

3.0 Policy – Regional Species Planning and Management

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1. Purpose

This Policy establishes an effective, accountable and transparent framework for ZAA regional species planning and management amongst Association members, non-members and other Recognised Regional Associations. It ensures a collaborative, consultative, best practice approach to support demographically viable and where possible, genetically sustainable populations in the Australasian region. In the case of threatened species that are the focus of recovery efforts, it ensures that their regional populations support the delivery of tangible conservation outcomes as required, as well as the delivery of consistent educational and advocacy messaging.

2. Scope and exemptions

This Policy applies to all identified TAG Priority Species and TAG Interest Species. Exemptions apply to certain parts of the Policy.

3. Policy Statement

The Association provides Association Members access to species planning and opportunities to participate in ZAA administered SMPs. Association Members are encouraged to actively participate in TAGs. TAGs will assess and analyse species populations, reach agreement on preferred priority and non-priority species. TAGs will recommend the role of species, including opportunities to support conservation outcomes, and the required level of management, including the need for a formal SMP. Consideration of conservation priorities (e.g. the needs of formal Recovery Programs) and global zoo population requirements

(including consultation and coordination with other recognised regional associations) will occur to inform recommendations. Association Members will provide information about species populations housed at their organisation, and planned species numbers to support the regional species planning processes.

The AMC will consider TAG recommendations for SMPs. The relevant TAG will reach consensus on the recommended Role and level of Management Intensity (Type 1a, 1b, 2a, 2b, 2c, 2d, 3, 4) required for the species. Management Intensity is guided by the agreed Conservation Role and current population status. Based on the TAGs recommendations, the AMC will determine whether there is a need to establish/discontinue a ZAA Species Management Program, or change the level of management intensity. (See: ZAA Procedure – SMP Conservation Roles and Management Intensity; ZAA Procedure – ZAA SMP position Holders and Processes).

The Association supports a consultative, collaborative approach to species planning and management, informed by analysis and advice from the relevant SMP Position Holders, and with support from the relevant TAG Co-conveners and ZAA Executive Team as required. This approach is used to generate Endorsed Plans and Recommendations designed to ensure the longevity of species populations in the region that contribute to biodiversity conservation through associated conservation recovery, advocacy and science activities. Position Holders will give due consideration to genetic and demographic targets for each species as well as individual and group welfare, and resource capacity and commitment of both source and recipient Association Members. Association Members agree to support requests of a Species Coordinator supporting the plan and to implement all endorsed recommendations.

The Association supports Association Member participation in SMPs only where current best practice can be met for a species, with consideration given to facilities (including capacity to progress transfers and introductions), expertise, population genetics and demographics and where the provision of ongoing positive welfare experiences will be provided.

Association Members commit to aligning their species planning with regional approaches as advised by the AMC, the TAGs and SMP Position Holders.

Association Members commit to incorporating their existing animals into SMPs on the advice of the AMC or their elected delegate.

Association Members commit to implementing endorsed recommendations and plans only. If endorsed recommendations or plans cannot be implemented for any reason, the Association Member will inform the relevant Species Coordinator as quickly as possible.

The Association does not support non-Member participation in SMPs unless there is overriding benefit to the SMP as assessed by the AMC.

Association Members that want to temporarily or permanently remove an animal from the breeding population of a SMP (e.g. so the animal can be used for visitor experience, research, be housed in single-sex group, etc.) must obtain approval from the AMC prior to actioning.

Association Members that want to temporarily or permanently contracept a SMP Animal must seek approval from the Species Coordinator (in cases of temporary contraception) or AMC (in cases of permanent contraception) prior to actioning, with the exception of medical emergencies (in these cases, the Species Coordinator must be advised as soon as practical after the event).

The Association considers that exhibited animals and animals housed for the purpose of exhibition and conservation breeding have no commercial value and are transferred in keeping with the ZAA Animal Transfer Policy on a gratis loan basis. To support program goals, for some species consideration may be given to a cost share model to support participants with ongoing logistics costs.

Prior to any scenarios in which Association membership is withdrawn, lapsed or terminated, the Association Member Director commits to planning and implementation of agreed plans with the AMC and ZAA Executive Team on disposition of any animal(s) that form part of SMPs.

If an Association Member becomes insolvent or enters administration, the Association Member Director or their delegate commit to planning and implementation of agreed plans with the AMC and the ZAA Executive Team to ensure that any animals received through SMP participation are appropriately homed.

For scenarios in which membership is withdrawn, lapsed or terminated, or the Member is otherwise insolvent or enters administration, at the request of the Director/CEO/Owner, their delegate or the Administrator, the Association will provide guidance on the placement of non-Program animals.

In the above circumstances, all SMP Animals received or descended from animals received as a benefit of membership with the Association, or those received through participation in another regional program will be repatriated back to the Association for distribution within the relevant program on advice from the relevant Position Holder/s. In these circumstances, ownership of animals is transferred to the SMP on a gratis donation basis from the holder.

Any issue/concern which arises that is not covered by this Policy, but falls within the purpose of the Policy, will be included and addressed by the Board of the Association, or their delegate, in the best interest of the Association and its membership.

4. Responsibilities

Compliance

The Director or their delegate of an Association Member will ensure that all species planning and species management processes involving their institution shall satisfy the requirements of this Policy; the requirements of all relevant prevailing international, national and state legislation; and all related ZAA Policies and Procedures, and the ZAA Code of Conduct, are met.

Where an Association Member becomes insolvent or enters into administration, the Association Member will ensure that the Administrator is aware of this Policy and commitments outlined herein.

Reporting

Reporting to the ZAA Executive Team is required where Association Member activity conflicts with any aspect of this Policy, or ZAA Procedure, or AMC/ZAA Recommendation. The Director/CEO/Owner of an Association Member or their delegate is responsible for reporting such variances to the ZAA Executive Team.

The AMC reports to the Association Board on ZAA Species Management Program developments and any breaches to this Policy and/or its associated ZAA Procedures.

Records Management

The ZAA Executive Team is responsible for maintaining records on any breaches to this Policy and/or its associated ZAA Procedures.

The Director or their delegate of an Association Member is responsible for systems/procedures that provide for accurate and current record keeping relating to species housed at the institutions (e.g. CPOS, ZIMS).

The Policy acknowledges that individual Members own animal records and associated information relating to their organisation, and that the Association provides a custodian role for data that is used to support species planning and management.

Issue resolution

Should any conflicts arise, every attempt should be made to resolve these in the first instance through consultation with the relevant Species Coordinator and TAG Co-Conveners. Where the Association Member(s) is/are unable to resolve such conflicts, assistance should be sought from the ZAA Executive Team, and may be elevated to the AMC, or through the Association's Complaints Policy framework.

5. Related Documents

This Policy to be read in conjunction with the ZAA:

- ZAA Policy – Animal Transfer Policy
- ZAA Procedure – ASMP Conservation Roles and Management Intensity
- ZAA Procedure – Absorbing Institutional Populations into ASMP
- ZAA Procedure – Animal Repatriation to ASMP
- ZAA Procedure – International Relations
- ZAA Procedure – ASMP position holders and processes
- ZAA Procedure – Population Planning
- ZAA Terms of Reference – Animal Management Committee

6. Terms and Definitions

AMC: Animal Management Committee, a committee of the Zoo and Aquarium Association Australasia (ZAA).

Association: The Zoo and Aquarium Association Australasia (ZAA).

Association Member: A regional member of the Zoo and Aquarium Association Australasia (ZAA).

CPOS (Census and Planning Online System): ZAAs central database that is used for institutional and regional species planning.

Endorsed Plan/s: A strategic plan (Captive Management Plan) guiding a particular SMP. Endorsed plans are developed by the Species Coordinator and TAG, approved by Institutional Representatives, and published by ZAA.

Endorsed recommendation/s: Breeding and/or transfer recommendations (Annual Report & Recommendations) for a particular SMP. Endorsed recommendations are supported by TAG Representatives and published by ZAA.

Host Institution: ZAA Member that hosts a ZAA Species Management Program.

Institutional Representative: A person who represents an Association Member and is accountable for actions of that member, usually the Chief Executive, Director or Owner. This person approves SMP strategic documentation (Captive Management Plans).

Insolvent: Unable to pay debts owed.

Management Intensity: The level of management assigned to a species.

Non-SMP Species: A species for which there is no formal program facilitated by the Association.

Permanently annexed individual: An animal that has been approved by the AMC to be permanently removed from a Program. Removal may occur via physical removal, including euthanasia, or through permanent contraception. *See also, Temporarily annexed individual.*

Point-of-difference species: A species that is not prioritised by the TAG. Generally, these are housed in low numbers and have no impact on delivery of the TAG Species Plan.

Program Species: A species for which there is a formal Species Management Program (SMP) facilitated by the Association.

Recognised Regional Association: A zoo/aquarium association that is a member of the World Association of Zoos and Aquariums (WAZA).

Regional Species Plan (RSP, formerly Collection Plan): A component of the ZAA Census and Planning Online System (CPOS) which publicises the role, management intensity and plans for each TAG Priority Species in the Australasia region.

Role: The primary reason for which a species is included in a ZAA TAG Species Plan.

Specialist Advisory Group (SAG): A ZAA group providing specialist advice to ZAA Members on a particular area of expertise.

Species Coordinator: The primary manager of a specific ZAA Species Management Program (SMP).

Species Management Program (SMP): An animal program administered by ZAA.

SMP Animal/s (i.e. Program Animal/s): An animal/s participating in a ZAA SMP. Generally, these animals are housed by ZAA Member institutions, however there may be rare exceptions where non-ZAA members hold SMP Animal/s.

SMP Position Holders: A person who holds a formal position associated with the delivery of the Association's species planning and species management activities. Positions include Studbook Keeper, Species Coordinator, Taxon Advisory Group Co-Convener, Manager Conservation & ASMP, ASMP Support Officer.

Studbook Keeper: A person who maintains a studbook to support a Species Management Program (SMP).

Taxon Champion: A person nominated informally by the TAG as the primary contact for a species or group of species for Non-SMP species.

Taxon Advisory Group (TAG): A group comprising TAG Representatives from all Regional Association members having interest in a particular taxon. The group also includes the ZAA Manager Conservation & ASMP and ASMP Support Officer.

Taxon Advisor Group Co-convenor: Taxon-specific technical expert charged with facilitating advisory group operations.

TAG Interest Species: A species in which the TAG has expressed interest but does not formally manage as a SMP. These species fall within Type 3 of SMP management intensity levels.

TAG Priority Species (Priority Species): A species that the TAG has identified as a priority. These species fall within Type 1a, 1b, 2a, 2b, 2c and 2d of SMP management intensity levels.

TAG Representative: A person who represents an Association Member on a particular Taxon Advisory Group and is the key contact for that Member in terms of maintaining contact and negotiating breeding and transfer recommendations with a species coordinator. This role also endorses Annual Reports and Recommendations on behalf of their institution.

Temporarily annexed individual: An animal that has been approved by the AMC to be temporarily removed from a Program. Removal may occur via loan to a non-ZAA member for breeding or research. *See also, Permanently annexed individual.*

TUATARA: ZAAs regional population planning, assessment, and reporting tool.

ZAA Executive Team: The Executive Team of the Association, providing support to Association Members and operations.

ZAA Procedure: A ZAA Procedure developed in conjunction with the relevant ZAA Committee, to which adherence is mandatory.

Approval and Review Details

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This document should be reviewed within five (5) years of the date of approval or last review.

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