



ANIMAL MANAGEMENT POLICY

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Introduction

This policy document provides general policy for the Native Animal Rescue (NAR) in the four major areas of:

1. Health, Safety and Welfare of NAR Volunteers and Staff
2. Animal Disease and Physical Injury Management
3. Rehabilitation
4. Animal Management Procedures

This policy document provides the guiding principles by which the Foundation will conduct its business, in relation to care for volunteers and staff. Operational procedures for the Foundation shall be developed and implemented by the Executive to comply with the intent of these policies and to provide the appropriate framework for the ongoing business of the Foundation. The Executive shall maintain oversight of current working procedures, and amend them as appropriate to best meet the intent of this policy while operating efficiently and effectively.

Health, Safety and Welfare of NAR Volunteers and Staff

Protection of Carers

NAR shall at all times ensure that its operations do not put the health, safety and welfare of carers at risk. To achieve this:

1. Carers shall undergo appropriate training and be properly supervised until they have demonstrated competencies;
2. NAR facilities shall be maintained in hygienic conditions to minimise exposure to risk;
3. Carers shall not undertake unreasonable work loads either at the Centre or in their own homes where they have undertaken home care of animals;
4. NAR shall implement effective home care monitoring programs to monitor the home care of NAR animals and ensure that appropriate standards are being achieved.

Zoonoses

NAR shall develop procedures that promote an awareness of zoonoses within the staff and minimise the exposure of staff to these. The staff shall be trained in industry standard techniques to mitigate the likelihood of contracting a zoonotic disease and shall be required to maintain these standards at all times.

Animal Disease and Physical Injury Management

Quarantine

Newly arrived animals shall be kept quarantined from other animals in the centre until their disease status can be assessed. Staff work routines shall also support this quarantine principle. This will help prevent the spread of disease to otherwise healthy animals.

Assessment

Veterinarians shall be made aware of the determination that a prognosis of full recovery is required in order for NAR to put significant resources into the treatment of an animal.

Other than cases of raising young animals, qualified veterinary attention shall be sought to assess the status and treatment of injured and sick animals.

Euthanasia

Euthanasia shall be used as a management tool in certain circumstances:

1. Where an animal is suffering;
2. Where an animal is deemed on assessment not to be able to be rehabilitated and no suitable outlet is known for it;
3. To control feral animals which enter the centre.

Euthanasia shall be administered by a qualified veterinarian or by a staff member duly trained in its application. The board shall determine acceptable methods of euthanasia to be applied to prescribed classes of animals, which shall be consistent with current veterinary knowledge and NHMC codes of practice.

Rehabilitation

Records Management

NAR has under its constitution the directive to care for fauna that are to be rehabilitated (clause 3.1.3) and fauna that cannot be rehabilitated, at the discretion of an animal release committee (clause 3.1.6), which shall make recommendations to the Executive Committee in accordance with policies of the Foundation.

NAR staff shall keep records of each animal that comes into its care. The records shall show history, key decisions, health status and disposal/release. This information shall be kept up to date and as much as possible in a format that will enable gathering of

meaningful statistics to demonstrate the activities of the NAR and assist in management and planning.

NAR shall accumulate knowledge of released animals and their survival characteristics wherever possible. This knowledge shall be used as the basis to develop methods of release and rehabilitation in consultation with appropriate instrumentalities.

Pest Species and Non-Endemics

Native Species shall not be released into an area outside their historic range. Introduced native and exotic species shall not be released unless prior written approval has been obtained from the Department of Conservation and Land Management and the Department of Agriculture, as appropriate.

Acceptable Quality of Life

Animals that cannot be rehabilitated to an acceptable quality of life shall be euthanised or, in exceptional circumstances and in compliance with legal obligations, referred to other carers. NAR shall not direct significant resources into caring for introduced or exotic species unless the animal is appropriate for approved educational programs operated by the NAR.

Disease Control

The disease status of animals shall be determined prior to release into the wild. This shall be done in consultation with veterinary professionals and, wherever possible, designed to prevent the introduction of new diseases into wild populations.

Animal Management Procedures

Procedures

These are descriptions of processes which NAR volunteers and staff shall undertake at the centre as they care for animals and make decisions on behalf of NAR. These shall be established and kept current by the NAR Executive in consultation with the relevant animal committee. Procedures shall be developed to detail the application of this policy to each species that NAR receives. Those animals with the greatest conservation value and the best chances of rehabilitation shall be dealt with as a priority.

Skills Lists

Skill lists shall be completed and regularly reviewed by an analysis of the skills needed to perform particular procedures.

To ensure all animals are adequately managed, the Foundation shall maintain a record of the skill set for each volunteer, in which each skill shall have been endorsed under the signature of the approving supervisor.

Training Check Lists

Training checklists shall flow from the skills lists. A new volunteer shall be considered trained to undertake a procedure, once they have demonstrated all the necessary skills to a supervisor's satisfaction. A supervisor is defined as an experienced volunteer or member of the committee and recognised by Executive as both being competent in those skills and able to assess those in others.