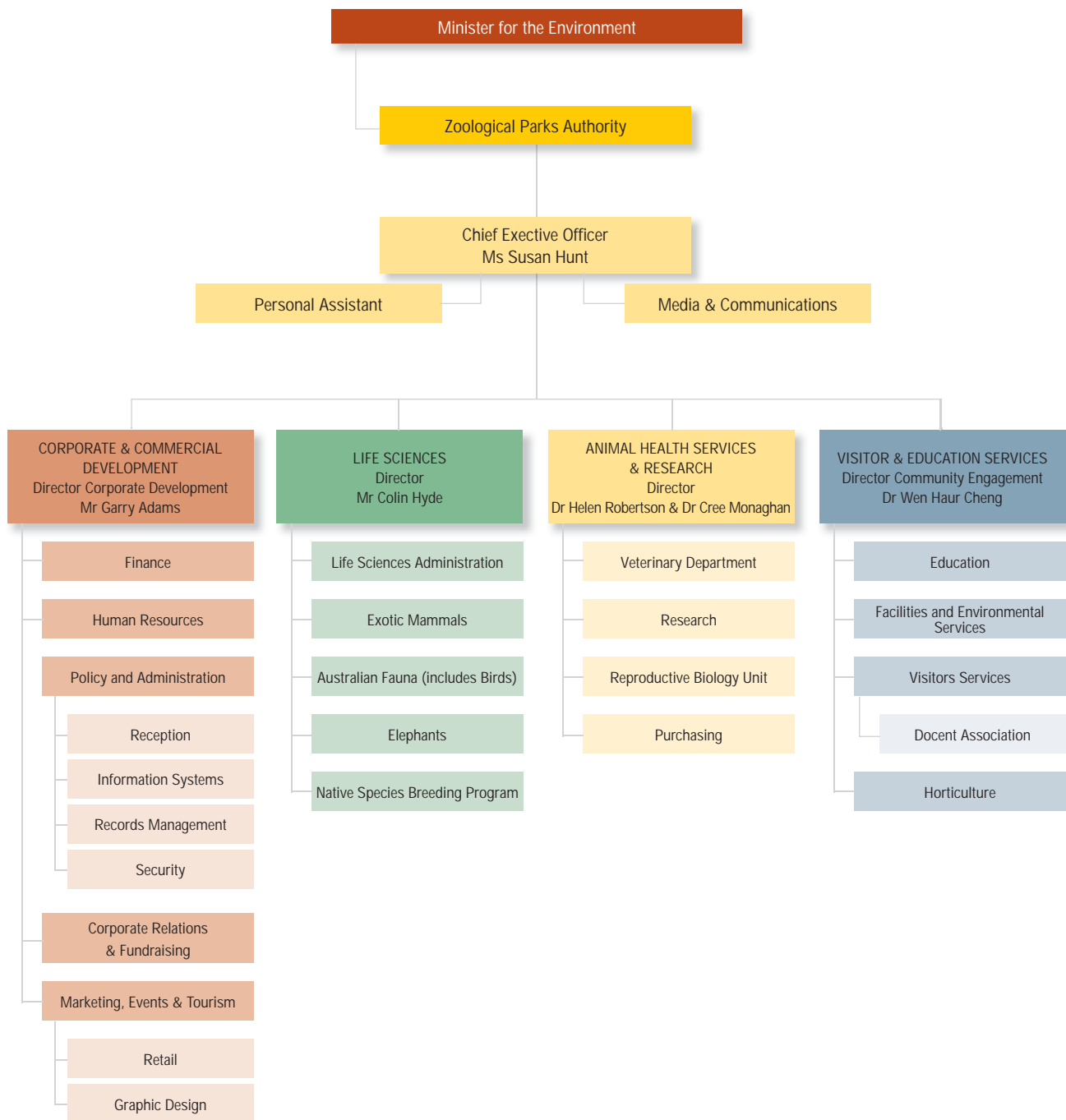
The Environmental Management Group is chaired by the Chief Executive Officer and includes representatives from information systems, horticulture, facilities and environmental services. The group oversees initiatives to further the environmental sustainability focus of the Zoo, monitors processes to maximise environmental best practice and provides a forum for staff to raise issues and submit ideas. It meets monthly.

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.

Agency Profile

Agency Organisational Structure



Agency Profile

Legislative Environment

Enabling Legislation

Zoological Parks Authority Act 2001

Legislation and Regulations Administered

Zoological Parks Authority Act 2001

Zoological Parks Authority Regulations 2002

Legislation Impacting on the Authority's Activities

Disability Services Act, 1993

Equal Opportunity Act, 1994

Financial Administration and Audit Act, 1985

Salaries and Allowances Act, 1975

Public and Bank Holidays Act, 1972

Government Employees Superannuation Act, 1987

Occupational Health, Safety and Welfare Act, 1984

Workers Compensation and Rehabilitation Act, 1981

Industrial Relations Act, 1979

Freedom of Information Act, 1992

Public Sector Management Act, 1994

Public Interest Disclosure Act 2003

Animal Welfare Act, 2002

Fish Resources Management Act, 1994

Wildlife Conservation Act, 1950

Conservation and Land Management Act, 1984

Environmental Protection Act, 1986

Metropolitan Water Supply, Sewage and Drainage Act, 1909

Water and Rivers Commission Act, 1995

Water Supply, Sewage and Drainage Act, 1912

Aboriginal Heritage Act, 1972

Heritage of Western Australia Act, 1990

Road Traffic Act, 1974

Land Administration Act, 1997

Workplace Agreements Act, 1993

Constitution Acts Amendment Act, 1899

Sentencing Act, 1995

Dog Act, 1976

Litter Act, 1979

Wildlife Protection (regulations of import and exports) Act, 1982

Agency Profile

Legislative Environment continued

Legislation Impacting on the Authority's Activities

Quarantine Act, 1908
Quarantine Amendment Act, 1981
Library Board of Western Australia Act, 1951
State Records Act, 2000
Evidence Act, 1996
Limitations Act, 1935
Copyright Act, 1968
Copyright Amendment (Digital Agenda) Act, 2000
Electoral Act, 1907
State Supply Commission Act, 1991
State Trading Concerns Act, 1916
Fair Trading Act, 1987
Trade Practices Act, 1974
The Criminal Code
Occupiers Liability Act 1985

Location

Perth Zoo is located at 20 Labouchere Road, South Perth. The Zoo can be contacted by telephone on (08) 9474 0444, facsimile (08) 9474 4420 or e-mail@perthzoo.wa.gov.au.

Land Reserves

In South Perth, the land areas (19 hectares) vested in the Zoological Parks Authority are:

- Class A Reserve number 22503, comprising Perth Suburban Lots 108, 121, 122, 326-330 (inclusive);
- Class A Reserve number 8581, comprising Perth Suburban Lot 438;
- Class A Reserve number 40205, comprising Perth Suburban Lot 992;
- Freehold Perth Suburban Lot 427.

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 as recommended in the System Six Report by the Environmental Protection Authority.

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.

Agency Profile

Stakeholders

Community of Western Australia
City of South Perth
Department of Conservation and Land Management
Perth Zoo members
Adoption certificate holders
Perth Zoo Docent Association (volunteers)
RSPCA
Department of Agriculture
WA Tourism Commission
Australasian Species Management Program
IUCN (World Conservation Union)
Australasian Regional Association of Zoological Parks and Aquaria
WWF
Taronga Zoo
Melbourne Zoo
Adelaide Zoo
Monarto Zoological Park (SA)
Western Australian Government
The University of Western Australia
Murdoch University
Corporate sponsors (refer next section)
WA Museum
Wildlife carers
Conservation sector and environmental groups
Animal welfare and preservation groups
Australian Wildlife Conservancy
Australian Quarantine and Inspection Service

Agency Profile

Partners in Conservation

Perth Zoo Sponsors

- Alinta – Alinta Numbats Under Threat exhibit and the Alinta Reptile Encounter
- City of South Perth – Summer events season and support for Project Sun Bear
- Commonwealth Bank – Commonwealth Bank Zoo Twilight Concerts and support for Project Sun Bear
- Community Newspaper Group – Handel's Messiah presented by Western Suburbs Weekly, support for Project Sun Bear, advertising & promotions
- Coca-Cola – Marketing and promotions
- Granny Smith Mine (Placer Dome) - Black-flanked Rock Wallabies
- Mix 94.5 – Advertising
- 96fm - Advertising, support for Project Sun Bear
- Network Ten – Advertising, support for Project Sun Bear
- Pilbara Iron – Nocturnal House Pilbara exhibit
- Peters and Brownes – Peters' Trumpet Happy Zoo Year, Brownes' Yogo Numbat Club, support for Project Sun Bear, promotions and product supply
- RAC – RAC Big Cats Month, African Lion exhibit
- Termimesh (TMA Corporation) – Echidna exhibit
- Tiwest - The Great Australian Marsupial Night Stalk
- Water Corporation – Black Cockatoo exhibit and black cockatoo rehabilitation program

Other Supporters

- AngloGold Ashanti Australia Ltd – Donation to African Painted Dogs exhibit
- Australia Post – ZooFever marketing, support for Project Sun Bear
- Buena Vista – Fundraising film screening
- Broadwater – Accommodation support and prizes for ZooFever
- Don & Joy Williams – Donation of native plants
- Eagle Full Service Vending – Donation, product supply
- EMI – Prize donation for Project Sun Bear
- Greater Union - Fundraising film screening
- Lamb Print – ZooFever marketing
- Madcat Photography – Website services
- Market Equity – Market research
- Mustard Catering – Catering
- Neil Myers, Creations Unlimited – Photography
- Peedac (Boola Wongin Nursery) – Donation
- Rick Hart Seconds (Rockingham) – Prize donation for Project Sun Bear
- Spicers Paper – ZooFever marketing
- Steggles Hatcheries – Donation
- The Sunday Times Newspaper – Promotions/competitions, support for Project Sun Bear
- The West Australian Newspaper – Promotions and competitions
- Vmoto – Prize donation for Project Sun Bear
- Wesley CD – Support for Project Sun Bear
- Western Power – Orang-utan exhibit upgrade
- World Expeditions – Support for Project Sun Bear

Agency Profile

Volunteers

The Perth Zoo experience was enhanced once again by the contribution of members of the volunteer Perth Zoo Docent Association. The Association's 289 members helped to communicate the Zoo's conservation mission and provided essential one-on-one contact for Zoo visitors.

Docents, in the 2004 calendar year, provided a total of 44,375 hours of voluntary service to the Zoo. This contribution included providing visitor tours and talks, guided walks, presentation of intriguing artefacts on the 'touch-tables', staffing the information centre and assisting with events and functions, as well as behind-the-scenes involvement making enrichment items for the animals, coordinating the archives and fundraising.

The average number of voluntary hours contributed each day was 121.5. A total of 3576 individual shifts were rostered over the year. However, 3988 shifts were actually completed with un-rostered volunteers providing additional support.

This willingness to go above and beyond what is expected is commonplace amongst the Zoo's volunteers. This dedication was one of the topics discussed at the 2005 Volunteers in Zoos (VIZ) conference held at Perth Zoo. The conference attracted volunteers and their coordinators from all over Australia and New Zealand to discuss issues and trends unique to volunteering in a zoo, aquarium or wildlife park setting. Key duties of volunteers varied across organisations but the common trend was the significant contributions made by highly motivated and dedicated individuals.

Corporate Governance

Overview

The Hon Dr Judy Edwards (Minister for the Environment; Science) is the Minister responsible for the Zoological Parks Authority which manages Perth Zoo. The Zoological Parks Authority is constituted under the authority of the Zoological Parks Authority Act 2001 and came into operation on 22 May 2002. 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; and conserving and enhancing the gardens, amenities and natural environment of Perth Zoo.

Zoological Parks Authority Board

The Zoological Parks Authority Act 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 2004-05, two new members – Helen Creed and Sandy Webb - were appointed and Jenelle Provost completed her term. Professor John Howell and Mike Evans also completed their terms towards the end of the year but continued as Board members (as permitted under the Authority's Act) pending the filling of these vacancies.

The Board met monthly and carried out its responsibilities in line with an approved Code of Conduct for Government Boards and Committees. The Board met on eleven occasions in the reporting period. The number of meetings attended by each member is shown in brackets.

Emeritus Professor John Howell AO (11 out of possible 11)

Chairperson

Professor Howell is Emeritus Professor of Pathology and Honorary Research Fellow in the Division of Health Sciences (Murdoch University) and is also an Honorary Research Fellow at the University of Western Australia where he is Head of the Gene Therapy Research Group at the Centre for Neuromuscular and Neurological Disorders (QEII Medical Centre). He is also Chair of the Resources Advisory Committee and Co-Chair of the Scientific Advisory Committee of the Australian Neuromuscular Research Institute. Professor Howell is an Officer of the Order of Australia for services to veterinary science and medicine. He joined the Zoological Gardens Board in 1994 and was President of that Board from May 2000 to May 2002. He was appointed Chairperson of the new Zoological Parks Authority for a three-year term in May 2002. His term of appointment expired 22/5/05.

Ms Margaret Nadebaum (9 out of possible 11)

Deputy Chairperson

Ms Nadebaum has held a number of senior positions in education including Chief Executive Officer of the Ministry of Education in Western Australia and Principal of Methodist Ladies' College in Perth. She has been a member of many government boards and committees at national, state and local levels. Currently, she is a member of the Salaries and Allowances Tribunal, the Gaming and Wagering Commission and the State Administrative Tribunal. Ms Nadebaum joined the Zoological Gardens Board in March 1997. Her current term of appointment expires 23/2/07.

Corporate Governance

Zoological Parks Authority Board continued

Mr John Collins (9 out of possible 11)

A former councillor of the City of South Perth for five years, Mr Collins is the Mayor of South Perth. He was appointed to the Zoological Parks Authority Board in March 2003 for a three-year term. His background is in management, marketing and distribution and he is currently the Managing Executive of Precise Business Systems. His term of appointment expires 31/3/06.

Mr Mike Evans (9 out of possible 11)

Originally from Narrogin in Western Australia, Mr Evans has degrees from the University of Virginia in the US and Cambridge University in England. He has lived and worked extensively in the United States, Europe and Asia in senior management positions in the areas of business advice, financial and strategic management. He recently returned to Western Australia and works as a management consultant for a US firm specialising in risk and performance measurement. Mr Evans has a passionate interest in animals and wildlife. He joined the Board in May 2002. His term expired 16/6/05.

Ms Karen Lang (8 out of possible 11)

A barrister and solicitor, Ms Lang has a long-standing interest and involvement in animal welfare and served for some years on the University of Western Australia's Animal Experimentation Ethics Committee. She has also served on consumer protection and arts boards and has advised the State Government on animal welfare legislation. Ms Lang is a sessional member of the State Administrative Tribunal and deputy chair and legal member of the Building Disputes Tribunal and the Real Estate and Business Agents Supervisory Board. She was appointed to the Zoological Gardens Board in May 2001. Her current term of appointment expires 23/4/07.

Professor Andrew Thompson (9 out of possible 11)

Professor of Parasitology at the School of Veterinary and Biomedical Sciences, Division of Health Sciences, Murdoch University, Professor Thompson has a first class BSc Honours Degree in Zoology and a PhD Degree in the field of Parasitology from the University of London. He is the Principal Investigator and Head of the World Health Organisation Collaborating Centre for the Molecular Epidemiology of Parasitic Infections, Associate Director of the Western Australian Biomedical Research Institute, Fauna Rehabilitation Foundation Board Chair and a member of the Board of Management of the Asian Rhino Project. His three year term expires on 21/2/06.

Ms Helen Creed (2 out of possible 3)

Helen Creed is a social worker by background and worked in a number of agencies in both Melbourne and Perth. She is currently the National President of the Liquor, Hospitality and Miscellaneous Union (LHMU) and was Secretary of the LHMU WA Branch from 1990-2002. She is also a Vice-President of the Australian Council of Trade Unions and holds several positions in the international union movement. She is a Commissioner with TourismWA and chairs its Nature Based Tourism Advisory Committee. Ms Creed was appointed to the Zoological Parks Authority in March 2005 for a two-year term.

Corporate Governance

Zoological Parks Authority Board continued

Dr Sandy Webb (1 out of possible 2)

Originally trained as a zoologist, Dr Webb's early career was in scientific/medical research in reproductive biology. She served as Executive Officer of the WA Reproductive Technology Council for 13 years and was a member of the Gene Technology Ethics Committee, the Australian Health Ethics Committee and various working parties developing legislation and guidelines on reproductive technology. In the 2005 Queen's Birthday Honour's List, she was awarded the Public Service Medal in recognition of her outstanding public service in the provision of advice at both the state and national level on technical and ethical issues relating to reproductive and gene technology.

Ms Jenelle Provost (8 out of possible 9).

Completed term of appointment 16/6/05.

Appointed to the Board for two years in June 2003, Ms Provost is the Manager of Media and Public Affairs for the Fire and Emergency Services Authority of Western Australia. Before entering public relations and marketing, she was a journalist for 20 years working as a reporter and producer for the ABC, SBS and Channel 9 in Perth and Sydney. She also ran her own media training and video production consultancy company. Ms Provost has a Masters degree in Leadership and Management.

Board Fees

Members were paid remuneration as determined by the Minister on the recommendation of the Minister for Public Sector Management:

| | |
|--------------------|---|
| Chairperson | annual fee of \$12,200 |
| Deputy Chairperson | annual fee of \$8,500 |
| All other Members | sitting fee of \$320 per full day or \$210 per half day |

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 \$13,850.49 to the annual premium with Board members and senior management staff making a small individual contribution.

Corporate Governance

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 (to the Zoo) representation. The performance of the committees was reviewed by the Board during the year. The formal committees of the Board, their terms of reference and membership (during the reporting period) are listed below.

Title: Finance Committee (meets monthly)

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: John Howell (Board representative), Mike Evans (Board representative), Jenelle Provost (Board representative, part year), Susan Hunt (Perth Zoo Chief Executive), Garry Adams (Perth Zoo Director Corporate Development).

Title: Audit Committee (meets twice a year)

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

Members: John Howell (Board representative), Mike Evans (Board representative), Jenelle Provost (Board representative, part year), Susan Hunt (Perth Zoo Chief Executive), Garry Adams (Perth Zoo Director Corporate Development), and Wayne Clark (internal audit, HLB Mann Judd). A representative from the Office of the Auditor General attends as an observer.

Title: Animal Ethics Committee (meets quarterly)

Role: To ensure that all animal care and use within the institution is conducted in compliance with the National 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, Perth Zoo Chief Executive), Karen Lang (Board representative), Graham Mabury (public interest), Veronica Anderson (animal welfare interest), Steve Vanstan (animal welfare interest, RSPCA), Professor Ralph Swan (veterinary science, Murdoch University), Michael Schultz (public interest, Network 10), Colin Hyde (Perth Zoo Director Life Sciences), Cree Monaghan (Perth Zoo Co-Director Animal Health Services and Research), Trueman Faulkner (Perth Zoo Exotic Section Supervisor) and Simone Vitali (Perth Zoo Senior Veterinarian).

Title: Research Committee (meets bi-monthly)

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, Board representative), Colin Hyde (Deputy Chair, Perth Zoo Director Life Sciences), Alan Lymbery (Murdoch University), Keith Morris (Department of Conservation and Land Management), Ric How (WA Museum), Graeme Martin (University of Western Australia), Cree Monaghan (Perth Zoo Co-Director Animal Health Services and Research), Helen Robertson (Perth Zoo Co-Director Animal Health Services and Research).

Corporate Governance

Executive Management Team

The Executive comprises the Chief Executive Officer, the Director of Corporate Development, the Director of Life Sciences, the Director of Animal Health Services and Research, and the Director of Community Engagement. Corporate Executive 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 and other key issues central to Zoo operations. The members (as at 30 June 2005) were:

Susan Hunt BA (Hons), MA (Arts)

Chief Executive Officer

Susan Hunt was appointed Chief Executive Officer on 30 March 2004. Ms Hunt joined the Zoo in May 2000 as Director of Business Operations. She 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 is a member of the Institute of Public Administration and a member of the Board of the Australasian Regional Association of Zoological Parks and Aquaria.

Colin Hyde B. App. Sci. (Env. Sci.), Assoc. Dip. (Env. Ctl.)

Director Life Sciences

Colin Hyde commenced as Perth Zoo's first Director of Conservation in 1995. Prior to joining Perth Zoo, Colin had over 13 years experience as a keeper and manager at Western Plains Zoo in NSW and four years experience in farming. As Life Sciences Director, he is head of the staff involved in the care of the animals and is responsible for all areas of management within the directorate including budgets, logistics and animal ethics.

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

Acting Co Director Animal Health Services 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 Acting Co Director of the Animal Health Services and Research Directorate in 2004-05 and is responsible for the Zoo's research program, reproductive biology unit, animal health and disease investigations. She is also responsible for developing collaborative research and breeding programs with other scientific institutions to support Zoo conservation activities.

Dr Cree Monaghan BSc, BVMS (Hons), MVS

Co Director Animal Health Services and Research

Cree Monaghan joined Perth Zoo in early 1998. A veterinarian with a Masters Degree in Zoo and Wildlife Medicine and Management, she has worked in the zoo sector since 1995. In her role as Co Director, Dr Monaghan is responsible for a number of breeding and nutrition projects. Dr Monaghan is the Perissodactyl and Proboscidean Veterinary Taxon Advisory Group adviser for Australia.

Garry Adams B.Com, CPA

Director Corporate Development

Garry Adams joined the Zoo in December 2001 as Manager Business and Finance. He has over 12 years experience in the Western Australian Public Sector in the areas of audit, regional development and health. Appointed Director of Corporate Development in 2004-05, his responsibilities include finance, marketing, human resource management, policy and administration, sponsorship and fundraising.

Corporate Governance

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Executive Management Team continued

Dr Wen-Haur Cheng BVMS (Hons), BSc

Director Community Engagement

Wen-Haur Cheng commenced at Perth Zoo in 2004. A veterinarian, he 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, he is responsible for visitor services, the Zoo's education program, horticulture, facilities, environmental services and the Docent Association volunteer group.

Corporate Governance

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Compliance with Legislation and Government Policy

Chief Executive Officer's Report on Compliance with Legislation Public Sector Management Act 1994 Section 31(1)

In the administration of Perth Zoo, I have complied with the Public Sector Standards in Human Resource Management, the Western Australian Public Sector Code of Ethics and the Zoo's Code of Conduct.

Compliance with Human Resource Management Standards

To ensure employee awareness of the standards and the claim process, information was included in induction presentations and material provided to new staff. Information is also available for all staff on the Zoo intranet. Specific reference is made to the standards in relevant policies.

Monitoring of Perth Zoo's compliance with the standards included the use of checklists, internal reviews, audits by human resource staff and analysis of matters raised relating to formal or informal claims of a breach of standard.

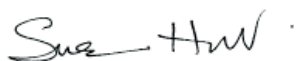
The Zoo conducted 28 recruitment processes during the review period and received one breach claim and dealt with a second claim pending from the previous reporting period. Both were resolved within the agency.

Compliance with Code of Ethics and Code of Conduct

The Public Sector Code of Ethics and the Zoo's revised Code of Conduct continued to be communicated to staff through the induction process, at section meetings, briefing sessions and on the Zoo's intranet.

Methods used to assess compliance included a review of customer satisfaction feedback forms, staff surveys and analysis by human resource staff of matters raised that relate to Codes of Conduct and workplace behaviour. Feedback from customer surveys raised no concerns in relation to ethical codes or conduct.

In 2004-05, five informal complaints relating to breaches of the Zoo's Code of Conduct were raised with human resource staff. Three of these complaints were investigated internally and resolved through work support plans, education, performance management, internal transfer and appropriate disciplinary action. Two of these are still undergoing investigation with the assistance of an independent consultant.



Susan Hunt
Chief Executive Officer

Corporate Governance

Compliance Reports

Public Interest Disclosure

The Zoological Parks Authority is committed to the aims and objectives of the Public Interest Disclosure Act 2003. Specifically, the Zoo aims to facilitate the disclosure of public interest information, provide protection for those who make disclosures and provide protection for those who are the subject of a disclosure.

The Zoo will not tolerate any acts of victimisation or reprisal as a result of a person making or proposing to make a public interest disclosure. Strict confidentiality is maintained at all times during the process. The Zoo maintains guidelines on public interest disclosure internal procedures and lodgement forms on its intranet. The Policy and Administration Manager is the designated public interest disclosure officer.

Electoral Act 1907 - Section 175ZE

In compliance with section 175ZE of the Electoral Act 1907, the Authority reports that it incurred the following expenditure in relation to advertising agencies, market research organisations, polling organisations, direct mail organisations and media advertising organisations:

| | |
|--|------------------|
| Expenditure with Advertising Agencies | Nil |
| Expenditure with Market Research Organisations Market Equity Pty Ltd | \$20,095 |
| Expenditure with Polling Organisations | Nil |
| Expenditure with Direct Mail Organisations Disco Direct Mailing Service Poster Girls Templar Distribution Northside Distributors | \$27,088 |
| Expenditure with Media Advertising Organisations Media Decisions WA Macwrite Publicity Services Marketforce Productions Marketforce Australia Australian Associated Press Community Newspaper Group Concept Media (WA) Pty Ltd | \$217,606 |
| Total Expenditure | \$264,789 |

Freedom of Information

For the year ending 30 June 2005, no applications for access to information in accordance with the Freedom of Information Act 1992 were received by the Zoological Parks Authority.

The Zoological Parks Authority maintains an information statement about the structure, functions, decision making and records held at Perth Zoo. The statement is updated as required. Detailed information on the agency is also available to the public on the Perth Zoo web-site.

Corporate Governance

Compliance Reports continued

The Policy and Administration Manager is the designated Freedom of Information Coordinator and is responsible for assisting with day-to-day public access to documents. The Records Coordinator and reception desk officers also assist with general inquiries. Inquiries should be directed to the Policy and Administration Manager on (08) 94740325 or to the Records Coordinator on (08) 94740399 or to reception staff on (08) 94740444. The postal address to forward applications is:

Manager Policy and Administration
Perth Zoo
PO Box 489
South Perth WA 6951

Record Keeping

Perth Zoo has a record keeping plan in place. The plan, approved in April 2004, outlines in detail the record keeping program for the agency including which records are to be created and how those records are to be kept.

The Zoo ensures compliance with the State Records Act and Record Keeping Plan by providing information sessions on record keeping for existing and new employees. Throughout the year, existing staff were given the opportunity to attend record keeping training and information sessions. Record keeping induction programs addressing employees' roles and responsibilities were provided for all new Zoo employees. The efficiency and effectiveness of the record keeping training program is reviewed annually. The efficiency and effectiveness of the Zoo's record keeping systems are evaluated not less than once every five years.

Corruption Prevention

Perth Zoo has a comprehensive risk management program in place. The Zoo has for many years addressed fraud and corruption issues through its annual sectional risk assessment process but has not previously done this as part of a coordinated agency review and plan.

In May 2005, the Zoological Parks Authority undertook a comprehensive risk assessment of fraud and corruption risks in accordance with Treasurer's Instruction 825 using approved internal risk processes in line with AS 4360 Risk Management and guided by AS 8001 Fraud and Corruption Control. The review and assessment was wide ranging but focused on fraud and corruption most relevant to the Zoo's specific areas and operations. The findings were:

- All risks were assessed as having adequate/excellent existing controls. There were no areas of inadequate controls.
- All risks fell within the low/moderate risk rating and therefore manageable at a Zoo section level with existing/planned controls.

The Action Plan resulting from the review will be put in place over the next 12 months. The Plan includes maintaining and/or improving existing monitoring, controls, systems, audit, staff training (including procurement, recruitment and selection), awareness raising and security, as well as introducing staff training in ethical decision making.

Corporate Executive considered and approved the risk assessment and the Board noted the assessment in June 2005.

Corporate Governance

Compliance Reports continued

Sustainability at Perth Zoo

Perth Zoo has an active sustainability agenda reflected in the agency's Master Plan and Sustainability Action Plan. In January 2005, the Zoological Parks Authority Board endorsed the Perth Zoo Sustainability Action Plan and Sustainability Management Policy in line with the State Government's Sustainability Strategy and Sustainability Code of Practice for Government Agencies.

Perth Zoo's Environmental Management Group (EMG), chaired by the Chief Executive Officer, is the driver of sustainable environmental practices throughout the Zoo. It reports quarterly to Corporate Executive on the status of the Zoo's environmental activities.

Issues of business sustainability are the primary focus and responsibility of Corporate Executive and the Board, working in partnership with the Minister for Environment and Science.

Sustainable environmental and business management activities undertaken by the Authority in 2004-05 included:

- delamping of all administration buildings;
- installation of timers on over 30 storage water heaters and on recirculation pumps of water bodies in animal exhibits;
- rationalisation of the number of fridges, with six units taken out of operation;
- replacement of two bore pumps with more efficient units;
- audit and rationalisation of the number and type of printers in use, resulting in a reduction of 15 printers;
- installation of motion sensors for lights in all public toilet buildings;
- introduction of a preventative maintenance program for all air conditioners;
- inclusion of energy efficiency requirements in capital works contract documentation;
- a pump energy audit;
- confirmation that the Zoo is a carbon neutral organisation;
- continuation of recycling programs for waste produced within the Zoo including animal produce, paper, aluminum, steel, cardboard, plastics and printer cartridges;
- review of wash down procedures and introduction of changes to save water; and
- introduction of water saving taps in public areas, to be extended to all areas of the Zoo in 2005-06.

Other actions and progress in complying with the Sustainability Code of Practice included:

- use of regular market research reports to ensure services and facilities meet visitor expectations;
- introduction of customer feedback comment cards with a formal response process and focus group feedback on Zoo services;
- working with numerous partners including a partnership with the City of South Perth in the implementation of Travel Smart for travel to and from Perth Zoo;



Perth Zoo Travel Smart bus stop

Corporate Governance

Compliance Reports continued

- working collaboratively with other agencies, including CALM, on recovery programs for threatened native species;
- supporting non-government in-situ conservation groups;
- review of the Zoo's fleet to identify opportunities to reduce the number and size of fuel powered vehicles;
- exchange of six cylinder vehicles for four cylinder models and allocation of funding in the 2005-06 budget to replace a fuel powered vehicle with an electric powered alternative;
- making energy management a priority through the Environmental Management Group which works with various sections to identify potential energy efficiency opportunities and to reinforce the adoption of energy efficient practices by staff;
- recording buildings and built assets in a computerised facilities management system and engaging an additional staff resource to complete preparation of preventative and strategic maintenance programs for the Zoo's assets;
- implementation of a communication strategy to raise staff awareness of the range of sustainability issues and their contributions and responsibilities;
- continuing a strong partnership with the Perth Zoo Docent Association which makes a significant contribution to the Zoo and to the visitor experience (28 new members trained during 2004-05).

For Occupational Safety and Health sustainability initiatives see relevant section under the Corporate and Commercial Development Directorate Report on Operations.

Energy Smart Government Policy

The Zoo continued implementing measures aimed at minimising energy use. An energy audit of 52 water pumps confirmed that the majority (80%) of the pumps were appropriate for their application and that the remainder should be replaced with more efficient models when they are no longer serviceable. The heating, ventilation and cooling (HVAC) systems of six of the Zoo's largest buildings were also reviewed, resulting in upgrades for two of the systems. Additional pumps, heaters and lights were fitted with timers and motion sensors.

Despite these measures and ongoing education of staff about the efficient use of energy, the Zoo's energy consumption remained above the Energy Smart Government target of 8% below the 2001-02 baseline (see table below). The Zoo's energy consumption in the 2001-02 baseline year was particularly low compared to previous years. The dynamic nature of a zoo - with animal transactions, breeding events, veterinary care requirements, new visitor programs, events and services - makes it difficult to accurately set or predict energy use patterns from one year to the next. As demonstrated by the capital works projects completed this year, new or existing animal exhibits and their associated facilities and landscapes are constructed or modified regularly. In addition, variable environmental conditions have a significant effect on the need for climate control in exhibits.

| | Baseline (2001-2002) | 2004-2005 | Variation % |
|--|-------------------------|-----------|-------------|
| Energy Consumption (MJ) | 8,444,263 | 9,273,251 | 9.8 |
| Energy Cost (\$) | 210,561 | 203,913 | -3.1 |
| Greenhouse Gas Emissions (tonnes of CO ₂) | 1,794 | 1,885 | 5.1 |

Corporate Governance

Compliance Reports continued

Waste Recycling

A total of 3750 kilograms of office paper and 12,000 kilograms of cardboard were recycled during the year. The Zoo continued to operate a small bailing facility as part of this recycling program. Other materials recycled included aluminium cans (600 kilograms), scrap metal (16,400 kilograms), plastic drink and chemical containers, lead acid batteries, polystyrene boxes and photocopier toner cartridges. The Zoo continued to use all of its animal waste and green waste on-site in the form of compost and mulch for its garden areas.

Complaint Handling Procedure

Perth Zoo's complaints management system is supported by a strong commitment from the organisation, led by the Chief Executive Officer, to the efficient and fair resolution of complaints as part of the Zoo's customer service focus, quality management and continual improvement philosophy.

The Zoo reviewed its complaint handling procedures against Australian Standard 4269 in 2001 and again in 2003. At each review, additional measures were introduced to ensure compliance. The policy will continue to be reviewed regularly to ensure it meets or exceeds the standard. The next review is due in 2005-06.

In addition to recording written complaints and feedback (emails and letters), verbal complaints are also captured on a Verbal Complaint Form and entered into the Zoo's Document Management System to ensure this valuable feedback is recorded. Verbal complaints are resolved immediately if possible. Where this isn't possible, the complaint is dealt with as a written complaint and referred to the relevant manager for further action.

The Zoo provides a front page website link to a section to make a complaint or comment and also uses customer comment cards to actively solicit visitors' feedback, both positive and negative. The comment cards are collected from boxes around the Zoo several times a week and reviewed for action by a complaints coordinator.

Of the 322 comment cards completed in 2004-05, around 82% (262) were positive/general comments. The balance (60) included negative comments and were dealt with in the same manner as other written complaints.

Under the Zoo's complaints procedure, section managers are the designated action officers, responsible for investigating and replying to complaints (or delegating where appropriate). The Chief Executive Officer's personal assistant and the visitor services' coordinator act as complaint coordinators, distributing complaints for response and following up to ensure timeliness. The action officer is required to draft a response within five working days for consideration/approval by the appropriate supervisor (manager, curator or director) with a copy forwarded to the Chief Executive Officer and registered on file with the original complaint.

A summary and analysis of complaints is compiled monthly and presented by the Chief Executive Officer to Corporate Executive for information and discussion of any identified trends.

In 2004-05, the Zoo received 121 separate complaints (including comment cards). Each of these was processed via the Zoo's complaint handling procedure and responded to (where contact details were provided) by letter, telephone or in person.

Corporate Governance

Compliance Reports continued

Around 11% of these complaints related to the Zoo's smoking policy which prohibits smoking in some areas but allows smoking in large sections of the Zoo. A further 17% of complaints related to the price, service and/or quality of food at the Zoo's cafeterias which are run by a contracted provider. These complaints were forwarded to the provider for investigation and action resulting in changes to the menu.

Actions arising from customer feedback

- In response to customer feedback, the Zoo instigated a review of its smoking policy with a view to designating public areas smoke-free. The review will be completed in 2005-06.
- In response to complaints about the price of the cafeteria food, the Zoo sought price comparisons with local cafes, other recreational venues in Perth and zoos around Australia.
- The African savannah pathway, which is designed to replicate a dry riverbed, was resurfaced in 2004-05 to address concerns about its uneven surface.
- Designated dancing areas at the popular summer concert series are being reviewed following a number of formal and informal complaints.
- As a result of complaints about the Zoo's policy requiring presentation of a carers' card for free admission, customer service staff were empowered to waive the requirement where an individual clearly could not enter without assistance.

Equal Employment Opportunity Outcomes

(Equal Opportunity Act 1984, S146)

A key focus in implementing the Zoo's Equal Opportunity Management Plan in 2004-05 was the development of staff skills through communication and team building training to promote a positive, inclusive and harassment-free workplace culture.

Managers and supervisors also received training in situational leadership and recruitment and selection, and customer service staff undertook disability awareness training.

The Zoo was successful for a third and final time in securing Commonwealth Workplace English Language and Literacy Program funding to improve workplace English language and literacy.

Continuing strategies to improve the diversity of the Zoo's workforce included partnering with external agencies to improve access to a more diversified pool of candidates and the provision of application writing and interview skills training for contract staff.

The popularity of the Zoo's work experience program continued with 82 placements over the year with some participants successfully applying for appointment to the keeper pool. The Zoo provided a number of placement opportunities for people with disabilities.

The agency's current staff profile reflects the recruitment of younger qualified women, particularly in the animal keeping areas. There has also been an increase in the number of women in middle management positions.

Corporate Governance

Compliance Reports continued

Despite considerable efforts, the Zoo was unable to attract and retain staff from Indigenous backgrounds. The Zoo continued to actively recruit young people and people from culturally diverse backgrounds.

| Workforce | 30 June 2004 | Equity Index | 30 June 2005 | Equity Index |
|---|--------------|--------------|--------------|--------------|
| Women | 56.3% | 73 | 58% | 121 |
| Culturally & Linguistically Diverse Backgrounds | 9.8% | n/a | 9.4% | 107 |
| Indigenous Australians | 1.3% | n/a | 0.7% | n/a |
| People with Disabilities | 7.3% | n/a | 3.6% | n/a |
| Youth (<25) | 10.7% | n/a | 10.5% | n/a |

Figures based on a diversity survey response rate of 76% (138 responses).

Disability Services Plan Outcomes

(Disability Services Act 1993, S29)

The Zoo continued to implement its 2004-2008 Disability Services Plan to achieve goals and targets set for the year. Identified priorities included adapting existing services and facilities to ensure they meet the needs of people with disabilities.

Actions included resurfacing the African savannah pathway to improve visitor access, clearly identifying on maps and signs the location of wheelchair accessible drinking fountains, the purchase of an additional electric scooter, preventative maintenance at the Variety Special Playground facilities to ensure safety for children with and without special needs, and training for staff and Docents.

The Zoo continued to provide discounted entry for seniors, health-care cardholders and Veterans Affairs cardholders, as well as offering concession rates for Zebra Car tours and free admission for all carers accompanying people with a disability.

The Zoo provided wheelchairs, electric scooters and electric vehicles as transport aid options and provided reserved areas at Zoo events for wheelchair users, as well as transport to and from the entrance for those with mobility issues.

All new project teams established during the year included a representative from the Zoo's Disabilities Services Group to ensure that access issues were addressed at the design stage. Visibility for children, wheelchair users and other visitors was maximised at three new exhibits through the use of non-solid barriers such as piano wire (echidna and painted dog exhibits), timber poles (painted dog exhibit) and bamboo fencing (elephant enclosure).

Comprehensive information about the Zoo's animals and programs was made available through 'Talking Zoo' audio tours. The new Cinema N'dutu which provides large-screen visual and audio information about African species was designed to meet the needs of all Zoo visitors including the hearing and vision impaired.

An atmospheric sound-scape featuring recordings from African plains carnivores, birds, insects and frogs ensures the vision impaired and other visitors enjoy the new entrance to the African savannah. A life-sized model of a wildebeest carcass and different animal tracks embedded in the walking trail provide a tactile experience.



African savannah pathway

Corporate Governance

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Compliance Reports continued

Customised tours incorporating touch tables, Docent guides and education staff were made available on request as part of services to improve the experiences available to people with disabilities or access issues. Docent guides receive disability awareness training as part of their 10-week induction program.

During the year, key customer service staff took part in a workshop facilitated by a vision impaired man and a woman with cerebral palsy to highlight the changing needs of people with disabilities. Selection panel members also received specialised training in recruitment and selection which included developing options for accommodating disabilities. In its recruitment advertising, the Zoo continued to encourage people with disabilities to apply.

Work experience placements for a number of people with disabilities were supported during 2004-05 in the reception, records, education, research and zoo keeping areas.

Report on Operations

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 plants and to directly contribute to conservation through the breeding of threatened species;
- To establish Perth Zoo as a leader in conservation research by continuing to develop a diverse scientific program and building further relationships with local, national and international research and conservation agencies; and through the application of this knowledge, continuing to breed threatened species for release into the wild.

Overview

During the year, the directorate managed the Zoo's collection of fauna in line with the agency's mission statement, objectives and Animal Collection Plan – the latter developed as part of regional animal collection planning in conjunction with major zoos in the Australasian region.

The directorate continued to provide direct support to in-situ conservation through its native species breeding-for-release program.

In the latter part of 2004-05, following a review of roles and responsibilities, the horticulture section and the grounds and maintenance section moved to the newly formed Visitor and Education Services Directorate to amalgamate the sections responsible for the presentation and maintenance of the Zoo grounds and facilities. The restructure provided a renewed focus for the Life Sciences Directorate on animal management matters.

The Life Sciences Directorate and Animal Health Services and Research Directorate continued to work closely to coordinate various activities including the Asian Elephant and Southern White Rhinoceros breeding programs.

Significant animal births in 2004-05 included a Southern White Rhinoceros, Sumatran Orang-utan, Silvery Gibbon, White-cheeked Gibbon, a litter of six African Painted Dog pups and a record number of Western Swamp Tortoise hatchlings.

Outcomes

Exotic Fauna

During the reporting period, the Zoo's new breeding male Sumatran Orang-utan, Dinar, who arrived from Canada last year, was paired with one of the females, Sekara, for breeding purposes. This pairing resulted in a pregnancy and the subsequent birth of a male infant on 13 June 2005 – the first orang-utan born at Perth Zoo in 12 years (reflecting the long inter-birth intervals of orang-utans and extended infant rearing years). The infant represents the first of the third generation of Sumatran Orang-utans bred at Perth Zoo as part of an Australasian captive breeding program for this critically endangered species. Dinar has since been paired with another female with the aim of producing further offspring.



Sumatran Orang-utan Sekara with her newborn

Report on Operations

Life Sciences Directorate continued

One of the world's most threatened species, the Sumatran Orang-utan is facing imminent extinction in the wild as a result of habitat destruction and poaching. Its fight for survival and international efforts to save the species are made all the more difficult by the fact that it has the slowest reproduction rate of all land mammals. It is estimated that there are now as few as 7500 Sumatran Orang-utans left in the wild and that this fragmented population is shrinking by an alarming 1000 animals each year.

The upgrade of the Zoo's orang-utan exhibit continued with the installation of new climbing structures in one of the enclosures. The unique climbing structures, which are designed to replicate the function of rainforest trees, have now been installed in three of the orang-utan enclosures. The new structures dramatically increase the vertical space inside the enclosure, providing the orang-utans with above ground horizontal pathways and platforms for rest and exercise. Real trees cannot survive inside the orang-utan enclosures because of the animals' destructive habits.

In March 2005, the Zoo opened a new African Painted Dog exhibit and new entrance to the African savannah zone. The exhibit and entrance, the first major expansion of the savannah since its opening in 1991, features two visitor viewing areas and conservation education components highlighting the interdependence of African savannah animals and their environment.

Coinciding with the opening of this exhibit, the Zoo also unveiled its newly-arrived breeding pack of endangered African Painted Dogs (one female and two males). The pack, from Monarto Zoological Park in South Australia, quickly expanded with the birth of six pups (four males and two females) in April 2005. The mother, with the assistance of the males, has successfully raised the pups past the weaning stage.

This new group of dogs and the opening of the exhibit have provided an opportunity for the community to see and learn about this unusual species. Perth Zoo is part of an Australasian breeding program for the critically endangered African Painted Dog which has suffered a dramatic decline in numbers in its home range in Africa. The species is facing extinction in the wild due to human actions including road kills, snares, persecution by farmers, introduced diseases from domestic dogs and habitat loss/fragmentation. In addition to its community education initiatives and involvement in the Australasian captive breeding program for the African Painted Dog, Perth Zoo also supports in situ conservation work with this species.

Southern White Rhinoceros cow, Sabie, gave birth to her second calf, a male, on 28 May 2005. The new calf is a vital addition to the regional plans to establish the first generation of captive bred Southern White Rhinoceros in the Australasian region. In line with the regional captive breeding plan, this will be the last breeding between our male, Memphis, and female, Sabie. Investigations into the fertility of our other adult female, Katala, continued during the year. If Katala fails to conceive in 2005-06, she may be transferred to another collection in the hope that increased opportunities to select a mate will stimulate her to breed.



Southern White Rhinoceros calf

On 18 June 2005, a male Rothschild's Giraffe, Armani, arrived by ship from Melbourne Zoo. Armani replaces the Zoo's former breeding male, Anthony, who successfully sired five offspring at Perth Zoo before retiring from breeding duties and moving to the eastern states in 2000. The arrival of Armani signals the restart of Perth Zoo's renowned breeding program for the threatened Rothschild's Giraffe. Two years old, Armani was chosen as the most genetically suitable male after a long and extensive search for a new sire for the Zoo's female giraffes. Perth Zoo is part of an Australasian breeding program for Rothschild's Giraffe, which is the most threatened of the giraffe sub species. Armani quickly settled into his new surroundings with the Zoo's existing herd of three females. The introduction of new genetic stock is vital in regional captive breeding programs to ensure there is as broad a genetic base as possible.

Report on Operations

Life Sciences Directorate continued

Perth Zoo continued its pivotal role in international captive breeding efforts for the critically endangered Silvery Gibbon with the birth of another offspring (a male) on 25 May 2005. A priority species for the Australasian region, Perth Zoo's Curator of Exotic Mammals is the international studbook keeper for Silvery Gibbon, responsible for the genetic management of the captive population. Perth Zoo is one of only four institutions in the world successfully breeding Silvery Gibbon.

There was also success in the breeding program for the critically endangered White-cheeked Gibbon with the birth of a female on 16 January 2005. Perth Zoo is part of an Australasian breeding program for this rare gibbon. The White-cheeked Gibbon is a Lesser Ape found in south-eastern China, Laos and Vietnam.

A male Hamadryas Baboon was born on 28 April 2005 – the second of this species born at the Zoo in just over a year. The females in the group will be given temporary contraceptives to increase the inter-birth interval and help maintain a natural group structure in a low mortality environment. This species is classified as Near Threatened.



Hamadryas Baboon infant (left)

During the year, Perth Zoo recorded the first known natural mating of elephants in an Australian zoo. The mating followed the carefully planned pairing of 16-year-old male Putra Mas and 16-year-old female Permai as part of the Zoo's breeding program for the endangered Asian Elephant. The pairing was timed to coincide with Permai's reproductive cycle. Subsequent blood analysis revealed that Permai was not pregnant.

In October 2004, physical work began on the first stage of the \$4.7 million State Government funded redevelopment of the Zoo's 18-year-old Asian Elephant exhibit, with the demolition of the old primate enclosures and removal of the old Dome cage. Completed in May 2004, stage one of the redevelopment provides the three female elephants with a new exercise and display yard (with elevated visitor viewing areas) and a new, large pool, as well as larger barn stalls. The three cows were introduced to their new enclosure in June. Importantly, the new yard for the females frees up the existing elephant yard for the exclusive use of the maturing bull elephant.

Concept planning for stage two of the elephant exhibit redevelopment has been completed with construction due to begin in December 2005. Stage two will expand the exhibit even further, providing another exercise and display yard for the females, as well as a new barn for the bull and an additional pool in his yard. When finished, the redevelopment project will increase the size of the elephant exhibit threefold.

Australian Fauna

The Zoo's Native Species Breeding Program (NSBP) continued to provide high level support to in situ conservation programs managed by the Department of Conservation and Land Management (CALM). The Zoo's role in these species recovery programs is to breed threatened native species for release into monitored habitats in the wild to augment and create new wild populations. The ultimate aim of these recovery programs is to increase the long term security of these species in the wild. In 2004-05, the Zoo bred 142 animals under its Native Species Breeding Program and provided 21 Western Swamp Tortoises, 4 Numbats and 57 Dibblers to CALM for release into reserves in Western Australia.

Report on Operations

Life Sciences Directorate continued

In March 2005, Perth Zoo won the prestigious Australasian Regional Association of Zoological Parks and Aquaria In Situ Conservation Award for its Western Swamp Tortoise breeding-for-release program. The Zoo also won this award in 2003. This award recognises exceptional effort in species restoration and support of biodiversity in the wild.

Since 1990, Perth Zoo has successfully bred 590 Western Swamp Tortoises and provided 316 tortoises for release into the wild. This short-necked freshwater tortoise species was on the brink of extinction with only 25 to 30 animals left in the wild before a Western Swamp Tortoise Recovery Plan was put in place. Under the management of CALM, the recovery team has established a wild population at Twin Swamps Nature Reserve and a new wild population at Mogumber Nature Reserve, and helped secure the original population of this species at Ellen Brook Nature Reserve. The success of the Recovery Plan is due to the high level of cooperation amongst the Western Swamp Tortoise Recovery Team members including the University of Western Australia, CALM, Perth Zoo, the World Wildlife Fund and the Friends of the Western Swamp Tortoise (involved in habitat protection in the re-introduction sites).



*Western Swamp
Tortoise*

In May 2005, the Zoo opened its first invertebrate display featuring six species of invertebrates on display at any one time. The species rotated through the exhibit include Sydney Funnel Web Spider, Giant Centipede, Rock Scorpion, Red Back Spider, Wolf Spider, Rainforest Scorpion, Garden Orb Weaver and the Australian Tarantula. The design of the exhibit, which is located in the Nocturnal House, allows for regular rotation of the different species. Close monitoring and control of temperature and humidity assists in the creation of a suitable micro-habitat. The Sydney Funnel Web Spider, Wolf Spider and Australian Tarantula displays make use of artificial burrows, created from polystyrene blocks, to mimic natural habitats. Small red lights within the burrows ensure the animals are visible. The use of new flat display interpretive signs adds to the presentation of the exhibit.

During the year, the Zoo's collection of the world's smallest gliding mammal – the Feather-tail Glider – was boosted with the acquisition of six individuals (two males and four females) to add to the existing group of three ageing males. In a first for the Zoo, all four females had young in February 2005, producing a total of nine youngsters. Planned breeding will aim to achieve a target group size of 20 animals to create an exciting educational display for this species. The Feather-tail Glider is found in eastern Australia's tall forests and woodlands.

A new species, the critically endangered Fijian Crested Iguana, was added to the Alinta Reptile Encounter exhibit during the reporting period. Restricted to the dryer northwest islands of Fiji (Yaduataba, Monuriki and the Yasawa group), this species is under threat in the wild due to habitat destruction caused by goats introduced to the islands. The two Fijian Crested Iguanas on display in the Alinta Reptile Encounter were bred at Melbourne Zoo.

During the year, improvements to the popular Australian Wetlands exhibit were undertaken. The first stage of an ecological systems approach was completed to help process, store and export nutrients, avoid unwanted algal and bacterial blooms and improve water quality. The first stage included aeration, the installation of a particle filter and ozone injection system, and the reduction of stock numbers. Stage two, due for completion in 2006, will include the installation of a biological filter to remove nutrients and carbon, the addition of a waterfall to further increase aeration and the introduction of a range of organisms to assist with the ecology of the system.

Report on Operations

Animal Health Services and Research Directorate

Objectives

- To provide the highest possible level of animal health care and welfare for the animals at Perth Zoo;
- To establish Perth Zoo as a leader in conservation by continuing to develop a diverse scientific research program and building further relationships with local, national and international research and conservation agencies.

Overview

During the reporting period, the directorate (created in July 2003) continued to strengthen and consolidate its research activities and to contribute to best practice in the care and keeping of the zoological collection.

In an Australasian first, a Reproductive Biology Unit - dedicated to research and development in the field of reproductive biology of threatened species - was established at the Zoo.

A new Research Business Plan was also developed delineating research at the Zoo into six main streams each managed by a program leader.

It is planned to move the Native Species Breeding Program from the Life Sciences Directorate to the Animal Health Services and Research Directorate in 2005-06 to further enhance research activities.

Outcomes

Veterinary Section

The main areas of focus for the veterinary section were the provision of responsive and preventative health care for the Zoo's animal collection, continued development of assisted reproduction techniques, the examination and treatment of injured wild cockatoos and confiscated wildlife, and the provision of conservation-based veterinary education programs.

The preventative health care program included vaccinations, annual health checks, dental work, blood analysis and nutrition.

The veterinary section assisted with the pre-birth planning for White-cheeked Gibbon, Sumatran Orang-utan and Southern White Rhinoceros. All of the births proceeded without complications.

Significant clinical cases included the emergency treatment of a critically endangered White-cheeked Gibbon. The young female, born at Perth Zoo, suffered a sudden and severe allergic reaction, believed to be the result of a bee sting which led to anaphylactic shock. Thanks to the efforts of the Zoo's veterinary team, the youngster was saved. Proposed future treatment includes a series of tests and desensitisation to alleviate the gibbon's extreme reaction to bee sting.

A long-standing medical condition with our youngest Asian Elephant, 15-year-old Teduh, required ongoing management during the reporting period. Teduh arrived at Perth Zoo from a Malaysian logging camp in 1992 with a number of health problems, in particular, a generalised muscular skeletal weakness which results in her having difficulty lying down. She also lacks coordination in using her trunk. Since arriving, her condition has been managed by the Zoo's veterinary and keeping staff.

Report on Operations

Animal Health Services and Research Directorate continued

During the year, Teduh had increasing problems lying down and getting up and needed assistance to get back on her feet on a number of occasions. Unfortunately, it is possible that this muscular condition may worsen as she grows and her body weight increases. A muscle biopsy undertaken in 2005 confirmed muscle deterioration but did not reveal a cause. The Zoo's veterinary staff, who believe it is unlikely that Teduh would have survived in the wild, continue to monitor Teduh's condition, with her welfare and wellbeing paramount in decisions about her future. None of the Zoo's other three elephants shows any signs of Teduh's condition. Despite her advancing years, the matriarch of the herd, 48-year-old Tricia, remains in good health.

In 2004-05, the veterinary section coordinated a natural mating attempt between two of the Zoo's Asian Elephants, Putra Mas and Permai. Using a specially imported elephant hormonal test kit to track blood hormone levels, staff were able to pinpoint the exact timing of oestrus and receptivity for mating and advise keeping staff on the best time to introduce the male and female. The result was the first known natural elephant mating in an Australian zoo. The mating did not result in a pregnancy.



Asian Elephants Putra Mas and Permai

Exotic animal reproduction specialists from the Institute for Zoo and Wildlife Research, in Berlin, returned to Perth in November for a follow up examination of Permai and one of our female rhinoceros. Based on advice from these specialists, the Zoo's elephant breeding program continues to focus on both natural breeding and the development of artificial insemination, with plans to artificially inseminate Permai in 2005-06. The Zoo will not attempt to breed from the younger elephant, Teduh (refer above).

Perth Zoo veterinary staff treated 40 wild cockatoos brought in by the Department of Conservation and Land Management (CALM) as part of an ongoing rehabilitation program for sick and injured cockatoos. Sixty per cent of the birds were successfully rehabilitated for release or to participate in CALM breeding programs.

Veterinary staff also examined 150 confiscated reptiles for the Australian Customs Service. Most of the animals did not require ongoing veterinary attention, however a small number were housed temporarily at the Zoo for medical treatment.

Education and Training

Courses presented by the Zoo's veterinary staff included the Murdoch University undergraduate veterinary training program, the Murdoch University postgraduate veterinary training program, the Department of Conservation and Land Management Basic and Advanced Wildlife Carers Courses, and the Murdoch University Continuing Veterinary Education course on Reptile Care.

The Zoo's Resident Veterinarian undertook two field trips as part of her Masters Research Project on the health and disease problems of Gilbert's Potoroos ["Gilbert's Potoroo Disease and demographics: epidemiological aspects of health management of Gilbert's Potoroo (*potorous gilbertii*)"]. The veterinary residency, part of a Masters Philosophy Program between Murdoch University School of Veterinary and Biomedical Sciences and Perth Zoo, is a three-year program providing clinical training for a qualified veterinarian in the area of zoo and wildlife medicine and research.

The Zoo's Senior Veterinarian visited the Free the Bears Fund Sanctuary in Cambodia to examine two Sun Bears that have been identified as a suitable pair to begin a breeding program at Perth Zoo as part of the Project Sun Bear initiative. The visit also promoted the exchange of expertise and information on the care of bears.

Report on Operations

Animal Health Services and Research Directorate continued

Research

During the year, the Zoo hosted a workshop of almost all scientific institutions in Western Australia as part of an extensive consultation process for the development of a new Research Business Plan for the Zoo. Responding to the identified conservation needs of Perth Zoo, the Australasian Regional Association of Zoological Parks and Aquaria (ARAZPA), the World Zoo Conservation Strategy and stakeholders such as CALM, the WA Museum and local universities, the new research business plan identifies six main research streams. The six streams cover nutrition, reproductive biology, health and disease, captive management, wildlife management and conservation, and education and communication. The Research Business Plan will guide the Zoo's research development over the next 20 years.

Between July and December 2004, work continued on five research projects including one PhD, three Honours and one staff project. Collaborations with seven other researchers also continued. In January 2005, 11 new research projects commenced including one new PhD, one Masters, eight Honours and one staff project, as well as six new collaborations.

In response to a call from the World Conservation Union (IUCN) for zoos to respond to the world-wide frog crisis by holding back-up, captive populations and conducting frog research, the Zoo began investigating the potential for establishing a new Frog Breeding and Research program. Discussions were held with the Department of Conservation and Land Management on the frog species most critically in need of assistance and suggesting a partnership approach on frog conservation. Discussions were also held with researchers at the University of Western Australia on potential areas of frog research collaboration. As a result of these discussions, the Zoo developed a plan for a frog breeding and research program including potential honours and PhD projects and captive husbandry and breeding research. The Zoo will seek funding for this important initiative in 2005-06.

Reproductive Biology Unit

During the year, an on-site Reproductive Biology Unit (RBU) dedicated to research and development of the reproductive biology of threatened species was established. Externally funded and headed by Dr Phillip Matson, an expert in reproductive technologies with more than 20 years experience in human fertility, the RBU has been modelled on successful equivalents at London Zoo, the Smithsonian National Zoological Park and San Diego Zoo.

The facility will expand on the work of the Zoo's successful Native Species Breeding Program - which focuses on research and breeding of threatened Western Australian species - to include non-native species. The Zoo's work in the research and breeding of native species for release into the wild has been recognised nationally and the RBU is expected to contribute just as significantly to the international body of knowledge about reproductive processes of threatened exotic species.

It is expected that the RBU will contribute new findings, develop new procedures and help understand reproductive disease. The unit will investigate issues of infertility in threatened species, conduct and apply research into assisted reproduction, and develop processes to monitor the hormonal cycles of threatened native and exotic species. The unit will assist zoo breeding programs by providing cryopreservation and sperm storage facilities to achieve positive breeding outcomes in priority species. A priority will be WA's vulnerable frog species, particularly the rare Sunset Frog, discovered less than 11 years ago, and the White-bellied Frog. The RBU will develop the capacity to freeze and store gametes and embryos of threatened species, including frogs.

Report on Operations

Corporate and Commercial Development Directorate

Objectives

- To actively develop positive community attitudes towards the understanding and appreciation of wildlife and conservation while maximising attendance and yield from key visitors;
- To provide financial, human resources and technical support services necessary for operational effectiveness; and
- To develop and maintain effective business relationships with private and public sector organisations.

Overview

The Corporate and Commercial Development Directorate was established early in 2004-05 following the restructuring of the previous Business Operations Directorate. The directorate now encompasses the Marketing and Events, Corporate Relations and Fundraising, Policy and Administration, Human Resources and Finance sections.

During the year, the directorate focused on developing long term strategies to increase visitation, developing diversified revenue streams, increasing public awareness, developing long term business relationships, and ensuring the long-term financial sustainability of the Zoo. Particular attention was paid to further expanding the Zoo's membership, sponsorship and fundraising programs.

A new summer events season format was introduced with a number of new events including a Marcia Hines Concert and performances by Bananas in Pyjamas.

Directorate staff again spent a significant amount of time participating in the State Government's corporate services and procurement reform processes. The Zoo is scheduled to become part of the shared services arrangements in October 2006 and, in preparation for this, will be undergoing significant changes in these areas over the coming financial year.

Outcomes

Visitation

The Zoo attracted 550,105 visitors in 2004-05, an increase of 4% on last year's attendance figure of 528,880 but 2% below the target of 560,000. Once again, increased competition from local council events, cinemas and sporting events put pressure on visitation levels.

Market Equity conducted 503 face-to-face interviews with Perth Zoo visitors and 300 telephone interviews with members of the public from 22 April to 25 May 2005. The major findings of the market research included:

- 97% of visitors believed the Zoo had an important role in the community;
- 87% of visitors and 89% of the general public believed the Zoo educated visitors about conservation problems facing wildlife;
- 94% of visitors and 92% of the general public (the latter down 3% from 2004) described the Zoo as being extremely good or quite good value for money;
- The orang-utans, African savannah and elephants were the most popular exhibits;

Report on Operations

Corporate and Commercial Development Directorate continued

- 24% of visitors listened to a presentation and 99% rated these presentations as good or extremely good; and
- Overall satisfaction with animal visibility dropped 4% from 99% to 95%, possibly reflecting exhibit improvement works underway at the time of the research.

Marketing

A comprehensive advertising plan was put in place to provide greater negotiating power on advertisement placements and value for money. This approach created a calendar of consistent advertising and value-added opportunities to maintain a strong presence in the marketplace.

The school holiday programs continued to grow with the July 2004 Rapt in Reptiles school holiday attendance (over 36,000) exceeding the target by over 10,000 and the 2005 April in Africa school holiday attendance (over 48,000) exceeding the prior year by 1.7%.

Important leveraging partnerships were developed with various media, generating a substantial amount of free advertising space for promotions. These promotions included competitions (over 10,000 entries) and tickets to the Marcia Hines Concert (over 17,000 entries). Promotional partnerships were also developed with sponsors such as the RAC to increase access to target markets.

The Adults at Kids' Prices initiative ran throughout the year on Wednesdays and once again proved popular. This promotion is specifically designed to provide greater community access to the Zoo.

Events

The 2004-05 events season, an important revenue stream for the Zoo, featured several new events as well as established events.

The Zootober Celebration of Conservation in October provided a range of free activities for visitors with a strong focus on the Zoo's conservation work. The Zootober promotion saw attendance figures reach 54,295 for the month, maintaining the high visitation level of 54,000 achieved in October 2003 (up from 40,808 in 2002).

In early December, the Perth Oratorio Choir performed Handel's Messiah in the Zoo grounds, attracting just over 1570 concert-goers – a lower than expected attendance. Peter's Trumpet Happy Zoo Year was again a sellout event, attracting 4500 people.

January 2005 was themed the RAC Big Cats Month and featured a wide range of big cat related activities including a 10 metre high climbing wall, Make Your Mark painting and craft activities, special animal behavioural enrichment activities and a Big Cats Discovery Trail. The attendance figure for January was 61,846 (up from 57,828 in January 2004).

As part of the new events program, the Zoo presented Bananas in Pyjamas concerts twice a day on 20 and 21 January. Unfortunately, these two days were affected by extreme bushfire smoke and health authority recommendations to keep young children indoors, resulting in significantly lower than expected visitor numbers.

Another new event, Marcia Hines in Concert at the Zoo, was held in February attracting 2435 people. Although attendance was lower than expected, this was a first-time event competing with external events.

Report on Operations

Corporate and Commercial Development Directorate continued

The Commonwealth Bank Zoo Twilight Concert series attracted 16,297 people over five concerts. This figure was less than the target of 18,600, with four of the five concerts threatened by rain.

Media and Communications

The Zoo continued its strong relationship with media outlets to promote the Zoo's activities and conservation work. In 2004-05, the Zoo once again achieved substantial unpaid exposure in national, state, regional and local media including print, broadcast and web media.

Coverage included news and feature articles on the Zoo's conservation and research role in breeding threatened species and its extensive events and activities program including community education initiatives such as the annual Great Australian Marsupial Night Stalk. There was also extensive media coverage of the Zoo's exhibit improvements including the State Government-funded elephant exhibit redevelopment project and the opening of the new African Painted Dog exhibit.

In addition to mainstream media, the Zoo also featured in specialist publications and programs including veterinary magazines, educational children's television programs and gardening programs.

The Zoo provided in-situ conservation projects (including the Asian Rhino Project, Australian Orang-utan Project and Zoo Peru) with promotional and media assistance including on-site filming opportunities.

Commercial Business Activities

The Zoo's Conference Centre recorded strong results in 2004-05 generating nearly \$60,000 and the carousel proved popular again generating \$148,170 in revenue.

A net profit of \$150,044 was recorded by the Zoo shop. A new business plan was developed for the shop and a new retail point-of-sale system was installed providing improvements to sales processing and reporting. New barcode scanning was also introduced to provide more effective management of shop stock.

The Zoo's Close Encounters program generated around \$40,000 in revenue of which a significant proportion (\$14,500) was directed to in-situ conservation projects for threatened species.

The sale of elephant paintings raised \$5784.

Corporate Relations and Fundraising

During 2004-05, Corporate Relations and Fundraising achieved significant growth, securing new partnerships, developing new products and implementing strategic fundraising initiatives.

New sponsors were secured for various components of the Zoo's 2004-05 summer events season including the Community Newspaper Group (through Western Suburbs Weekly) which sponsored the Handel's Messiah event in December. The RAC became the naming rights sponsor for the RAC Big Cats Month in January 2005, as well as the naming rights sponsor for the African Lion exhibit. In addition, the Commonwealth Bank entered into a new sponsorship as naming rights sponsor for the Commonwealth Bank Zoo Twilight Concerts.

Peters and Brownes continued its valued support as sponsor of the successful Peters Trumpet Happy Zoo Year event and the Brownes Yogo Numbat Club.

Water Corporation took up sponsorship of the Black Cockatoo exhibit and Western Australian Black Cockatoo rehabilitation program, while the TMA Corporation (Termimesh) became sponsors of the newly-refurbished Echidna exhibit in the Australian Bushwalk.

Report on Operations

Corporate and Commercial Development Directorate continued

Tiwest completed its first year as sponsor of The Great Australian Marsupial Night Stalk and Alinta redirected its sponsorship to specific Zoo exhibits, namely the Alinta Numbats Under Threat exhibit and the Alinta Reptile Encounter.

Other major partners who continued their valuable support for the Zoo included Coca-Cola, Network Ten, Mix 94.5, 96fm and the City of South Perth.

Project Sun Bear, the Zoo's major fundraising campaign, gathered significant momentum in 2004-05. Launched in March 2004, the project aims to raise over \$600,000 to build a new Sun Bear exhibit suitable for breeding and to transport two rescued bears from Cambodia to Perth to start a breeding program for this threatened species. The Zoo is working with Free the Bears Fund, which rescued the two bears, to provide the rare male and female Sun Bear with a new home at Perth Zoo. The bears cannot be released back into the wild due to their backgrounds (the male lost part of his paw to a poachers snare and the female is a relinquished pet). Free The Bears Fund is currently providing specialist care for the bears in its Cambodian sanctuary until the exhibit at Perth Zoo is completed.

With support from major sponsors, schools and members of the public, just over \$120,000 was raised for Project Sun Bear in 2004-05, bringing the total amount raised since the start of the appeal to over \$150,000. A percentage of sales arrangement on 1kg Peters and Brownes yoghurt containers provided over \$30,000 to the fundraising effort with the campaign generously supported by community service announcements provided by Network Ten. The Sunday Times ChillOut! section, Community Newspaper Group, Australia Post and Commonwealth Bank continued their valuable support for Project Sun Bear.

During the year, the introduction of new products and more effective marketing of existing products resulted in an overall increase in general fundraising. Paw Prints (life-sized ink impressions of Zoo animal paws) were marketed to the corporate sector and the general public, yielding over \$17,500.

The Friends of Perth Zoo membership program continued to grow with memberships increasing by 31% from 7466 members at the end of the last financial year to 9801 members at 30 June 2005. The Adopt an Animal program yielded over \$51,500. The Zoo received around \$13,400 in public donations for the orang-utan exhibit upgrade and a further \$10,300 in general donations.

Policy and Administration

In line with the requirements of the Zoological Parks Authority Act, a Business and Operational Plan 2004-05 was prepared and submitted to the Minister for approval.

The Zoo's Vital Records Policy was finalised and approved by the State Records Commission. Recordkeeping induction programs were provided for all new Zoo employees and, throughout the year, existing staff were given the opportunity to attend recordkeeping training and information sessions.

The Zoo undertook a major upgrade of its network server operating environment. The latest technology in server software provides the agency with a robust network infrastructure and significant security improvements. The IT Disaster Recovery Plan was upgraded to reflect changes to the information system environment.



Alinta Reptile Encounter entrance

Report on Operations

Corporate and Commercial Development Directorate continued

As part of ongoing annual risk management programs, the Zoo's Risk Management Committee conducted an Agency Risk Review. Sectional Risk Assessments were undertaken by all Zoo managers and the emergency plan and procedures were reviewed. Emergency drills and training were conducted throughout the year. A Business Continuity Plan for the agency is continuing to be developed.

During the year, two new Park Management Officer positions were created in the security section. These positions replaced previously outsourced security guard positions.

Further security improvements were completed with the installation of additional surveillance cameras and lights at two perimeter gates.

Human Resources

Early in 2004-05, new Industrial Agreements covering all categories of Zoo staff, including an Agency Specific Agreement, were ratified in the Western Australian Industrial Relations Commission. A major focus of the Agreements is further standardisation of conditions across all professional groups with greater flexibility through personal leave entitlements and expansion of flexi-time arrangements.

During the year, the Zoo undertook a review of its keeper career structure to address issues raised by staff. After an extensive consultation process, a revised career structure was developed and forwarded to the Department of Consumer and Employment Protection for consideration. A competency-based career structure for facilities and environmental staff was also finalised, resulting in incremental increases for many staff in recognition of their skills.

The Zoo continued its pro-active preparation for the implementation of shared services in human resource and finance functions across whole of government. A complete review of all industrial awards and agreements (10) was undertaken to identify the business rules to assist with the design of the Shared Service Centre systems. In addition, the Zoo volunteered to participate in a roll-in project with the Office of Shared Services to review organisational needs.

In line with Government policy and a commitment to a permanent workforce, the Zoo reviewed its outsourced arrangements for ticketing and security services. As a result of the review, a number of staff were employed as Customer Service and Park Management Officers.

The Zoo also reviewed its strategies for managing leave liabilities and created a number of leave-relief positions within the facilities and environmental services and keeping areas.

As a result of these strategies, the total number of staff - including contracted staff, externally funded positions and secondments - increased from 136 full time equivalents (FTE) at 30 June 2004 to 141 FTE at 30 June 2005.

During the reporting period, 14 staff left Perth Zoo, including three long-serving staff members who retired and others who left to pursue new career paths, accept promotional opportunities or travel, resulting in an increased turnover rate of permanent employees from 5.8% in 2004 to 10.2% in 2005.

Workers' Compensation and Rehabilitation

Twenty one new claims were lodged in 2004-05 (the same number as in 2003-04). Only nine claims involved lost time but two of these involved significant lost time of 240 and 45 days. Despite these two claims, the average number of lost days for claims involving lost time fell from 50.2 days in 2003-04 to 47.2 days in 2004-05.

Report on Operations

Corporate and Commercial Development Directorate continued

Twelve claims remained open at 30 June 2005, with all other claims finalised during the year including the successful settlement of two long-term workers compensation claims. The most common injuries were sprains, strains, minor cuts and abrasions.

| | 2002-03 | 2003-04 | 2004-05 |
|---|---------|---------|---------|
| Number of claims | 25 | 21 | 21 |
| Number of lost time injuries | 11 | 10 | 9 |
| Estimated average number of lost days/ LTI | 21.27 | 50.2 | 47.2 |
| Severity rate | 9.09 | 20.0 | 22.22 |
| Frequency rate | 46.52 | 38.30 | 34.21 |
| Estimated cost of claims incurred per \$100 wage roll | 1.1716 | 7.6789 | 3.8462 |

Work continued on standard operating procedures for key areas to help address the incidence of minor injuries and to ensure the use of personal protective equipment including protective hearing and eye wear. Other preventative strategies included a continued focus on induction and training for staff and supervisors, back care education, ergonomic assessments and early intervention case management programs to improve the rate of return for injured staff.

Occupational Safety and Health

The Zoo's Occupational Safety and Health Committee continued to meet regularly to discuss and resolve issues raised by staff, review hazard reports, discuss injury trends and identify preventative measures to promote a safe working environment.

The number of hazards and/or incidents reported fell 19% from 63 in 2003-04 to 51 in 2004-05. Of these reports, 19 identified hazards that posed a possible risk to safety. These have been addressed through maintenance orders, capital works modifications, a review of induction protocols for contractors, revised standard operating procedures, staff training and an upgrade of personal protective equipment.

There was one notifiable incident involving a minor electrical shock to a staff member which was reported to the Office of Energy in line with legislative requirements.

The Zoo's Fit for Work policy, a major initiative in 2003-04, was finalised and implemented in January 2005. Awareness-raising sessions were held for all staff. Interactive workshops on how to effectively implement and manage the policy in the workplace were provided for supervisors. This policy goes beyond the more traditional focus on drugs and alcohol in the workplace to a broader approach encompassing medical conditions (physical, psychological and emotional), fatigue and stress.

As part of the Zoo's staff wellness program, the Zoo teamed up with "Be active WA" to provide pedometers to staff to promote better health through walking. Twenty eight staff members took up the challenge over summer.

Other preventative care programs for staff included on-site skin cancer checks and flu vaccinations, continuing access to vaccination programs for tetanus, rabies and hepatitis B, and screening for tuberculosis. Despite these measures, there was a slight increase in accessed sick leave, up from an average 5.01 days per person in 2003-04 to 6.27 days in 2004-05. This was mainly due to a small number of staff with long-term illnesses.

Report on Operations

Corporate and Commercial Development Directorate continued

Training and Professional Development

Perth Zoo's efforts to develop as a learning institution with a strong and lasting commitment to its staff were recognised in September when the Zoo was awarded the Best Medium Employer of the Year at the WA 2004 Training Excellence Awards.

Perth Zoo views training as an important element in creating a motivated and productive workplace and bases its success on an integrated and cross sector approach to training. Using its training budget to attract further dollars for training, the Zoo has been able to provide a variety of nationally accredited vocational education and training programs.

In 2004-05, the Zoo provided an apprenticeship in horticulture, four traineeships in zoo keeping and an indigenous cadetship in education.

For a third and final year, the Zoo was successful in attracting Commonwealth funding and partnered with West Coast TAFE in a Workplace English Language and Literature program. This program has provided accredited training in workplace assessment, front line management, team building and communication. The Zoo also continued to provide accredited training in first aid, occupational safety and health, working at heights and equipment operation.

Competency frameworks for keepers, veterinary nurses, maintenance and horticultural staff are linked to accredited training. Employees are also encouraged to complete training with other organisations. A keeper exchange program allows staff to explore a variety of roles.

Just over 2161 hours of formal training were delivered to staff with a slight increase in the average hours per full time equivalent, up from 14.53 hours in 2003-04 to 15.33 hours in 2004-05. This figure does not include on-the-job training, formal study outside of work hours, professional development or conference attendance.

The Zoo's Study Assistance Program continued to provide student employees with support for study leave and contributions towards course and book fees. Four staff were supported to undertake formal study. A further seven staff were supported through the Zoo's professional development assistance program which offers similar support for non-traditional development opportunities such as volunteer in-situ work and international training programs.

The Zoo continued its commitment to providing work experience, accommodating 82 work experience placements in the reporting period.

Report on Operations

Visitor and Education Services Directorate

Objectives

- To actively develop positive community attitudes toward the understanding and appreciation of wildlife and conservation;
- To foster and deliver high levels of customer service and high level visitor experiences; and
- 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

This new directorate was formed in 2004-05 to provide a more customer-oriented approach to the visitor experience at Perth Zoo. The directorate comprises the various sections responsible for the presentation of the Zoo and the visitor experience with the aim of increasing coordination of services related to visitors, maintenance, horticulture and capital works.

During the year, the directorate focused on strategies to enhance the visitor experience, improve education outcomes and upgrade the underlying infrastructure of the Zoo.

Important improvements to animal exhibits and visitor and interpretive facilities were undertaken. Visitor feedback and response procedures were reviewed and significant improvements implemented.

Outcomes

Education

Perth Zoo is home to one of the longest running environmental education programs in the State, offering a diverse range of on-site education services to its visitors, as well as off-site and on-line education services to the general public. On-site services include formal education programs for school, university and adult groups as well as interpretive experiences and materials for other Zoo visitors. Off-site education experiences include talks to community groups, an information and enquiry service, a community conservation education program, and a range of print and electronic educational publications.

In 2004-05, a total of 60,330 people, including children and adults, participated in the Zoo's formal education programs (excluding veterinary programs).

The Zoo's school education program, Living Links, supports the Western Australian curriculum by providing over 40 different education experiences for students from kindergarten to Year 12 across a range of learning areas. Lessons are presented by Zoo education officers or undertaken as self-guided trails. The Zoo also offers a range of arts programs presented by visiting performers. Over 50,000 primary, secondary and tertiary students visited the Zoo during the year and 27 schools participated in the Zoo's overnight education experience, Zoo Camp.

During the year, the Zoo expanded its school holiday program, Make Your Mark for Conservation, to include a range of educational trails, talks and activities with a stronger conservation focus. A new Wild About Animals program on how to care for pets and how the Zoo looks after its animals was also introduced for children aged 10 to 14 years. This half day program was presented jointly by Perth Zoo and the RSPCA during the school holidays.

Perth Zoo's adult and community education program was also expanded to include new programs for adults and families including a Saturday morning All About Animals program for family groups.

Report on Operations

Visitor and Education Services Directorate continued

Zoo staff and Docents presented off-site educational talks to 43 community groups (approximately 1630 people).

The Zoo published a record 25,000 copies of its official magazine, News Paws. Other publications included a new edition of the Zoo map incorporating educational trails and three new Native Species Breeding Program information brochures focusing on the Dibbler, Numbat and Western Swamp Tortoise.

Perth Zoo's extensive website received over 257,161 visits (from 2,454,638 hits), a 116% increase on the previous year.

On-site, there was significant improvement in the Zoo's interpretive facilities. New interpretive signage was installed at the Asian Fishing Cat, Sulawesi Crested Macaque, Echidna, Numbat, Invertebrate and African Painted Dog exhibits. Special interpretive facilities including a dry waterhole, lifelike wildebeest carcass, animal tracks and African bush sound scape were incorporated into the new entrance and pathways of the African savannah.

Other initiatives included a new, daily presentation on crocodiles and the opening of a mini cinema in the African savannah featuring short videos on the Zoo's African animals and plants.

The Zoo's annual national community conservation education program, the Great Australian Marsupial Night Stalk, which lost Commonwealth funding in June 2003, received a major boost with the start of a three-year sponsorship by resource company, Tiwest. Over 140 Night Stalks were completed during the six-week-long 2004 Great Australian Marsupial Night Stalk. Night Stalks were held in all states, with 1741 spot-lighters surveying 683km of track. Across Australia, 27 different species or sub-species of marsupial and 11 introduced species were recorded. Representatives from a diverse range of groups including schools, scouts, guides, environmental groups, mining companies and the general community clocked up a total of 2570 hours of spot-lighting. Nineteen Night Stalks were coordinated by zoos and local State and Territory wildlife agencies, making this experience accessible to all members of the community. Night Stalk survey results were collated by Perth Zoo and are available on the Night Stalk website. Results are also sent to conservation and wildlife agencies in each State and Territory.



Sugar Glider

Visitor Services

In 2004-05, key customer service positions including cashiers and retail shop assistants, were brought in-house to enhance visitor services. These positions were formerly subcontracted to a retail staff supply company. A pool of new Perth Zoo Customer Service Officers received visitor service training and will undergo ongoing training to ensure high level customer service.

The Zoo continued to provide discounted entry and free admission for various groups to ensure it remained accessible to all sectors of the community. Free admission was provided to 57,651 visitors including carers, children under four years, mothers of all ages on Mother's Day and various community services groups. Discounted entry was provided to children up to 15 years, as well as seniors, students and health-care concession card holders. The Zoo also extended its Adults at Kids' Prices initiative to every Wednesday (except school holidays) to increase access to lower-income families.

Report on Operations

Visitor and Education Services Directorate continued

Horticulture

The horticultural team is responsible for the maintenance and development of the Zoo's expansive and valuable botanical collection but also plays an important role in exhibit design, habitat simulation, fodder production, education, events and visitor services.

Instant habitats and immersion experiences were created for the new African Painted Dog exhibit and new African savannah entry with the relocation of mature African trees and palms from within the Zoo site and the planting of advanced African grasses (grown 12 months earlier). Major planting was also completed for stage one of the elephant exhibit redevelopment and the upgrade of the Australian Wetlands and Sumatran Orang-utan exhibits. Advanced Asian *Bambusa*, *Ficus* and *Alpinna* species were planted to provide screening for the elephant exhibit and to create the tropical Asian rainforest feel. Local native reeds *Baumea* and *Juncus* were planted in the Australian Wetlands while the orang-utan exhibit was replanted with *Sumbucus* - one of the few plants that can survive the destructive habits of orang-utans.



African Painted Dog exhibit

In a joint project with Edith Cowan University (Churchlands campus), hundreds of Western Australian native orchids were rescued from a site earmarked for housing development and successfully relocated to the Zoo's Australian Bushwalk exhibit.

The production and collection of fodder by the Zoo's horticultural staff provided crucial dietary requirements for koalas, primates and other specialist feeders. In addition to its nutritional value, fodder also provides enrichment for animals and promotes natural behaviours, such as an elephant using its tusk to remove bark from a branch. During the year, an additional 2000 eucalyptus seedlings were planted at the Zoo's Byford property increasing the koala fodder plantation to 7400 trees. The aim of the plantation is to make the Zoo self sufficient in koala fodder year round. Fodder planting continued at Banksia Hill Detention Centre, Belmont College and various primary schools with volunteers and school students assisting in the planting.

As part of the staffs' ongoing commitment to local conservation, assistance was again provided with the planting of native plants in the Milyu sanctuary along the Swan River foreshore. This sanctuary hosts a broad range of migratory and local wading birds throughout the year and is an interesting area and food source for these birds. Staff also assisted the Botanic Gardens and Parks Authority (Kings Park and Botanic Garden) with the planting of the Mt Eliza slopes with selected endemic plant species.

Capital Works

The Zoo undertook \$3.3 million worth of capital works in 2004-05 including over \$500,000 in maintenance-related projects. The major capital works project was the State Government-funded elephant exhibit upgrade. Nearly \$2 million was spent on this project during the reporting period providing a new enclosure and pool for the female elephants, a new boardwalk viewing area for visitors and improvements to the elephants' night quarters. The next stage of the elephant exhibit upgrade will begin in 2005-06 with an additional \$2.6m in capital works funding from the State Government.

Report on Operations

Visitor and Education Services Directorate continued

The following capital works projects, funded by sponsorships, donations and fundraising, were completed during 2004-05:

- construction of a new African Painted Dog exhibit;
- conversion of the former Kite Cage into a café;
- conversion of the former Sun Bear exhibit into an Asian Fishing Cat exhibit;
- conversion of the former Syrian Brown Bear exhibit into a Sulawesi Crested Macaque exhibit;
- construction of a wetland bird holding facility;
- installation of two additional climbing structures in the orang-utan exhibit;
- conversion of the African savannah ranger base into a mini cinema; and
- preparation of concept plans for a new Sun Bear exhibit.

Facilities Maintenance

In addition to the annual capital works funding of \$500,000 for maintenance works, the Zoo also benefited from an additional recurrent maintenance appropriation of \$500,000 from the State Government in December 2004. This enabled the Zoo to undertake an increased number of maintenance activities. Works included:

- resurfacing the African savannah path;
- maintenance work on the café and function centre building;
- internal surface restoration works in the lesser primate and orang-utan night quarter buildings;
- maintenance work in the Australian Wetlands exhibit;
- sealing the Penguin Plunge to prevent water leakage;
- a clean up of the Zoo's operational areas and Byford property;
- extensive surveying and mapping of the Zoo's underground utilities; and
- pruning of trees within the Zoo grounds.

Environmental Management

In line with the State Government's Sustainability Code of Practice, the Zoo prepared a Sustainability Action Plan aimed at operating the Zoo in a financially and environmentally sustainable manner. The Sustainability Action Plan includes water conservation, waste recycling and greenhouse gas emissions (see Corporate Governance, Sustainability at Perth Zoo).

The Zoo's Environmental Management Group, chaired by the Chief Executive Officer, focused primarily on the issues of water and energy use during the reporting period and took on a more active role in promoting staff awareness in these areas. The Zoo became a participant in the Water Corporation's Water Achiever Program to help identify specific areas for improvement in water management during 2005-06.

Performance Indicators

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AUDITOR GENERAL

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

ZOOLOGICAL PARKS AUTHORITY PERFORMANCE INDICATORS FOR THE YEAR ENDED 30 JUNE 2005

Audit Opinion

In my opinion, the key effectiveness and efficiency performance indicators of the Zoological Parks 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 2005.

Scope

The Board's Role

The Board is responsible for developing and maintaining proper records and systems for preparing performance indicators.

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

Summary of my Role

As required by the Financial Administration and Audit Act 1985, I have independently audited the performance indicators to express an opinion on them. This was done by looking at a sample of the evidence.

An audit does not guarantee that every amount and disclosure in the performance indicators is error free, nor does it 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 performance indicators.

A handwritten signature in black ink, appearing to read 'D D R Pearson'.

D D R PEARSON
AUDITOR GENERAL
30 September 2005

Performance Indicators

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ZOOLOGICAL PARKS AUTHORITY CERTIFICATION OF PERFORMANCE INDICATORS FOR THE YEAR ENDED 30 JUNE 2005

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 period ended 30 June 2005.



Mr P Metcalfe
Chairman
29 August 2005



Ms H Creed
Member
29 August 2005

Performance Indicators

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MISSION STATEMENT

The agency's mission is to advance the conservation of wildlife and to change community attitudes towards the preservation of life on earth.

VISION

To open people's eyes to the natural world.

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

Funding for the year was received in accordance with the following Outcomes and Services.

OUTCOME 1:

Promote positive community attitudes towards the understanding and appreciation of wildlife and environmental conservation.

SERVICE 1:

Visitor services

Service description: Perth Zoo aims to maximise visitation by providing a quality and unique "value for money" attraction that provides recreation, education and commercial facilities set in ecologically themed botanic gardens.

SERVICE 2:

Community education and awareness

Service description: Perth Zoo aims to promote clear conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate the community about conservation issues. The Zoo's commercial activities are also underpinned by conservation messages.

OUTCOME 2:

Conservation of wildlife

SERVICE 3:

Wildlife collection management

Service description: The conservation value of the wildlife collection will be optimised by effective management, selection, captive breeding, breeding for re-introduction and provision of research opportunities.

Performance Indicators

EFFECTIVENESS AND EFFICIENCY INDICATORS

OUTCOME 1:

Promote positive community attitudes towards the understanding and appreciation of wildlife and environmental conservation.

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 Market Equity was commissioned by Perth Zoo to conduct customer research in April 2005. 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:

| | 2002 | 2003 | 2004 | 2005 |
|-----------------|---------|---------|---------|---------|
| Population* | 576,656 | 531,319 | 528,880 | 550,105 |
| Desired Sample | 500 | 500 | 500 | 500 |
| Achieved Sample | 500 | 505 | 500 | 503 |
| Response Rate | 58.82% | 61.06% | 50.71% | 57.75% |
| Sampling Error | ±4.5% | ±4.5% | ±4.5% | ±4.5% |

**Population is based on annual visitors to Perth Zoo*

1.1 The Zoo as an educational/learning experience

| "The Zoo's displays educate visitors about conservation problems facing wildlife" | 2002 Actual | 2003 Actual | 2004 Actual | 2005 Actual | 2005 Target |
|---|-------------|-------------|-------------|-------------|-------------|
| Agree | 87% | 93% | 88% | 87% | 95% |
| Neither agree/disagree | 5% | 3% | 7% | 7% | - |
| Disagree | 5% | 3% | 3% | 4% | 5% |
| Don't know | 3% | 1% | 2% | 2% | - |

Note to this Indicator

The results are similar to last year with a high percentage of those surveyed considering the Zoo as an educational/learning experience. The Zoo continues to provide dedicated education programs for students, schools and the community.

Performance Indicators

1.2 The Zoo's ability to promote changes in people's lifestyles

| "The Zoo promotes changes in lifestyle which can help the environment" | 2002 Actual | 2003 Actual | 2004 Actual | 2005 Actual | 2005 Target |
|--|-------------|-------------|-------------|-------------|-------------|
| Agree | 72% | 74% | 77% | 67% | 84% |
| Neither agree/disagree | 8% | 15% | 14% | 18% | 10% |
| Disagree | 10% | 6% | 5% | 8% | 4% |
| Don't know | 10% | 4% | 4% | 7% | 2% |

Note to this Indicator

In previous years, respondents were asked to indicate their level of agreement with the statement "The Zoo promotes changes in lifestyle which can help the conservation of wildlife and the environment". The statement was changed in 2005 to focus more broadly on the environment. Wildlife conservation is addressed in isolation at indicator 1.1 and it was felt that removing the reference to wildlife would give a better indication of the influence on people's behaviour towards the environment as a whole. The indicator has shown a significant decrease this year (down from 77% in 2004 to 67% in 2005) and the change to the question is likely to have contributed to this decrease. The Zoo will continue to deliver and develop education programs focusing on environmental conservation issues with the aim of increasing community awareness of these important issues.

EFFICIENCY INDICATORS

SERVICE 1: VISITOR SERVICES

1.3 Cost of Services per Admission

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

| | 2002 Actual | 2003 Actual | 2004 Actual | 2005 Actual | 2005 Target |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Total customers admitted to the Zoo | 576,656 | 531,319 | 528,880 | 550,105 | 560,000 |
| Total cost of services (\$000's) | \$13,786 | \$15,169 | \$14,809 | \$16,251 | \$15,946 |
| Average cost per admission | \$23.91 | \$28.55 | \$28.00 | \$29.54 | \$28.48 |

Note to this Indicator

A combination of lower than expected admission numbers and increased operating costs during the period resulted in a higher cost per admission. Although admission numbers associated with concerts held over the summer events season were lower than expected, the Zoo achieved good growth over the 2004 admission figures. The major reason for the costs being greater than expected during the period was increased maintenance expenditure. During the period, the State Government provided an additional \$500,000 to the Zoo to address various maintenance issues. This resulted in the costs being higher than originally budgeted but these costs were matched by a corresponding increase in revenue from State Government appropriations.

Performance Indicators

SERVICE 2: COMMUNITY EDUCATION AND AWARENESS

1.4 Operating Expenditure per participant

Efficiency would be demonstrated by this indicator remaining relatively constant or reducing, as the Zoo's education program develops and student/participant numbers increase.

| | 2002 Actual | 2003 Actual | 2004 Actual | 2005 Actual | 2005 Target |
|--|----------------|----------------|----------------|----------------|----------------|
| Number of participants in formal education programs | n/a | n/a | 57,603 | 60,420 | 60,000 |
| Costs of providing all Perth Zoo formal education programs (\$000's) | n/a | n/a | \$1,066 | \$992 | \$1,055 |
| Average cost per participant | n/a | n/a | \$18.51 | \$16.41 | \$17.58 |

Note to this Indicator

This indicator was developed in 2004 and relates to the number of participants in formal education programs run by the Zoo. These education programs include lessons provided to visiting school students, formal educational activities to the general public and formal teaching programs associated with undergraduate and post graduate veterinary courses. An increase in participants was achieved during the period and this was in line with expectations. The costs of providing the programs were lower than the target, resulting in a lower than expected average cost per participant.

OUTCOME 2:

Conservation of wildlife.

EFFECTIVENESS INDICATORS

2.1 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 Conservation and Land Management (CALM) through the Recovery Team process as part of the species recovery plan.

| | 2002 Actual Animals Produced | 2003 Actual Animals Produced | 2004 Actual Animals Produced | 2005 Actual Animals Produced | 2005 Target |
|------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|----------------|
| Western Swamp Tortoise | 40 | 42 | 47 | 71 | 40 |
| Numbat | 14 | 11 | 13 | 14 | 15 |
| Dibbler | 41 | 40 | 52 | 57 | 42 |
| Shark Bay Mouse | 161 | 7 | - | - | - |
| TOTAL | 256 | 100 | 112 | 142 | 97 |

Performance Indicators

Note to this Indicator

Good breeding success has continued with the Western Swamp Tortoise, Dibbler and Numbat species. In relation to the Western Swamp Tortoise, fewer than expected females were re-introduced to their natural habitat and the transfer of some breeding age females to another institution did not occur. The greater number of breeding females being held at Perth Zoo, along with a number of females that produced two clutches of eggs during the period, provided excellent breeding results for this species. Extra pairings and better than expected results during the year led to good success with the Dibbler breeding program and the Zoo had continued success with its Numbat breeding program. The breeding for release program for the Shark Bay Mouse ceased in 2003 and captive breeding of Shark Bay Mice is no longer required by the Recovery Team. This followed the successful establishment of new wild populations from previous releases.

2.2 Percentage of species in the animal collection that are part of a regionally managed program where the Perth Zoo has complied with that program.

The Zoo's collection plan is a strategic planning document that outlines Perth Zoo's current and future animal collection requirements along with associated management actions. The collection plan is reviewed annually by Perth Zoo and proposed actions negotiated with the Australasian Regional Association of Zoological Parks and Aquaria (ARAZPA) institutional members. The collection plan considers the physical and business needs and resources of the organisation, and integrates these with the opportunities arising from regionally managed animal collections.

Perth Zoo aims to comply with all agreed actions in regional animal management programs. Cooperation among member institutions of ARAZPA is one of the cornerstones of Perth Zoo's animal management process and is vital to the success of animal population management.

| | 2003 Actual | 2004 Actual | 2005 Actual | 2005 Target |
|---|----------------|----------------|----------------|----------------|
| Number of species in Perth Zoo animal collection | 224 | 218 | 218 | 217 |
| Number of species in the animal collection that are part of a regional management program | 33 | 35 | 39 | 34 |
| Percentage of species in the animal collection that are part of a regional management program | 14% | 16% | 18% | 16% |
| Number of species where Perth Zoo has complied with the regional management program | 33 | 35 | 39 | 34 |
| Percentage of species where Perth Zoo has complied with the regional management program | 100% | 100% | 100% | 100% |

Note to this Indicator

The number of species in the collection is in accordance with Perth Zoo's animal collection plan. The actual number of species was one greater than expected due to the planned transfer of a species to another wildlife park not occurring during the period. The number of species in the collection that are part of a regional management program increased during the period. This was the result of the status of some species already held in the collection being reclassified, and these species are now part of a regional management plan. Perth Zoo continues to work cooperatively with other zoos in the region to manage a significant number of species and this indicator shows that Perth Zoo has increased its proportion of managed species and has been totally compliant with agreed regional cooperative management program initiatives.

Performance Indicators

EFFICIENCY INDICATOR

SERVICE 3: WILDLIFE COLLECTION MANAGEMENT

2.3 Cost of each species in the Perth Zoo animal collection

| | 2003 Actual | 2004 Actual | 2005 Actual | 2005 Target |
|--|----------------|----------------|----------------|----------------|
| Number of species maintained within the animal collection | 224 | 218 | 218 | 217 |
| Total cost of maintaining all species within the animal collection (\$000's) | \$10,234 | \$9,554 | \$9,981 | \$10,257 |
| Average cost of maintaining each species in the animal collection | \$45,688 | \$43,827 | \$45,785 | \$47,267 |

Note to this Indicator

The cost of maintaining each species has increased slightly from 2004 and this reflects general increases in Zoo operating costs. The costs did not increase to the extent expected due to a lower percentage of central costs being incurred by this Service. Central costs are allocated to Services based on average staff full time equivalents (FTE's). The FTE's in Service No.1 "Visitor Services" increased during the period as a result of customer service functions, previously provided by an external contractor being resourced internally by employees of the Zoo. This has resulted in Service No.3 "Wildlife Collection Management" sharing a smaller portion of the central cost allocation.

Financial Statements



AUDITOR GENERAL

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

ZOOLOGICAL PARKS AUTHORITY
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

Audit Opinion

In my opinion,

- (i) the controls exercised by the Zoological Parks Authority provide reasonable assurance that the receipt, expenditure and investment of moneys, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with legislative provisions; and
- (ii) the financial statements are based on proper accounts and present fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia and the Treasurer's Instructions, the financial position of the Authority at 30 June 2005 and its financial performance and cash flows for the year ended on that date.

Scope

The Board's Role

The Board is responsible for keeping proper accounts and maintaining adequate systems of internal control, preparing the financial statements, and complying with the Financial Administration and Audit Act 1985 (the Act) and other relevant written law.

The financial statements consist of the Statement of Financial Performance, Statement of Financial Position, Statement of Cash Flows and the Notes to the Financial Statements.

Summary of my Role

As required by the Act, I have independently audited the accounts and financial statements to express an opinion on the controls and financial statements. This was done by looking at a sample of the evidence.

An audit does not guarantee that every amount and disclosure in the financial statements 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.

D D R PEARSON
AUDITOR GENERAL
30 September 2005

Financial Statements

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ZOOLOGICAL PARKS AUTHORITY CERTIFICATION OF FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

The accompanying financial statements of the Zoological Parks Authority have been prepared in compliance with the provisions of the Financial Administration and Audit Act 1985 from proper accounts and records to present fairly the financial transactions for the year ending 30 June 2005 and the financial position as at 30 June 2005.

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



Mr P Metcalfe
Chairman
29 August 2005



Ms H Creed
Member
29 August 2005



Mr G Adams
Principal Accounting Officer
29 August 2005

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2005**

| | NOTE | 2005 \$ | 2004 \$ |
|--|------|-------------------|-------------------|
| REVENUE | | | |
| Revenues from ordinary activities | | | |
| <i>Revenue from operating activities</i> | | | |
| Admissions | | 5,023,138 | 4,694,814 |
| Retail shop sales | 2 | 821,717 | 757,654 |
| Grants/sponsorships/donations/fundraising | | 732,582 | 608,987 |
| Memberships & adoptions | | 399,543 | 301,024 |
| Restaurant | | 343,194 | 308,772 |
| Rides, maps, commissions & hire | | 284,452 | 263,187 |
| Events & educational activities | | 190,906 | 190,294 |
| Car parking | | 63,377 | 40,136 |
| <i>Revenue from non-operating activities</i> | | | |
| Other revenues from ordinary activities | 3 | 160,591 | 126,747 |
| Proceeds from sale of fixed assets | 4 | - | 2,728 |
| Total revenues from ordinary activities | | <u>8,019,500</u> | <u>7,294,343</u> |
| EXPENSES | | | |
| Expenses from ordinary activities | | | |
| Salaries & wages | 5 | 7,233,586 | 6,761,368 |
| Superannuation | | 646,978 | 629,940 |
| Other staff related expenses | | 638,482 | 619,927 |
| Maintenance & upkeep | | 1,912,785 | 1,541,040 |
| Depreciation and amortisation expense | | 1,507,857 | 1,369,403 |
| Borrowing costs | | 1,136,698 | 1,141,825 |
| Administration | | 1,040,402 | 1,035,987 |
| Capital user charge | 6 | 693,080 | 416,440 |
| Cost of retail shop sales | 2 | 421,242 | 378,763 |
| Animal operational expenses | | 407,945 | 333,282 |
| Advertising and promotion | | 357,086 | 357,921 |
| Workers' compensation premium | | 167,972 | 160,368 |
| Costs of disposal of non-current assets | 4 | 87,053 | 62,613 |
| Total expenses from ordinary activities | | <u>16,251,166</u> | <u>14,808,877</u> |
| Loss from ordinary activities before grants and subsidies from State Government | | (8,231,666) | (7,514,534) |
| Grants and Subsidies from State Government | | | |
| Service appropriations | 7 | 9,125,000 | 7,807,000 |
| Liability assumed by the Treasurer | | 6,017 | - |
| Total Operating Grants & Subsidies | | <u>9,131,017</u> | <u>7,807,000</u> |
| NET PROFIT | | <u>899,351</u> | <u>292,466</u> |
| Net increase in asset revaluation reserve | 19 | 203,356 | 544,253 |
| Total revenues, expenses and valuation adjustments recognised directly in equity | | <u>203,356</u> | <u>544,253</u> |
| Total changes in equity other than those resulting from transactions with WA State Government as owners | | <u>1,102,707</u> | <u>836,719</u> |

The Statement of Financial Performance should be read in conjunction with the accompanying notes.

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2005**

| | NOTE | 2005 \$ | 2004 \$ |
|---|------|-------------------|-------------------|
| Current Assets | | | |
| Cash assets | 8 | 341,372 | 1,001,196 |
| Inventories | 9 | 135,782 | 121,639 |
| Amounts receivable for services | 10 | 2,720,000 | 1,836,000 |
| Receivables | 11 | 469,842 | 361,167 |
| Restricted cash resources | 12 | 156,138 | 183,628 |
| Prepayments | | 21,102 | 23,200 |
| Total Current Assets | | <u>3,844,236</u> | <u>3,526,830</u> |
| Non-Current Assets | | | |
| Land, buildings and improvements | 13 | 23,087,165 | 21,447,134 |
| Plant, equipment and furniture | 13 | 1,704,314 | 1,680,575 |
| Amounts receivable for services | 10 | 1,438,000 | 2,349,000 |
| Total Non-Current Assets | | <u>26,229,479</u> | <u>25,476,709</u> |
| Total Assets | | <u>30,073,715</u> | <u>29,003,539</u> |
| Current Liabilities | | | |
| Payables | | 378,694 | 251,139 |
| Borrowings from WA Treasury Corporation | 15 | 715,000 | 700,000 |
| Employee benefits | 16 | 697,769 | 693,581 |
| Accrued expenses | 17 | 290,002 | 606,797 |
| Unearned income | 18 | 358,660 | 314,024 |
| Total Current Liabilities | | <u>2,440,125</u> | <u>2,565,541</u> |
| Non-Current Liabilities | | | |
| Borrowings from WA Treasury Corporation | 15 | 16,887,022 | 17,602,022 |
| Employee benefits | 16 | 731,532 | 638,291 |
| Total Non-Current Liabilities | | <u>17,618,554</u> | <u>18,240,313</u> |
| Total Liabilities | | <u>20,058,679</u> | <u>20,805,854</u> |
| NET ASSETS | | <u>10,015,036</u> | <u>8,197,685</u> |
| Equity | 19 | | |
| Contributed equity | | 2,137,220 | 1,437,220 |
| Asset revaluation reserve | | 3,563,119 | 3,359,763 |
| Accumulated profits | | 4,314,697 | 3,400,702 |
| TOTAL EQUITY | | <u>10,015,036</u> | <u>8,197,685</u> |

The Statement of Financial Position should be read in conjunction with the accompanying notes.

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2005**

| | NOTE | 2005 \$ Inflows (Outflows) | 2004 \$ Inflows (Outflows) |
|--|-------|-------------------------------------|-------------------------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Receipts | | | |
| Sale of goods and services | | 8,033,503 | 7,525,150 |
| Interest received | | 17,486 | 2,527 |
| GST receipts from ATO | | 349,889 | 282,369 |
| GST receipts on sales | | 320,549 | 256,549 |
| Payments | | | |
| Employee costs | | (8,840,902) | (7,897,567) |
| Supplies and services | | (4,100,305) | (3,740,217) |
| Interest paid to WA Treasury Corporation | | (1,146,010) | (1,126,069) |
| GST payments on purchases | | (739,389) | (532,946) |
| Capital user charge | | (693,080) | (416,440) |
| Net cash used in operating activities | 20 | <u>(6,798,259)</u> | <u>(5,646,644)</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Purchase of non-current physical assets | | (3,041,055) | (1,139,947) |
| Proceeds from sale of non-current physical assets | | - | 2,728 |
| Net cash used in investing activities | | <u>(3,041,055)</u> | <u>(1,137,219)</u> |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| Proceeds of borrowings from WA Treasury Corporation | 15,23 | - | 500,000 |
| Repayment of borrowings from WA Treasury Corporation | 15 | (700,000) | (667,006) |
| Repayment of finance lease | 14 | - | (532) |
| Net cash used in financing activities | | <u>(700,000)</u> | <u>(167,538)</u> |
| CASH FLOWS FROM STATE GOVERNMENT | | | |
| Service appropriations | | 7,316,000 | 6,304,000 |
| Capital contributions | | 700,000 | 680,000 |
| Holding account drawdowns | | 1,836,000 | 320,000 |
| Net cash provided by State Government | | <u>9,852,000</u> | <u>7,304,000</u> |
| Net increase in cash held | | (687,314) | 352,599 |
| Cash assets at the beginning of the financial year | | 1,184,824 | 832,225 |
| Cash assets at the end of the financial year | 21 | <u><u>497,510</u></u> | <u><u>1,184,824</u></u> |

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

Financial Statements

ZOOLOGICAL PARKS AUTHORITY NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

1. SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been adopted in the preparation of the financial statements. Unless otherwise stated, these policies are consistent with those adopted in the previous year.

General Statement

The financial statements constitute a general purpose financial report prepared in accordance with Accounting Standards, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board, and Urgent Issues Group (UIG) Consensus Views as applied by the Treasurer's Instructions. Several of these are modified by the Treasurer's Instructions to vary application, disclosure, format and wording. The Financial Administration and Audit Act and the Treasurer's Instructions are legislative provisions governing the preparation of financial statements and take precedence over Accounting Standards, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board and UIG Consensus Views. The modifications are intended to fulfil the requirements of general application to the public sector, together with the need for greater disclosure and also to satisfy accountability requirements.

If any such modification has a material or significant financial effect upon the reported results, details of that modification and, where practicable, the financial effect are disclosed in individual notes to these financial statements.

Basis of Accounting

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention, except for certain assets and liabilities which, as noted, are measured at fair value.

(A) Service Appropriations

Service Appropriations are recognised as revenues 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 into the Authority's bank account or credited to the holding account held at the Department of Treasury and Finance.

Appropriations which are repayable by the Authority to the Treasurer are recognised as liabilities.

(B) Contributed Equity

Under UIG 38 "Contributions by Owners Made to Wholly-Owned Public Sector Entities" transfers in the nature of equity contributions must be designated by the Government (owners) as contributions by owners (at the time of, or prior to the transfer) before such transfers can be recognised as equity contributions in the financial statements.

Capital contributions (appropriations) have been designated as contributions by owners and have been credited directly to Contributed Equity in the Statement of Financial Position. Capital appropriations which are repayable by the Authority to the Treasurer are recognised as liabilities.

(C) Grants and Other Contributions Revenue

Grants, donations, gifts and other non-reciprocal contributions are recognised as revenue when the Authority obtains control over the assets comprising the contributions. Control is normally obtained upon their receipt.

Contributions 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.

(D) Revenue Recognition

Revenue from the sale of goods and disposal of other assets and the rendering of services, is recognised when the Authority has passed control of the goods or other assets or delivery of the service to the customer.

(E) Acquisition of Assets

The cost method of accounting is used for all acquisitions of assets. Cost is measured as the fair value of the assets given up or liabilities undertaken at the date of acquisition plus incidental costs directly attributable to the acquisition.

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

The Authority expenses plant, equipment and furniture with a cost of less than \$1,000 in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The Authority expenses all costs associated with the acquisition of fauna.

Financial Statements

ZOOLOGICAL PARKS AUTHORITY NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

(F) Depreciation & Amortisation of Non-Current Assets

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

Property, equipment and furniture, other than land are depreciated over their estimated useful lives using the straight line method at rates which are reviewed annually.

Expected useful lives for each class of depreciable asset are:

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

(G) Revaluation of Non-current Assets

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.

The values for current use of the land vested in the Authority provided by the Valuer General's Office are incorporated in the financial statements. These valuations are reviewed annually by the Valuer General's Office.

The Authority has a policy of revaluing buildings and improvements every three years on the basis of fair value, determined using current market buying values. Any acquisitions between revaluation periods are shown at cost. The valuations have been undertaken by the Valuer General's Office.

In 2003-04, the Authority had commenced the revaluation of property, plant and equipment assets other than land and buildings under the transitional provisions of AASB 1041(8.12)(b). During the period, the Authority elected to discontinue the revaluation of property, plant & equipment other than land and buildings. This voluntary change in accounting policy meets the requirements of AASB 1001 (6.1) (c) as the change is not considered to materially impact the current or future reporting periods. The Authority considers that the ongoing costs involved in performing regular revaluations outweigh the benefits as these assets are of relatively low value and have relatively short useful lives.

The Authority has been granted an exemption by the Department of Treasury of Finance from the requirements of Treasurer's Instruction 1106(6)(i) to enable the deemed cost option be used for all property, plant and equipment other than land and buildings.

(H) Leased Assets

The Authority's rights and obligations under finance leases, which are leases that effectively transfer to the Authority substantially all of the risks and benefits incident to ownership of the leased items, are initially recognised as assets and liabilities equal in amount to the present value of the minimum lease payments. The assets are disclosed as plant and equipment under the lease, and are amortised to the Statement of Financial Performance over the period during which the Authority is expected to benefit from use of the leased assets. Minimum lease payments are allocated between interest expense and reduction of the 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.

(I) Cash

For the purpose of the Statement of Cash Flows, cash includes cash assets and restricted cash assets net of outstanding bank overdrafts. These include short-term deposits that are readily convertible to cash on hand and are subject to insignificant risk of changes in value.

(J) Inventories

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

Financial Statements

ZOOLOGICAL PARKS AUTHORITY NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

(K) Receivables, Payables and Borrowings

Receivables are recognised at the amounts receivable as they are due for settlement no more than 30 days from the date of recognition.

Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectable are written off. A provision for doubtful debts is raised where some doubts as to collection exists and is based on individual assessment of the debts outstanding.

Payables, including accruals not yet billed, are recognised when the Authority becomes obliged to make future payments as a result of a purchase of goods or services. Payables are generally settled within 30 days.

Borrowings are recognised and carried at the amount of net proceeds received. Interest is recognised as it becomes payable.

(L) Employee Benefits

(1) Annual Leave

The liability for annual leave expected to be settled within 12 months of the reporting date is recognised in the provisions for employee benefits and is measured at the nominal amounts expected to be paid when the liability is settled.

The liability for annual leave expected to be settled more than 12 months from the reporting date is recognised in the provisions for employee benefits and is measured at the nominal amounts expected to be paid when the liability is settled. Consideration is given, when assessing expected future payments, to expected future wage and salary levels including relevant on-costs.

This method of measurement of the liability is consistent with the requirements of Accounting Standard AASB 1028 "Employee Benefits".

(2) Long Service Leave

The liability for long service leave expected to be settled within 12 months of the reporting date is recognised in the provisions for employee benefits, and is measured at the nominal amounts expected to be paid when the liability is settled.

The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised in the provisions for employee benefits and is measured as the present value of the expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given, when assessing expected future payments, to expected future wage and salary levels including relevant on-costs, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

This method of measurement of the liability is consistent with the requirements of Accounting Standard AASB 1028 "Employee Benefits".

(3) Employee Benefit on-costs

Employee benefit on-costs, including payroll tax, are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities and expenses (refer notes 5 and 16).

(4) Superannuation

Staff may contribute to the Pension Scheme, a defined benefits pension scheme now closed to new members, to the Gold State Superannuation Scheme, a defined benefit lump sum scheme now also closed to new members or the Local Government Superannuation Scheme which is also now closed to new members. All staff who do not contribute to any of these schemes become non-contributory members of the West State Superannuation Scheme, an accumulation fund. The Authority contributes to this accumulation fund in compliance with the Commonwealth Government's Superannuation Guarantee (Administration) Act 1992.

The Pension Scheme and the pre-transfer benefit for employees who transferred to the Gold State Superannuation Scheme are unfunded. These liabilities were assumed by the Treasurer in 2003-04 for reporting centrally. The annual movements in these liabilities are reported as an expense by the Authority but the expense is matched by a notional revenue item, for the liability assumed by the Treasurer, in the Statement of Financial Performance.

Financial Statements

ZOOLOGICAL PARKS AUTHORITY NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

The liabilities for superannuation charges under the Gold State Superannuation Scheme and West State Superannuation Scheme are extinguished by fortnightly payment of employer contributions to the Government Employees Superannuation Board (GESB).

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

The note disclosure required by paragraph 6.10 of AASB 1028 (being the employer's share of the difference between employees' accrued superannuation benefits and the attributable net market value of plan assets) has not been provided. State scheme deficiencies are recognised by the State in its whole of government reporting. The GESB's records are not structured to provide the information for the Authority. Accordingly, deriving the information for the authority is impractical under current arrangements, and thus any benefits thereof would be exceeded by the cost of obtaining the information.

(5) Accrued Salaries and Wages

Accrued salaries and wages (refer note 17) represent the amount due to staff but unpaid at the end of the financial year, as the end of the last pay period for the financial year does not always coincide with the end of the financial year.

The Authority considers the carrying amount approximates net fair value.

(M) Resources Received Free of Charge or For Nominal Value

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

(N) Segment Information

Segment information is prepared in conformity with the accounting policies of the entity and the segment reporting Accounting Standard AASB 1005 "Segment Reporting".

Segment information has been disclosed by services.

(O) Comparative Figures

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

(P) Net Fair Values of Financial Assets and Liabilities

Net fair values of financial instruments are determined on the following basis:

Monetary financial assets and liabilities are not traded in an organised financial market.

Carrying amounts of accounts receivable, accounts payable and accruals approximate net fair value.

Fixed rate borrowings and leave liabilities:- Carrying amounts are not materially different from their net fair values.

Lease liability carrying amounts are not materially different from their net fair values.

(Q) Rounding of Amounts

Amounts in the financial statements have been rounded to the nearest dollar unless otherwise indicated.

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|------------------------------------|------------|------------|
| 2. SOUVENIR SHOP OPERATIONS | | |
| SALES | 821,717 | 757,654 |
| Less: Cost of Sales | | |
| Opening Inventory | 121,639 | 116,368 |
| Purchases | 435,385 | 384,034 |
| | 557,024 | 500,402 |
| Closing Inventory | (135,782) | (121,639) |
| Cost of Goods Sold | 421,242 | 378,763 |
| GROSS TRADING PROFIT | 400,475 | 378,891 |
| Operating Expenses | | |
| Payroll & other staffing | 213,960 | 225,127 |
| Consumables | 21,551 | 19,453 |
| Depreciation | 15,030 | 14,167 |
| Total Operating Expenses | 250,541 | 258,747 |
| Other Income | | |
| Sundry | 110 | 163 |
| NET PROFIT | 150,044 | 120,307 |
| 3. OTHER REVENUE | 160,591 | 126,747 |

Included in the other revenue figure is \$97,803 associated with a retrospective adjustment to the Authority's workers' compensation insurance premium.

4. DISPOSAL AND WRITE-OFF OF NON-CURRENT ASSETS

Net Profit on the Sale of Non-Current Assets

| | | |
|---------------------------------|---|-----------|
| Buildings & Improvements | - | 537,500 |
| Less accumulated depreciation | - | (537,500) |
| Book value of assets sold | - | - |
| Proceeds from sale and trade-in | - | 2,728 |
| Net profit on sale | - | 2,728 |

Costs of Disposal of Non-Current Assets

During the period, the Authority approved the write-off of a number of fixed assets. These write-offs consisted of various computing, communications and general equipment which were unserviceable, obsolete, lost or stolen. (Refer note 31 for details of lost/stolen assets). Assets written-off also included two buildings that were demolished as part of Zoo development projects.

| | | |
|---|----------|-----------|
| Plant, Equipment & Furniture | 37,551 | 427,381 |
| Less accumulated depreciation | (19,898) | (364,768) |
| Book value of Plant, Equipment & Furniture written-off | 17,653 | 62,613 |
| Buildings & Improvements | 77,000 | 348,238 |
| Less accumulated depreciation | (7,600) | (348,238) |
| Book value of Buildings & Improvements assets written-off | 69,400 | - |
| Book value of assets written-off | 87,053 | 62,613 |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|--|------------------|------------------|
| 5. SALARIES AND WAGES | | |
| The salaries and wages figure consists of: | | |
| Salaries and wages paid to employees | 6,314,016 | 5,972,668 |
| Annual & long service leave paid to employees | 822,141 | 691,332 |
| Movement in annual & long service provisions | <u>97,429</u> | <u>97,368</u> |
| Total | <u>7,233,586</u> | <u>6,761,368</u> |
| <p>The figures also include payroll on-costs of superannuation, payroll tax and workers' compensation premiums associated with the recognition of annual and long service leave liability. The related annual and long service leave liabilities are included in employee benefit liabilities at note 16.</p> | | |
| 6. CAPITAL USER CHARGE | <u>693,080</u> | <u>416,440</u> |
| <p>The capital user charge represents the opportunity cost of capital invested in the net assets of the Authority used in the provision of services. The charge is calculated on the net assets adjusted to take account of exempt assets. Payments are made to the Department of Treasury and Finance on a quarterly basis and the charge is based on a rate of 8% set by the Government.</p> | | |
| 7. GRANTS AND SUBSIDIES FROM STATE GOVERNMENT | | |
| <p>Service appropriations are accrual amounts reflecting the full cost of services delivered. The revenue from appropriations 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. The appropriation for 2004-05 includes an amount of \$105,000 that represents an adjustment to the accrual appropriation for depreciation relating to 2003-04.</p> | | |
| <p>The liability assumed by the Treasurer relates to superannuation. The Pension Scheme and the pre-transfer benefit for employees who transferred to the Gold State Superannuation Scheme are unfunded. These liabilities were assumed by the Treasurer in 2003-04 for reporting centrally. The annual movements in these liabilities are reported as an expense by the Authority in the Statement of Financial Performance but the expense is matched by a notional revenue item, reflecting the liability assumed by the Treasurer.</p> | | |
| Service appropriations | 9,125,000 | 7,807,000 |
| Liability assumed by the Treasurer | <u>6,017</u> | <u>-</u> |
| | <u>9,131,017</u> | <u>7,807,000</u> |
| 8. CASH ASSETS | | |
| Cash at Bank | | |
| Perth Zoo Sponsorship Trust | <u>1,389</u> | <u>1,227</u> |
| Total Cash at Bank | 1,389 | 1,227 |
| Trust Account funds held at Treasury | 328,217 | 988,739 |
| Cash on hand | <u>11,766</u> | <u>11,230</u> |
| Total Cash Assets | <u>341,372</u> | <u>1,001,196</u> |
| 9. INVENTORIES | | |
| Inventories comprise: | | |
| Retail Shop Inventory | <u>135,782</u> | <u>121,639</u> |
| | <u>135,782</u> | <u>121,639</u> |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|--|------------------|------------------|
| 10. AMOUNTS RECEIVABLE FOR SERVICES | | |
| 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. During the period, the Authority drew down \$1,836,000 from the asset replacement holding account for work associated with the elephant exhibit upgrade project. | | |
| Represented by: | | |
| Current | 2,720,000 | 1,836,000 |
| Non-Current | <u>1,438,000</u> | <u>2,349,000</u> |
| | <u>4,158,000</u> | <u>4,185,000</u> |
| 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 \$2,600,000 for the elephant exhibit upgrade, \$70,000 for computer equipment and \$50,000 for veterinary equipment. | | |
| 11. RECEIVABLES | | |
| Trade Debtors | 236,626 | 200,565 |
| GST Receivable | 196,401 | 116,101 |
| Workers' Compensation | 12,414 | 15,607 |
| Grant Funds | - | 7,727 |
| Restaurant Dividend | <u>24,401</u> | <u>21,167</u> |
| | <u>469,842</u> | <u>361,167</u> |
| (i) Credit Risk Exposure | | |
| 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 | 53,885 | 44,334 |
| Australian Taxation Office | <u>196,401</u> | <u>116,101</u> |
| Total | <u>250,286</u> | <u>160,435</u> |
| (ii) Net Fair Values | | |
| The Authority considers the carrying amounts of receivables approximate their net fair values. | | |
| 12. RESTRICTED CASH RESOURCES | | |
| The Authority is the recipient of a number of specific purpose funds which are restricted in their use according to the terms of the grant, sponsorship or bequest. | | |
| Restricted Cash Resources | | |
| Trust Account Funds held at Treasury | 65,000 | - |
| Perth Zoo Sponsorship Trust | <u>91,138</u> | <u>183,628</u> |
| Total Restricted Cash Resources | <u>156,138</u> | <u>183,628</u> |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|--|-------------------|-------------------|
| 13. LAND, BUILDINGS, IMPROVEMENTS, PLANT, EQUIPMENT & FURNITURE | | |
| Land: | | |
| At fair value | <u>1,386,000</u> | <u>1,168,000</u> |
| Buildings and Improvements: | | |
| At fair value | 25,243,089 | 22,511,446 |
| Less Accumulated Depreciation | <u>3,548,722</u> | <u>2,378,031</u> |
| | 21,694,367 | 20,133,415 |
| Works in Progress at fair value | 6,798 | 145,719 |
| Total Buildings and Improvements | <u>21,701,165</u> | <u>20,279,134</u> |
| Total Land, Buildings and Improvements | <u>23,087,165</u> | <u>21,447,134</u> |
| Plant, Equipment and Furniture: | | |
| At cost | 3,244,258 | 2,910,852 |
| Less Accumulated Depreciation | <u>1,539,944</u> | <u>1,230,277</u> |
| Total Plant, Equipment and Furniture | <u>1,704,314</u> | <u>1,680,575</u> |
| Total Land, Buildings, Improvements, Plant, Equipment & Furniture | <u>24,791,479</u> | <u>23,127,709</u> |

The valuation of land is on the basis of current use and is revalued annually by the Valuer General's Office. The valuation of land reported above was performed during the period and is based on valuations as at July 2004 in accordance with an independent valuation by the Valuer General's Office. The valuation of land is consistent with the valuations on the Government Property Register.

The valuation of buildings and improvements is on the basis of fair value, utilising current market buying values performed every three years. The valuation of buildings and improvements reported above was performed in January 2003 and is based on valuations as at July 2002. The valuations are in accordance with an independent valuation by the Valuer General's Office. The cost of acquisitions between revaluation periods is considered to approximate their fair value.

In 2003-04, the Authority had commenced the revaluation of property, plant and equipment assets other than land and buildings under the transitional provisions of AASB 1041(8.12)(b). During the period, the Authority elected to discontinue the revaluation of property, plant & equipment other than land and buildings. This voluntary change in accounting policy meets the requirements of AASB 1001 (6.1) (c) as the change is not considered to materially impact the current or future reporting periods. The Authority considers that the ongoing costs involved in performing regular revaluations outweigh the benefits as these assets are of relatively low value and have relatively short useful lives.

The Authority has been granted an exemption by the Department of Treasury of Finance from the requirements of Treasurer's Instruction 1106(6)(i) to enable the deemed cost option be used for all property, plant and equipment other than land and buildings.

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
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Reconciliations of carrying amounts of Land, Buildings & Improvements, Plant, Equipment & Furniture.

| | Land | Buildings & Improvements | Plant, Equipment & Furniture | Total |
|-------------------------------------|------------------|--------------------------|------------------------------|-------------------|
| 2004/05 | | | | |
| Carrying amount at start of year | 1,168,000 | 20,279,134 | 1,680,575 | 23,127,709 |
| Additions | - | 2,669,723 | 370,957 | 3,040,680 |
| Revaluation increments/(decrements) | 218,000 | - | - | 218,000 |
| Depreciation | - | (1,178,292) | (329,565) | (1,507,857) |
| Asset class transfers | - | - | - | - |
| Write-offs | - | (69,400) | (17,653) | (87,053) |
| Carrying amount at end of year | <u>1,386,000</u> | <u>21,701,165</u> | <u>1,704,314</u> | <u>24,791,479</u> |

| | Land | Buildings & Improvements | Plant, Equipment & Furniture | Total |
|-------------------------------------|------------------|--------------------------|------------------------------|-------------------|
| 2003/04 | | | | |
| Carrying amount at start of year | 932,000 | 20,587,623 | 1,221,651 | 22,741,274 |
| Additions | - | 891,367 | 346,690 | 1,238,057 |
| Revaluation increments/(decrements) | 236,000 | - | 341,662 | 577,662 |
| Depreciation | - | (1,132,675) | (233,996) | (1,366,671) |
| Asset class transfers | - | (67,181) | 67,181 | - |
| Write-offs | - | - | (62,613) | (62,613) |
| Carrying amount at end of year | <u>1,168,000</u> | <u>20,279,134</u> | <u>1,680,575</u> | <u>23,127,709</u> |

| | 2005 \$ | 2004 \$ |
|--|----------------|-----------------|
| 14. LEASE LIABILITY | | |
| The Authority's remaining leased asset, a photocopier, was returned to the supplier during the period. The asset has been removed from the accounts of the Authority and no leased assets were recorded at reporting date. | | |
| <u>Disposal of Leased Asset on Expiration of Lease</u> | | |
| Plant & Equipment under Lease | 9,642 | 23,156 |
| Less Accumulated amortisation | <u>(9,642)</u> | <u>(23,156)</u> |
| Book value of disposed leased asset | <u>-</u> | <u>-</u> |
| | | |
| Plant & Equipment under Lease | - | 9,642 |
| Less: Accumulated amortisation | <u>-</u> | <u>9,642</u> |
| Closing value of leased asset | <u>-</u> | <u>-</u> |
| | | |
| Lease Payments made during the year: | | |
| Interest Expense | - | 47 |
| Liability Reduction | <u>-</u> | <u>532</u> |
| Total Payments | <u>-</u> | <u>579</u> |

(i) Net Fair Values

The Authority considers the carrying amount of lease liabilities approximate their net fair values.

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|---|-------------------|-------------------|
| 15. BORROWINGS FROM WA TREASURY CORPORATION | | |
| Details of Borrowings as at the end of the period are detailed below: | | |
| Borrowings | | |
| Opening Balance | 18,302,022 | 18,469,028 |
| add Additional Borrowings | - | 500,000 |
| less Repayments of Principal | <u>(700,000)</u> | <u>(667,006)</u> |
| | <u>17,602,022</u> | <u>18,302,022</u> |
| Represented by: | | |
| Current Liability | 715,000 | 700,000 |
| Non-Current Liability | <u>16,887,022</u> | <u>17,602,022</u> |
| | <u>17,602,022</u> | <u>18,302,022</u> |

Interest rate risk exposure

The Portfolio Lending Arrangement (PLA) with WA Treasury Corporation is an integrated lending and liability management product. It provides for refinancing and interest rate risk management by providing a portfolio of debt with diversified maturities across time.

The Authority utilises the standard PLA portfolio which comprises 30% of the debt held evenly in six short-term stock lines with monthly maturities out to six months. The remaining 70% of the debt is held evenly in forty long-term stock lines with quarterly maturities out to ten years. Each stock line has an interest rate that is fixed until maturity. As each stock line matures, it can be refinanced for a new period of time, at the prevailing interest rate.

As at 30 June 2005, the weighted average interest rate on the Authority's PLA was 6.16%.

16. EMPLOYEE BENEFITS

| | | |
|---|------------------|------------------|
| Current | | |
| Provision for Annual Leave | 423,159 | 416,853 |
| Provision for Purchased Leave | 4,638 | 2,202 |
| Provision for Annual Leave on-costs | 77,004 | 75,430 |
| Provision for Long Service Leave | 163,532 | 168,725 |
| Provision for Long Service Leave on-costs | <u>29,436</u> | <u>30,371</u> |
| | <u>697,769</u> | <u>693,581</u> |
| Non-Current | | |
| Provision for Annual Leave | 220,334 | 200,203 |
| Provision for Annual Leave on-costs | 39,660 | 36,037 |
| Provision for Long Service Leave | 399,609 | 340,722 |
| Provision for Long Service Leave on-costs | <u>71,929</u> | <u>61,329</u> |
| | <u>731,532</u> | <u>638,291</u> |
| Total current & non-current employee benefit provisions | <u>1,429,301</u> | <u>1,331,872</u> |

Annual and long service leave

The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs including superannuation, payroll tax and workers' compensation premiums. The liability for these on-costs are disclosed above. The associated expense is included under salaries and wages expenses at note 5.

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**ZOOLOGICAL PARKS AUTHORITY
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FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|---|------------------|------------------|
| 17. ACCRUED EXPENSES | | |
| There were no accrued salaries and wages as at 30 June 2005 due to the final pay period for the financial year coinciding with the end of the financial year. | | |
| Accrued expenses consists of: | | |
| Accrued Salaries and Wages | - | 307,483 |
| Accrued Interest owing to WA Treasury Corporation | 290,002 | 299,314 |
| Total | <u>290,002</u> | <u>606,797</u> |
| 18. UNEARNED INCOME | | |
| Unearned income consists of: | | |
| Friends of Perth Zoo Memberships | 162,886 | 150,815 |
| Grants and sponsorships | 195,520 | 162,153 |
| Other | 254 | 1,056 |
| Total | <u>358,660</u> | <u>314,024</u> |
| 19. EQUITY | | |
| <u>Contributed Equity</u> | | |
| Balance at the beginning of the year | 1,437,220 | 670,000 |
| Capital contributions (i) | 700,000 | 680,000 |
| Contributions by owners | - | 87,220 |
| Balance at the end of the year | <u>2,137,220</u> | <u>1,437,220</u> |
| i) Capital contributions have been designated as contributions by owners and are credited directly to equity in the Statement of Financial Position. | | |
| <u>Asset Revaluation Reserve</u> | | |
| During the period, the Authority's land assets were revalued as part of the annual revaluation of this class of assets. | | |
| Balance at the beginning of the year | 3,359,763 | 2,815,510 |
| Revaluation increment - Land | 218,000 | 236,000 |
| Revaluation increment - Plant, Equipment & Furniture | - | 341,662 |
| Transfer to Accumulated Profits | (14,644) | (33,409) |
| Balance at the end of the year | <u>3,563,119</u> | <u>3,359,763</u> |
| The Asset Revaluation Reserve is used to record increments and decrements on the revaluation of non-current assets as described in accounting policy note 1(g). | | |
| <u>Accumulated Profits</u> | | |
| Opening balance | 3,400,702 | 3,074,827 |
| Transfers from Asset Revaluation Reserves | 14,644 | 33,409 |
| Net profit | 899,351 | 292,466 |
| Closing balance | <u>4,314,697</u> | <u>3,400,702</u> |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

20. RECONCILIATION OF LOSS FROM ORDINARY ACTIVITIES BEFORE GRANTS & SUBSIDIES FROM GOVERNMENT TO NET CASH USED IN OPERATING ACTIVITIES

| | 2005 \$ | 2004 \$ |
|---|--------------------|--------------------|
| Loss from ordinary activities before grants and subsidies from Government | (8,231,666) | (7,514,534) |
| Non-cash items: | | |
| Donated assets | (3,490) | (99,342) |
| Proceeds from sale of fixed assets | - | (2,728) |
| Amortisation of leased asset | - | 2,732 |
| Depreciation | 1,507,857 | 1,366,672 |
| Superannuation liability assumed by the Treasurer | 6,017 | 87,220 |
| Write-off of fixed assets | 87,053 | 62,613 |
| (Increase)/decrease in assets: | | |
| Increase in inventories | (14,143) | (5,271) |
| (Increase)/decrease in receivables | (28,375) | 184,441 |
| Decrease in prepayments | 2,098 | 4,653 |
| Increase/(decrease) in liabilities: | | |
| Increase in annual leave provision | 31,634 | 63,074 |
| Increase in purchased annual leave provision | 2,436 | 2,202 |
| Increase in long service leave provision | 63,359 | 32,092 |
| Decrease in superannuation provision | - | (33,461) |
| Increase in payables | 131,421 | 1,809 |
| Increase in unearned income | 44,636 | 44,153 |
| Increase/(decrease) in accrued expenses | (316,795) | 157,205 |
| Net GST (payments)/receipts | (68,950) | 5,971 |
| Net change in GST in receivables/payables | (11,351) | (6,145) |
| Net cash used in operating activities | <u>(6,798,259)</u> | <u>(5,646,644)</u> |

21. RECONCILIATION OF CASH

For the purpose of the Statement of Cash Flows, cash includes cash on hand and in banks and investments in money market instruments. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

| | | |
|--------------------------------------|----------------|------------------|
| Cash on hand | 11,766 | 11,230 |
| Cash at bank | 157,527 | 184,855 |
| Trust account funds held at Treasury | 328,217 | 988,739 |
| | <u>497,510</u> | <u>1,184,824</u> |

Financial Statements

ZOOLOGICAL PARKS AUTHORITY NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

22. NON-CASH FINANCING AND INVESTING ACTIVITIES

During the financial year, the Authority acquired assets with an aggregate fair value of \$3,490 by means of insurance claims. These acquisitions are not reflected in the Statement of Cash Flows.

23. FINANCING FACILITIES

At the reporting date, the Authority had fully drawn down on all approved borrowings associated with capital works projects.

24. CAPITAL EXPENDITURE COMMITMENTS

The estimated amount of commitments for capital works in progress at 30 June 2005 not provided for in the financial statements was \$144,285 (2004 - \$164,000). The amount is payable within one year.

25. EVENTS OCCURRING AFTER REPORTING DATE

- (a) At reporting date, the Authority had commenced a claim against a supplier regarding a vehicle asset. The asset was purchased by the Authority in June 2003 but was unable to be fully utilised for its intended purpose. The asset involved had a carrying amount of \$27,679 at reporting date.

After reporting date, the Authority reached settlement in its claim against the supplier. The terms of the settlement will result in the Authority returning the asset to the supplier and the Authority being reimbursed by an amount that reflects the carrying amount of the asset at reporting date.

- (b) After reporting date, the Authority sought a payroll tax exemption from the Office of State Revenue. On 24 August 2005, the Office of State Revenue granted the Authority an exemption, with effect from 2 August 2005. The exemption was granted as the objects and activities of the Authority were considered to be of a charitable nature in accordance with Clause 1 of the Glossary of the Pay-roll tax Assessment Act 2002. The Authority subsequently sought a retrospective refund of pay-roll tax paid since 22 May 2002, the date of proclamation of the Zoological Parks Authority Act 2001. The Office of State Revenue is yet to make a decision in relation to a retrospective refund.

26. EXPLANATION OF SIGNIFICANT VARIATIONS

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) Comparison of Actual Results with Estimates

Details and 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.

| | 2005 Actual \$ | 2005 Estimate \$ | Variation \$ |
|---|----------------------|------------------------|-----------------|
| (i) NET PROFIT | 899,351 | 810,000 | 89,351 |
| Due to an adjustment of \$105,000 to the service appropriation figure during the period. The adjustment relates to an additional accrual appropriation for depreciation costs in 2003-04. | | | |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
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| | 2005 Actual \$ | 2005 Estimate \$ | Variation \$ |
|---|----------------------|------------------------|-----------------|
| REVENUE: | | | |
| (ii) <u>Total Revenues from ordinary activities</u> | 8,019,500 | 8,394,000 | (374,500) |
| The lower than expected total revenue is mainly due to a significant shortfall in admissions revenue associated with lower than expected attendances to events over the summer season. Details of this and other significant variations are as follows: | | | |
| <u>Admissions</u> | 5,023,138 | 5,649,000 | (625,862) |
| Due to lower than expected admission numbers and significantly lower admission yield per visitor than expected. The original budget was based on 560,000 visitors and a total of 550,105 was achieved. The majority of the shortfall in revenue was associated with lower than expected attendances to events held during the summer season. The increasing amount of revenue from Friends of Perth Zoo memberships is also impacting on the direct revenue received from admissions, as members receive free entry to the Zoo. | | | |
| <u>Grants/sponsorships/donations/fundraising</u> | 732,582 | 625,000 | 107,582 |
| Due to higher than expected level of grants for native species breeding being received during the period. | | | |
| <u>Memberships & adoptions</u> | 399,543 | 346,000 | 53,543 |
| Due to significant increase in Friends of Perth Zoo Memberships during the period. The Zoo continues to actively promote memberships. | | | |
| <u>Other revenues from ordinary activities</u> | 160,591 | 40,000 | 120,591 |
| Due to retrospective refund associated with workers' compensation premium that was received during the period. | | | |
| EXPENDITURE: | | | |
| (iii) <u>Total Expenses from ordinary activities</u> | 16,251,166 | 15,946,000 | 305,166 |
| Due to a combination of factors including \$500,000 additional maintenance expenditure during the period, for which funding was received from the State Government. Expenditure associated with salaries and wages was also higher than expected but reductions were made to other areas of expenditure to assist in managing the revenue shortfall for the year. | | | |
| <u>Maintenance & upkeep</u> | 1,912,785 | 1,593,000 | 319,785 |
| Due to additional funding of \$500,000 being received during the period to address backlog of maintenance issues. | | | |
| <u>Administration</u> | 1,040,402 | 1,160,000 | (119,598) |
| Due to general reductions in expenditure during the period to offset the admissions revenue shortfall. | | | |
| <u>Advertising and promotion</u> | 357,086 | 413,000 | (55,914) |
| Due to general reductions in expenditure during the period to offset the admissions revenue shortfall. | | | |

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**ZOOLOGICAL PARKS AUTHORITY
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| | 2005 Actual \$ | 2005 Estimate \$ | Variation \$ |
|--|----------------------|------------------------|-----------------|
| <u>Costs of disposal of non-current assets</u> | 87,053 | 0 | 87,053 |
| Due to the decommissioning of two buildings during the period. This included demolishing the old café on the main lawn. A new café, at an alternative main lawn location, was constructed and opened during the period. | | | |
| (B) Comparison of Actual Results with those of the Preceding Year | | | |
| Details and reasons for significant variations between actual revenue and expenditure and the corresponding item of the preceding year are detailed below. | | | |
| | 2005 Actual \$ | 2004 Actual \$ | Variation \$ |
| (i) NET PROFIT | 899,351 | 292,466 | 606,885 |
| Due to a combination of reasons including the adjustment of \$105,000 to the service appropriations for the period, the increased level of assets funded from revenue in the Statement of Financial Performance and the revenue from sponsorships and donations that is being directed to future capital works projects. | | | |
| REVENUE: | | | |
| (ii) <u>Grants/sponsorships/donations/fundraising</u> | 732,582 | 608,987 | 123,595 |
| Due to higher than expected level of grants for native species breeding being received during the period. | | | |
| (iii) <u>Memberships & adoptions</u> | 399,543 | 301,024 | 98,519 |
| Due to significant increase in Friends of Perth Zoo Memberships during the period. The Zoo continues to actively promote memberships. | | | |
| EXPENDITURE: | | | |
| (iv) <u>Depreciation and amortisation expense</u> | 1,507,857 | 1,369,403 | 138,454 |
| Due to increased asset base associated with capital developments. | | | |
| (v) <u>Maintenance & upkeep</u> | 1,912,785 | 1,541,040 | 371,745 |
| Due to additional maintenance funding being received during the period from the State Government. | | | |
| (vi) <u>Animal operational expenses</u> | 407,945 | 333,282 | 74,663 |
| Due to increased costs associated with veterinary care of animals. The increase also relates to transportation costs associated with acquisition of a Rothschild Giraffe during the period. | | | |
| (vii) <u>Capital user charge</u> | 693,080 | 416,440 | 276,640 |
| Due to the increase in average net assets of the Authority. | | | |
| GRANTS & SUBSIDIES FROM STATE GOVERNMENT | | | |
| (viii) <u>Service appropriations</u> | 9,125,000 | 7,807,000 | 1,318,000 |
| Due to additional maintenance funding of \$500,000 during the period, \$105,000 adjustment to accrual appropriation, increased funding for capital user charge, increased funding for salary related increases and increased accrual appropriation for rising depreciation costs. | | | |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
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27. SEGMENT (SERVICE) INFORMATION

INDUSTRY SEGMENTS:

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

| | Visitor Services | | Community Education and Awareness | | Wildlife Collection Management | | Total | |
|--|------------------|-------------|-----------------------------------|------------|--------------------------------|-------------|-------------|-------------|
| | 2005 \$ | 2004 \$ | 2005 \$ | 2004 \$ | 2005 \$ | 2004 \$ | 2005 \$ | 2004 \$ |
| Revenue from ordinary activities | 2,849,627 | 2,577,884 | 512,177 | 535,984 | 4,657,696 | 4,180,475 | 8,019,500 | 7,294,343 |
| Inter-segment revenue | - | - | - | - | - | - | - | - |
| Total revenues from ordinary activities | 2,849,627 | 2,577,884 | 512,177 | 535,984 | 4,657,696 | 4,180,475 | 8,019,500 | 7,294,343 |
| Expenses from ordinary activities | 5,278,248 | 4,188,257 | 991,791 | 1,066,332 | 9,981,127 | 9,554,288 | 16,251,166 | 14,808,877 |
| Profit/(Loss) from ordinary activities before grants & subsidies from Government | (2,428,621) | (1,610,373) | (479,614) | (530,348) | (5,323,431) | (5,373,813) | (8,231,666) | (7,514,534) |
| Segment assets | 319,036 | 282,125 | 37,207 | 32,546 | 394,440 | 467,190 | 750,683 | 781,861 |
| Unallocated assets | | | | | | | 29,323,032 | 28,221,678 |
| Total assets | | | | | | | 30,073,715 | 29,003,539 |

NOTE: (i) Intersegment pricing is on a cost basis.

SEGMENT DESCRIPTIONS:

Visitor Services

Perth Zoo aims to maximise visitation by providing a quality and unique 'value-for-money' attraction that provides recreation, education and commercial facilities set in ecologically themed botanic gardens.

Community Education and Awareness

Perth Zoo aims to promote clear conservation messages to the community. This is achieved by providing educational programs and publications, interpretation and information services that educate the community about conservation issues. The Zoo's commercial activities are also underpinned by conservation messages.

Wildlife Collection Management

The conservation value of the wildlife collection will be optimised by effective management, selection, captive breeding, 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 AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

28. ADDITIONAL FINANCIAL INSTRUMENTS DISCLOSURES

Interest Risk Exposure

The Authority's exposure to interest rate risk and the effective interest rates on financial instruments are:

| | Weighted Average Effective | Variable Interest Rate | Quarterly Fixed Due Within 1 Year | Quarterly Fixed Due 1 to 5 Years | Quarterly Fixed Due More than 5 Years | Non Interest Bearing | Total |
|------------------------------------|----------------------------------|------------------------------|--|--|--|-------------------------|---------------------|
| | Interest Rate | \$ | \$ | \$ | \$ | \$ | \$ |
| 30 June 2005 | | | | | | | |
| Assets | | | | | | | |
| Cash Resources | 4.65% | 378,580 | - | - | - | 118,930 | 497,510 |
| Inventories | | - | - | - | - | 135,782 | 135,782 |
| Receivables | | - | - | - | - | 469,842 | 469,842 |
| Prepayments | | - | - | - | - | 21,102 | 21,102 |
| Total financial assets | | 378,580 | - | - | - | 745,656 | 1,124,236 |
| Liabilities | | | | | | | |
| Payables | | - | - | - | - | 378,694 | 378,694 |
| Borrowings from WATC | 6.16% | - | 715,000 | 3,670,000 | 13,217,022 | - | 17,602,022 |
| Accrued Expenses | | - | - | - | - | 290,002 | 290,002 |
| Unearned Income | | - | - | - | - | 358,660 | 358,660 |
| Total financial liabilities | | - | 715,000 | 3,670,000 | 13,217,022 | 1,027,356 | 18,629,378 |
| Net financial assets | | 378,580 | (715,000) | (3,670,000) | (13,217,022) | (281,700) | (17,505,142) |
| 30 June 2004 | | | | | | | |
| Assets | | | | | | | |
| Cash Resources | 4.81% | 854,335 | - | - | - | 330,489 | 1,184,824 |
| Inventories | | - | - | - | - | 121,639 | 121,639 |
| Receivables | | - | - | - | - | 361,167 | 361,167 |
| Prepayments | | - | - | - | - | 23,200 | 23,200 |
| Total financial assets | | 854,335 | - | - | - | 836,495 | 1,690,830 |
| Liabilities | | | | | | | |
| Payables | | - | - | - | - | 251,139 | 251,139 |
| Borrowings from WATC | 6.16% | - | 700,000 | 3,650,000 | 13,952,022 | - | 18,302,022 |
| Accrued Expenses | | - | - | - | - | 606,797 | 606,797 |
| Unearned Income | | - | - | - | - | 314,024 | 314,024 |
| Total financial liabilities | | - | 700,000 | 3,650,000 | 13,952,022 | 1,171,960 | 19,473,982 |
| Net financial assets | | 854,335 | (700,000) | (3,650,000) | (13,952,022) | (335,465) | (17,783,152) |

Credit Risk Exposure

All financial assets are unsecured.

Amounts owing by other government agencies are guaranteed and therefore no credit risk exists in respect to those amounts. In respect of other financial assets the carrying amounts represent the Authority's maximum exposure to credit risk in relation to those assets.

Net Fair Value

The net fair values of the financial assets and liabilities approximate their carrying values as disclosed in the statement of financial position and the notes to the financial statements. No financial assets and financial liabilities held by the Authority are readily traded on organised markets in standardised forms.

Financial Statements

ZOOLOGICAL PARKS AUTHORITY NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

29. REMUNERATION OF MEMBERS OF THE ACCOUNTABLE AUTHORITY AND SENIOR OFFICERS

| | 2005 | 2004 |
|---|------|------|
| <u>Remuneration of Members of the Accountable Authority</u> | | |
| The number of members of the Accountable Authority, whose total of fees, salaries, superannuation and other benefits for the financial year, fall within the following bands are: | | |
| \$0 - \$10,000 | 8 | 7 |
| \$10,001 - \$20,000 | 1 | 1 |

The total remuneration of the members of the Accountable Authority is: \$34,237 \$34,525

The superannuation included here represents the superannuation expense incurred by the Authority in respect of the 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 Directors that form the Corporate Executive of the Zoo. 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 and other benefits for the financial year, fall within the following bands:

| | | |
|-----------------------|---|---|
| \$40,001 - \$50,000 | 1 | - |
| \$70,001 - \$80,000 | - | 1 |
| \$80,001 - \$90,000 | 1 | 1 |
| \$100,001 - \$110,000 | 1 | 2 |
| \$110,001 - \$120,000 | 2 | - |
| \$140,001 - \$150,000 | - | 1 |
| \$160,001 - \$170,000 | 1 | - |

The total remuneration of senior officers is: \$626,609 \$514,676

The superannuation included here represents 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.

30. REMUNERATION OF AUDITOR

During 2004-05, the Authority paid for the audit work associated with the 2003-04 financial statements and performance indicators. The work performed by the Auditor General was previously recognised as services received free of charge from Government.

Remuneration to the Auditor General for the financial year is as follows:

| | | |
|--|----------|---|
| Auditing the accounts, financial statements and performance indicators | \$32,000 | - |
| | \$32,000 | - |

Financial Statements

**ZOOLOGICAL PARKS AUTHORITY
NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2005**

| | 2005 \$ | 2004 \$ |
|--|---------------|---------------|
| 31. SUPPLEMENTARY FINANCIAL INFORMATION | | |
| <u>Write-Offs</u> | | |
| Book value of assets written-off | 87,053 | 62,613 |
| Bad debts written off by the Accountable Authority | - | 608 |
| Damaged retail shop stock | 2,510 | 2,830 |
| Cashier shortages written off by the Accountable Authority | 1,257 | 1,037 |
| | <u>90,820</u> | <u>67,088</u> |
| <u>Losses through theft and other causes</u> | | |
| Lost/stolen public property written off by the Accountable Authority | 4,434 | 8,822 |
| Amount recovered through insurance proceeds | (3,790) | (5,138) |
| | <u>644</u> | <u>3,684</u> |
| <u>Gifts of Public Property</u> | | |
| No assets were gifted during the period. | | |
| Gifts of public property provided by the Authority | - | 1,945 |
| | <u>-</u> | <u>1,945</u> |

32. IMPACT OF ADOPTING AUSTRALIAN EQUIVALENTS TO INTERNATIONAL FINANCIAL REPORTING STANDARDS (AIFRS)

The Authority is in the process of transitioning its accounting policies and financial reporting from current Australian Accounting Standards (AGAAP) to Australian equivalents of International Financial Reporting Standards (AIFRS). The Authority will adopt these Standards for the first time for the financial year ended 30 June 2006.

In line with its AIFRS implementation plan, the Authority has continued transitioning its accounting policies and financial reporting from current Australian Standards to AIFRS during 2004-05. Internal resources were allocated to assess the major areas of impact associated with the transition to AIFRS and to the preparation of an opening balance sheet in accordance with AIFRS as at 1 July 2004. This opening balance sheet and restatement of the financial statements for the reporting period ended 30 June 2005 will be required to present comparatives for the first financial report prepared on an AIFRS basis for the period ended 30 June 2006.

AASB 1047 "Disclosing the Impacts of Adopting Australian Equivalents to IFRS" requires disclosure of any known or reliably estimable information about the impacts on the financial statements had they been prepared using AIFRS. The information provided below discloses the main areas of impact, identified to date, due to the effects of adopting AIFRS and Management's best estimates of the quantitative impacts of the changes at the time of preparing the 30 June 2005 financial statements. The actual effects of transition to AIFRS may differ from the estimates disclosed due to the ongoing work being undertaken by the Authority to assess the impact of AIFRS and/or where the accounting standards and /or interpretation applicable to the first time AIFRS financial statements are amended or revised.

(a) Adjustments relating to total equity and surplus as presented under previous AGAAP to that under AIFRS

Management has decided to apply the exemption provided in AASB 1 "First -time Adoption of Australian Equivalents to International Financial Reporting Standards" which permits entities not to apply the requirements of AASB 132 "Financial Instruments: Presentation and Disclosures" and AASB 139 "Financial Instruments: Recognition and Measurement" for the financial year ended 30 June 2005. The standards will be applied from 1 July 2005.

An increase in equity resulting from a reduction in costs of \$12,615 (2004-05) and \$24,672 (2003-04) is expected in relation to long term annual leave benefits to reflect the discounting required by AASB 119 "Employee Benefits" for long term annual leave liabilities. These are annual leave liabilities that are not expected to be settled within 12 months. These liabilities were previously recognised at their nominal (undiscounted) amounts under AGAAP. The expected reduction in costs in 2004-05 is expected to increase the surplus for the period by \$12,615.

(b) Statement of Cash Flows

No material impacts are expected from adopting AIFRS with respect to the Statement of Cash Flows.

Appendix - Publications

Perth Zoo web site at www.perthzoo.wa.gov.au

FOI Information Statement

Zoological Gardens Board Annual Reports prior to 2000-01 (held in the National Library, State Library of Western Australia and university libraries in Western Australia)

Zoological Gardens Board 2000-01 Annual Report
(available in PDF format by request at www.perthzoo.wa.gov.au)

Zoological Gardens Board 2001-02 Annual Report
(available for viewing or downloading at www.perthzoo.wa.gov.au)

Zoological Parks Authority 2001-02, 2002-03, 2003-04 Annual Reports
(available for viewing or downloading at www.perthzoo.wa.gov.au)

News Paws Magazine (containing conservation and visitor services news for Perth Zoo members and for sale to the public – published quarterly)

Zoo News (an education newsletter with information on Zoo education products, news and professional development opportunities - published quarterly and distributed to schools throughout the state)

Zoo Map

Education schools program promotional poster

Night Stalk promotional material

Threatened Species Trail

Brochures and leaflets:

- Adopt an Animal
- Bequests
- ZooFever Season Information
- Zootober
- Twilights
- Weddings/Functions
- Close Encounters Behind-the-Scenes Tours
- Conferences
- Into Wildlife
- Zoo Camp
- Biology Day
- Go Wild
- Project Sun Bear
- Carnaby's Black Cockatoo

-Native Species Breeding Program (Numbat, Western Swamp Tortoise and Dibbler).

Unless otherwise specified, the above publications are available from Perth Zoo at 20 Labouchere Road, South Perth, Western Australia.