



Keeper Notes

Official newsletter of the International Congress of Zookeepers

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VOLUME 4 NUMBER 1

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shares its passion
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animal welfare
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Sprachen Deutsch

Berufsverband der Zootierpfleger e.V. (BdZ)

In 1988 a group of keepers started meeting monthly in Wuppertal, a region in Germany with

around 30 Zoos in striking distance. They published a news letter Arbeitsplatz Zoo (Working place Zoo).

In 1991 the first primate keeper workshop was organized by Roland Wolf a primate keeper from Hannover Zoo. In the autumn of 1992 a second primate keeper workshop was held, in Cologne Zoo, with 120 participants in attendance.

The German Zoo Keeper association, "Berufsverband der Zootierpfleger e. V." was founded in February 1993 at Frankfurt Zoo. Around fifty Zookeepers from all over Germany attended that inaugural meeting. We didn't ask anybody for permission to do it we just started. There were some concerns at the start, especially from the German Zoo Directors, but very soon most of them realised, our association is a benefit for the whole zoo community and now we are working pretty much close together.

In the first year we had 162 members now we have 1060 members.

The association sees itself as an organ of the German speaking professional Zookeepers.

Our goals are:

- The qualification of the Zookeepers.
- The development of the Zookeeper trainee course.

- The exchange of information and knowledge to improve wild animal keeping.
- The support of Environmental and Nature conservation.

We have employed differing methods to achieve these goals: Our first action was the development of the zoo days, a nation-wide promotion to explain to the visitors what zoos are doing. Many zoos attended this event in the last weekend in September.

Our publications:

- Arbeitsplatz Zoo three times a year with 2.200 subscribers.
- German translations of Environmental Enrichment a Catalogue of Ideas.
- Husbandry guidelines for Marmoset's and Tamarins, Tapirs, Hyenas & Aardwolf and Small cats.
- Environmental Enrichment: Theory and Practise.
- Environmental Enrichment for Great Apes, this has been translated into English, Spanish, French, Hungarian, Chinese, Indonesian and Russian
- Training of Zoo animals.
- Calendars.
- Travelling exhibition - Zookeepers at work.

Sprachen Deutsch

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Berufsverband der Zootierpfleger e.V. (BdZ)



The 2010 Penguin Award ceremony at Zoo Leipzig with the Elephant keeper Michael Tempelhoff, Zoo director Dr. Jörg Junhold and the BdZ board members, Carsten Knott, Karsten Schulz and Thomas Suckow (please see page 4 for award article)

We run between five and seven workshops per year, some of these are now held on an annual or biannual basis, so far we have held the following:

- Primate keeper workshop, 10 times with a total of 1100 participants.
- Bird keeper meeting, 14 times with a total of 400 participants.
- Carnivore keeper meeting, 5 times with a total of 300 participants.
- Reptile Workshop, 5 times with a total of 110 participants.
- Hoof stock keeper workshop, 6 times with a total of 250 participants.
- Rare farm breeds workshop, 9 times with a total of 200 participants.
- Environmental Enrichment for great apes with Dr. Jane Goodall.
- Environmental Enrichment workshop, 4 times with a total of 400 participants.
- Marine Mammal workshop, 4 times, with a total of 400 participants.
- Hoof trimming course, 6 times with a total of 90 participants.
- Animal transportation workshop, 4 times with a total of 100 participants.
- Joint meeting of Zookeepers and Zoo educators, 5 times with a total of 400 participants.
- Nutrition workshop, 4 times with a total of 300 participants.
- Studbook management course.

We support several nature conservation projects:

- Internship for Vietnamese Zookeepers in German zoos
- Hornbill project in the Philippines.
- Save the drill
- Support of the Madagascan zoos
- Yachu Pachu society to save aquatic mammals in South America
- Pheasant conservation in Thailand
- Cuc Phuong Primate Rescue Center in Vietnam
- Black Iguana conservation project in Haiti
- European Mink conservation project
- Foundation Otway Penguin conservation project in South America
- Tortuga Sea Turtles conservation project in Brasil

Sprachen Deutsch

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Berufsverband der Zootierpfleger e.V. (BdZ)

BdZ has been an associate member of EAZA since May 1997.

We are working together with the Dutch Zookeeper association, "Stichting Harpij" and the British and Irish Zookeeper association, "ABWAK", to support Eastern European Zoos with EAZA. We have been involved with the International Congress of Zookeeping, "ICZ", since 2000.

We have two membership categories: full and associate, only full members have voting rights. We now have members all across Germany, as well as Austria and Switzerland. Workshop venues change to make it easier for all members to attend.

Over the last five years we have been having joint meetings with other zoo organisations, eg Directors, Educators, Sponsors etc. Now we are working together to develop an amphibian project.

We are still growing, at the moment we are getting around 60 new members each year.



News from ABWAK



ABWAK has had a busy 2010. In March we held our annual symposium at Flamingo Land, in North Yorkshire. Our symposium proved as popular as ever, with close to one hundred delegates attending each day. This year's symposium theme was the International Year of Biodiversity and we were lucky to secure some great speakers. The presentations reflected the huge range of biodiversity in our zoos, from the large mega vertebrates to the smallest invertebrates, terrestrial and aquatic animals, plants and habitat conservation, exotic and native species. The annual symposium is a fantastic opportunity for zoo keepers to give presentations to their peers, often a daunting prospect, but as always all of our speakers were excellent. For the first time we included a debate during the symposium. The topic was the role of euthanasia as a management tool for zoos. As expected this subject was a great one for getting people motivated and the whole audience was able to participate and vote for or against the motion. Flamingo Land were great hosts and we are all

looking forward to next year's symposium at Port Lympne Wild Animal Park, Kent.

One of the more exciting recent developments for us has been our regional work shops. These are on a smaller scale to the annual symposium, and are currently happening twice each year. Each workshop focuses on the needs of animal keepers and have so far included sessions on rope splicing, mammal and bird training, rock working and ARKS4. Our most recent workshop was held at Chessington World of Adventures, Surrey and fourteen members attended. ABWAK is strengthening its position as being at the forefront of animal keeper training and more workshops are being planned for the latter part of 2010 and throughout 2011.

To visit our page on Facebook and become a fan, simply search for "ABWAK".

Ross Snipp MSc, Chair

AFSA Updates

The French association of zookeepers, (AFSA), is gearing up for its next Congress; this will be held in northern France at Fort Mardyck Zoo, from the





Around the ICZ World

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21st to the 25th of March.

It will be a varied programme and thanks go to the high quality of the contributors for sharing their experiences with us. We want the conference to be lively, formative and convivial. Debates as well as practical workshops have been planned and it is hoped all the delegates will participate actively.

Delegates will also be shown behind the scenes during a one day post conference tour to Nausicaa, the national Sea Center in Boulogne sur mer, here they will be able to witness medical training with the sea lions.

There will be a Conservation Evening & all the money raised will go to help European species conservation, namely: european brown bears, wolves and seals.

We held our first Conservation Evening last year in aid of great ape conservation and were proud to have raised the following:

- €257 for the Chimps Conservation Center in Guinea: <http://www.projetprimatesfrance.org>
- €111 for the project Dzanga-Sangha: <http://www.dzanga-sangha.org>
- €496 for the Goulougo Triangle Ape Project in Congo: <http://www.congo-apes.org>

One hundred zoo professionals are expected to attend the congress and around fifty people more at the Conservation Evening; this event is open to all, not only animal keepers.

All the proceeds from the Conservation Evening will go to the association "Parc'ours"; their goal is to inform the public about the reintroduction of bear in the French Pyrenees: <http://www.parc-ours.fr>

We hope the congress will be a success; not only improving the knowledge within the profession but also helping the conservation of wild animals.

A new logo for 2011!

A few months ago AFSA refreshed it's logo! We kept the loris as our emblem but we gave him a more healthy shape!!!



Berufsverband der Zootierpfleger e.V. (BdZ)



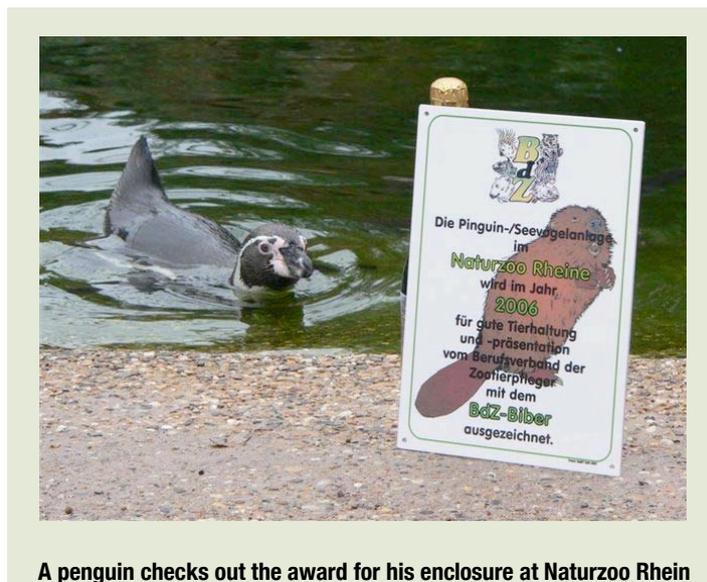
The BdZ Beaver is the only award in the German speaking region for outstanding enclosure design, showcasing modern systems of animal keeping, attractive concepts and innovative ideas.

At the end of 2001 a working group was to set up to create a constitution and the first criteria catalogue. The Beaver was chosen for this award because it is a species that works as a team, actively making differences to their environment and so creating new habitats for other species as well.

The first winner was in 2002, that and subsequent winners are as follows:

- 2002 Tierpark Nordhorn for their mixed enclosure of Griffon Vulture & Ibex.
- 2003 Zoo Dresden for their Red-bellied Tamarin enclosure.
- Westküstenpark St. Peter – Ording for their Harbour seal enclosure.
- Zoo Erfurt for their Colobus enclosure.
- Naturzoo Rheine for their Penguin enclosure.
- Tierpark Wolgast for their Indian Otter enclosure.
- Tierpark Dessau for their Shore Bird aviary.
- Zoo Leipzig for their Elephant enclosure "Ganesha Mandir".

The winner receives a certificate and a plaque to display at the enclosure.



A penguin checks out the award for his enclosure at Naturzoo Rhein

We hope to see you all in Singapore for the 4th International Congress in 2012! For details please contact www.iczoo.org or your own zookeeper associations.

Letter from the President

Shane Good



If you have been paying attention to the various publications of the regional zoo associations and the WAZA newsletters, you have noticed there is a new buzzword in the industry; Sustainability. The context in which our zoo associations are using the term sustainability is not related to “green living”, recycling, and LEED certifications. Rather, sustainability in our main lexicon refers to the zoological community’s recognized sense of urgency of ensuring the future viability of zoo and aquarium populations. Research indicates that zoo-based populations have declined in overall numbers over the past decade due mainly to low population sizes and poor demographics (Boyle, et al, 2011). Simply put, many of the species in our zoo animal collections are not being managed sustainably, failing to breed to replacement for multiple generations with appropriate levels of genetic diversity.

The Association of Zoos and Aquariums’ (AZA) Task Force on the Sustainability of Zoo-Based Populations identified several key factors that can collectively reduce population sustainability (Bonner, 2011):

- Lack of exhibit and breeding space
- Lack of husbandry expertise
- Overloaded population planning capacity
- Unnecessary complexity in population management administration
- Inadequate awareness at all levels related to sustainability issues
- A need for a stronger overall commitment to supporting sustainability outcomes
- Widespread difficulty in obtaining permits for acquiring and moving animals
- Dwindling staff expertise related to the husbandry of a broad range of species. A sense that we simply are not doing a good enough job of training the next generation.
- A need to treat all taxa the same

Obviously this crisis is troubling to a zoo keeper on many different levels. First, if the species that we work with are not being managed sustainably, then obviously our profession is jeopardized. If your passion is being an orangutan keeper, but orangutans cannot be managed sustainably into the future, you may not be an orangutan keeper for very long. Secondly, to continue with the orangutan example, if we cannot manage them sustainably in zoos where they are relatively safe, what does that say for their future in the wild? If we cannot adequately manage our *ex situ* conservation strategies, what does that say for our *in situ* strategies which are often much more complex? Finally, the very future of our zoos and aquariums, and our conservation education messaging, depends on our ability to showcase healthy groups of animals in natural settings. Declining populations and decreased genetic variability is a threat to our ability to achieve our mission.

Fortunately, the AZA Sustainability Task Force has some recommendations for addressing sustainability in our animal populations (Boyle et al, 2011):

- Increased training opportunities
- Increased space for animal holding and breeding
- Increased population planning capacity
- Increased training on permit application writing
- Development on program leader succession planning

Overall, I think the regional associations and WAZA have a very sound strategy for moving forward, and I agree with all of their points included in the various publications that I have read. Here’s the one problem I have: In none of the publications that I have read is there a single mention of zoo keepers or aquarists, the staff that work with these animal collections every single day, and have the most daily contact with these species. Sure the publications mention “staff” and they cannot mention every single classification or worker that may be employed in a zoo’s animal care department. But keepers and aquarists spend their entire work day with these animals, and it is my contention that the successes related to the sustainability of our collections are often the result of the daily husbandry and observations of our keepers and aquarists.

Providing more space for naturally-sized groupings of species, with natural sex ratios, in the most natural environments as possible will go a long way in improving reproduction. Better science works great in some situations and talking about AI, cryopreservation of gametes, and embryo transfer sounds interesting, but the average zoo in the world doesn’t have the staff and the resources for it. For generations, the most reliable way to get animals to successfully reproduce was by having dedicated staff (zoo keepers) paying attention to and observing the natural behaviors, reproductive cues, and subtle clues of animal husbandry that only comes with dedicated observation and experience. This remains true to this day. Zoo keepers

Macaque Release Project in the Philippines

and Leo Jonathan A. Suarez, DVM



The Long-tailed macaque *Macaca fascicularis* is one of the many species of animals that are exploited in great numbers for illegal wildlife pet trade in the Philippines. As a result, rescue centers are often left with many macaques from former pet owners or government confiscations. Majority of these animals arrive in very poor physical and mental condition and often end up in even more miserable conditions because of their continued influx in rescue centers.

The Wildlife in Need (WIN) Rescue Center in Subic Bay Freeport Zone, which was created in collaboration with WIN Foundation, Ocean Adventure and the Department of Environment and Natural Resources of the government of the Philippines, began a release project for these animals in 2010. This was done in response to the need for a long-term humane solution for managing an increasing number of Long-tailed macaques in the rescue center.

The release project was initiated with a survey of the Subic Watershed Forest Reserve in February and March 2010. The survey was conducted with the objective of determining the population of macaques in the forest reserve and identifying release sites for these animals. The criteria used in selecting release sites were the absence or presence of only a small population of wild macaques; an adequate supply of food plants, water sources; and accessibility for the monitoring phase of the project. From the 10,000 hectares forest reserve, two release sites were identified.

To ensure that the macaques would be able to adjust to living in the forest, a soft-release was planned. The animals were given the opportunities to come back to the release enclosure where food, water and shelter were provided, while they explore their new environment and learn how to find natural food sources.

After necessary permits were obtained, a group of five macaques was selected for the first soft-release. These animals arrived individually on different occasions, rehabilitated and formed into a viable social group. Part of the rehabilitation was to ensure that the animals have the skills to survive in the wild, such as knowledge of plants to eat, dangerous plants and predators to avoid. The zoo keepers at WIN spent several hours a day during their rehabilitation to ensure that the animals were fit and ready for release. A thorough medical examination was also done to ensure that they were healthy and free from diseases.

In April 2010, the five macaques were moved to the pre-release enclosure. They were allowed to settle in their new environment for several days before their enclosure door was opened. The animals immediately explored their new environment as soon as the doors were opened. Daily provisioning of food and water and monitoring of the group were done by the keepers. The daily visits were then gradually reduced after observations showed that the animals appear to have found a water source and food plants. This was also done to encourage them to forage more and become less dependent on the food and water provided.

Six weeks after the release of the first group, another group of four macaques was also released in the same area. The two groups immediately joined together and their social hierarchy was settled without much aggression. However, three of the macaques disappeared one at a time. While nothing can be concluded what happened to these individuals, it was likely that they left their own group and joined one of the three identified wild groups present in the area. Predation by large pythons was also possible.

In spite of this, the release of these rescued macaques proved to be a successful project that will provide a long-term solution for the rescued macaques in Subic Bay. In February this year, a group of eleven macaques were also released in the same area. From the observations made, the group appears to have easily adapted to life in the forest. While we were hopeful that this group will join the previous group, the two were never seen together. Often, only one of the two groups is seen during the daily visits. Whether the two will merge or not, the important thing is that they are doing very well and are adapting to life in their natural habitat.

This project would have not been possible without the funding support from the Italian Wildlife and Zoo Veterinary Emergency Team and technical assistance Barbara Martelli of PhiloZoophie Limited in Singapore and Dr. Sonja Luz of Communities for Conservation Society of Cologne.

Zookeepers from Wildlife In Need help load up the macaques before their soft release



Taking the macaques to their new temporary home

News from Japan

Hiroyuki Takahashi from China Zoo in Japan gave us an update on how Japanese Zoos were doing after the great March 11 earthquake, tsunami and nuclear reactor explosion. He sent a message assuring us that all Japanese zookeepers who attended the last AZA and ICZ joint conferences in Seattle are all fine and that Chiba Zoo is out of danger. He further mentioned that Aquamarine Fukushima suffered some damages brought about by the Tsunami. The electrical system has broken down, but staff have been trying to solve this. Luckily, Yagiyama Zoo, which is located in Sendai, was not badly damaged. Perhaps the major concern of all the zoos affected by the catastrophe is a lack of food supply for the animals. All the Japanese zoos are helping Yagiyama Zoo and other affected institutions to support and provide feed for the animals.

Behind all these, Hiro maintains “we Japanese keepers never give up!”

Hiro and the rest of the zookeepers from Japan are very much thankful for all our concern and assures everyone that they are safe. He further said that he was thankful for all the heart-warming messages that he has received from members of the ICZ all over the world.



Upcoming events

Mark your calendars for the ICZ Member & Partner Institution happenings!

Event	Date	Event	Date
Enrichment Congress, Heidelberg	May 6 - 8	Birdkeeper's Meeting, Vienna	Sept. 30 - Oct. 3
Beaver Award for Naturzoo Rheine	May 20	Camel Keeper Workshop	Nov. 11 - 13

Letter from the President

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and their professional associations need to be part of the decision making process in addressing sustainability in animal collections because their daily activities are an essential part of the programs' success.

The leaders of the regional associations and WAZA speak of collaboration amongst the regional zoo associations, zoos, aquariums, and academic communities. I urge them not to forget the nine professional zoo keeper associations of the world and the International Congress of Zookeepers. Collectively, our nine associations and 6000 members' impact on animal husbandry, conservation, and educating zoo visitors is tremendous. Together with WAZA and the regional zoo associations of the world we can solve the sustainability crisis facing our animal collections.

The ICZ Steering Committee

Shane Good — President

Pep Xarles Ribas — Vice President

Liz Romer — Treasurer

Carla Srb — Secretary

The steering committee is composed of representatives from the following institutions:

AAZK (Shane Good & Norah Farnham, USA)

ABWAK (Paul Howse & Richard Barnett, Britain & Ireland)

AFSA (Virginie Roy & Mickaël Michault, France)

AICAS (Pep Xarles Ribas & Albert Pamies Panzuelo, Spain)

AKAA (Robynn Ingle-Moller & John Werth, Africa)

ASZK (Carla Srb & Liz Romer, Australasia)

BdZ (Carsten Knott & Irene Tomaschek, Germany)

De Harpij (Rolf Veenhuizen & Renee Higler, The Netherlands)

ZAP (Emilia Lastica & Leo Jonathan Suarez, Philippines)

