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Tattler is the quarterly newsletter of the Australasian Wader Studies Group. Contributions are welcome and encouraged for all working with shorebirds and their habitats along the East Asian- Australasian Flyway. Please contact the editor for more information.

Editorial

The migrants have returned and on the shores of north west Australia the NWA expedition are

waiting! This years three week expedition is the largest ever with 42 participants signed up making it possible to operate two cannon-netting teams at once. The locals will think Broome is being invaded!

Every migration brings more knowledge of the range of some species and the amazing journey they undertake to complete their lifecycles. Central to this is the banding and flagging that is happening throughout the world (see article on page 4) . It is great to see countries sharing knowledge and skills within their borders and across the flyway; the movements themselves mirroring the travels of the shorebirds as people 'land' in flyway countries to rest, catch up with old friends and make new ones before heading home.

As more sad news comes out of South Korea (see www.birdskorea.org for the latest) it is good to hear of wins, no matter how big or small, for the protection of migratory species habitat. The Ralphs Bay development was proposed 10 years ago and has finally been rejected (though appeals by the developer may still occur) in favour of two waders and a fish! It just goes to show that persistence does pay off.

Interesting sightings

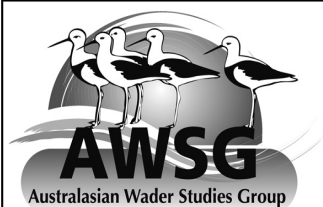
Knots: Large numbers of Great Knots and Red Knots have been sighted on southward migration near Magadan on the Sea of Okhotsk, Russia. This suggests that 2009 may have been a well needed highly successful year for breeding in the Arctic for the knots.

Curlew Sandpiper: Chris Hassell and his team had a super catch at Broome on the 17 October and in it there was a Russian banded Curlew Sandpiper. A female, it was banded by Mikhail Soloviev of the Moscow State University on the nest on 28 June 2005 in the central Taimyr region. In 2004 a Curlew Sandpiper with Polish rings was seen at this site clearly indicating that birds from Central Taimyr may migrate to both directions - east and west.

Information provided by Igor Dorogoi, Mikhail Soloviev and Clive Minton



Knots at mouth of Jana River, Russia
Photo: Igor Dorogoi



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www.aws.org.au



Report of 7th Australasian Shorebird Conference

5-6 September 2009

Despite the overwhelming evidence of a decline in shorebird numbers, in some species to catastrophic levels, it is hard to keep shorebird passionistas too depressed. The mood at the conference in Hobart over the weekend of 5th-6th September was one of cautious optimism.

The conference was hosted by Birds Tasmania, a regional group of Birds Australia, and held at the University of Tasmania in Hobart. It was an excellent venue, and its proximity to the city and accommodation meant it was very convenient for delegates.

A benevolent dictator is the perfect person to organise and run a conference and we certainly had one in Eric Woehler. His cheery disposition, attention to detail and his ability to herd cats meant that the weekend went off without a hitch and on time.

The conference was opened on Saturday by Alison Russell-French, the President of Birds Australia. Alison reminded us of the importance of spreading the message more widely about the crucial position of birds for our environment, and of course waders in particular.

Ken Gosbell, the Chairman of AWSG, followed with the Keynote Speech, The Coorong- A Decade of Decay. The waders in the Coorong were first monitored in 1981 and had been annually until 1987. After deducting the Banded Stilt, whose numbers have increased due to hypersalinity in the Coorong, the wader numbers have declined by 85%. Ken felt that the role of the AWSG must be the continuing collection of scientific data, the publication of results and communication with governments at all levels and with the community at large.

This theme of communication was a strong one in many of the subsequent papers. From Jo Oldland's excellent update on the 2020 Shorebird Monitoring Project to Richard Fuller's account of the 16 years of shorebird monitoring at Moreton Bay in Queensland, and Sheree Maden from the Gold Coast City Council (GCCC) who presented a paper on the important subject of human disturbance on beaches. This monitoring took place on South Stradbroke Island by the GCCC and Terry Dillon from QWSG. South Stradbroke Island is the only known nesting location for the Little Tern in Moreton Bay. It is also used by 16 species of migratory shorebirds.

The variety in the papers on the theme of migratory and resident shorebirds was notable. Adrian Riegen from New Zealand gave a fascinating and entertaining report on the first shorebird survey conducted in the Mundok area in North Korea. Fellow Kiwi, Keith Woodley from the Miranda

Naturalists' Trust, gave a wonderful account of his trip to Alaska and the observations of a pair of breeding Bar-tailed Godwit (*Limosa lapponica baueri*). Keith has recently had published by Penguin Books NZ, "Godwits, Long-haul Migrants". Hopefully this will be available here in bookshops from October.

Serendipitously, Saturday concluded with time for a forum and questions. This was very productive and gave people the chance to put forward ideas for initiatives for future management of shorebird sites, how we can involve the wider community and the development of projects in the education sector. Adrian spoke of the sister city relationship with Yalu Jiang in China.

The conference dinner on Saturday evening in the University Club was most enjoyable and lively. The food was delicious as indeed it was for the whole weekend.

Sunday began with the Keynote address by Mike Weston from Deakin University. He reminded us that an understanding of relevant aspects of human behaviour can enhance shorebird implementation and management. As humans are in the end responsible for nearly all threats to shorebirds ipso facto we are responsible for the solutions.

Peter Dann then spoke about the Hooded Plovers on Phillip Island. The importance of communication again was impressed upon us. He said that if you tell people what is going on compliance with Hooded Plover protection goes up to 100%.

To conclude there were some excellent papers, well presented, from younger members of the shorebird fraternity, Lucy Aplin, Ben Arthur, Paul Finn and Alice Ewing.

All in all it was an enjoyable, stimulating, and thought provoking weekend.

I congratulate Eric Woehler and his team from Birds Tasmania for their great hospitality and a well organized conference.

Penny Johns

Australia well represented at IWSG Meeting in the Netherlands

In September I had the stimulating experience of attending the International Wader Study Group Conference and associated meetings on the island of Texel in the Netherlands. In fact, Australia was well represented at this meeting with Roz Jessop, Danny Rogers and Chris Hassell also attending – somewhat of a takeover from downunder. The conference and associated workshops went over 4 days; the weekend conference was preceded by a workshop on 'Connecting conservation and research' and followed on the Monday with workshops on 'Monitoring waders in the Siberian Arctic' and one on 'Slender-billed Curlew'. The venue was in Den Burg, an attractive village on the island of Texel which at around 160km² is the largest of the Wadden Sea islands. This provided me with my first opportunity to see the incredible Wadden Sea which is important for being home to a wide range of shorebirds and a key staging area for many thousands more on migration.

The topic of 'Connecting conservation and research' is a particularly relevant one as both resident and migrant species come under increasing threat from human activities and climate change. Presentations were given by both scientists and operational conservationists with ample opportunity for discussion. There were also several case studies, one of which was the SSMP program (given by Danny Rogers), which AWSG and Birds Korea undertook at Saemangeum from 2006-2008. This was seen as a good example of science and conservation working together to achieve a positive outcome. There was lively discussion on the perceived 'gap' between science and conservation and what could be done about it. There was general recognition that we faced a crisis in getting messages across to governments and communities regarding the value of shorebirds and the critical threats they are facing. There was a need for science to be 'translated' and communicated to all levels of the community; one theme being a 'super collider' approach of getting the message to world bodies such as the UN through a global collaborative scientific effort.

The main Conference was attended by over 160 delegates and the number of papers submitted meant that some of the sessions had to be scheduled in parallel. Sessions covered Migration and stopover ecology, Wader hotspots and monitoring, Population dynamics Conservation, Breeding biology and Moulting (Danny presented a very interesting paper on the Moulting of Hooded Plovers). I presented a paper on the relevance of the AWSG in the East Asian-Australasian Flyway which elicited some interest as most of the other presentations related to the Euro-African and Pacific flyways. While all flyways are suffering habitat

change there was little doubt that our flyway, with almost half the world's human population, was in crisis in many areas. Some of the insights I was left with after the conference include:

- Europe, including the UK together with the US have the infrastructure including academic institutions and government research organisations, to undertake a wide range of research on shorebird biology, ecology and population dynamics.
- The above programs are utilised in formulating conservation policies and strategies.
- Notwithstanding the above, the AWSG being a relatively small NGO with limited funding and totally operated by volunteers contribute an enormous amount to the knowledge of shorebirds and are highly regarded internationally.
- In Australia it is imperative that we utilise our banding and sighting information constructively to undertake demographic analyses including survival rates for species and with time. Other countries are utilising this information to help understand the dynamics of populations and the possible impacts of habitat destruction.
- The impact of climate change on migratory shorebirds is unknown. Some research programs are underway but there are many unanswered questions in this area.
- Passionate volunteers can make a difference. There were several examples where passionate volunteers in many parts of the world were able to demonstrate the importance of local shorebird sites and, by raising community awareness, were able to initiate some protection.

After the conference I had the opportunity to attend one day of a workshop for the Global Flyway Network under the leadership of Theunis Piersma. This is an exciting initiative sponsored by Birdlife Netherlands and Birdlife International and serves as an umbrella for a series of global research initiatives on the fate of shorebird populations and their habitats. It is a very vital and dynamic group of researchers who have set clear goals to produce excellent science to support global conservation programs. Chris Hassell and Danny Rogers are key participants in the group and we look forward to the outcomes of their studies.

The next IWSG conference is in Portugal for those wishing to share in this experience.

Ken Gosbell

2 October 2009





National Bird Banding Centre of China Shorebird Banding Workshop, He Bei Province 27th July to 1st August, 2009

In late July, the National Bird Banding Centre (NBBC) of China (part of the Beijing College of Forestry) held a shorebird banding and flagging workshop near the western coast of the Bo Hai sea. The aim of this workshop was to provide training, guidance and to engage banders from different wader banding stations around China and for people participating in wader banding activities. Two AWSG/ABBBS representatives were invited to attend the workshop and assist with training. Myself and Mr ChungYu Chiang from Taiwan attended the workshop in this capacity. Our specific role was to provide instruction relating to flagging (especially the production of flags), and in the identification, ageing and sexing of waders.

The workshop commenced with a dinner attended by officials from the NBBC, including the Director, Lu Jun, and Vice Directors, Qian Fawen and Hou Yunqui. Also in attendance was the Mayor of Cangzhao City and banding groups from Jiuduansha Wetland National Nature Reserve and Chongming Dongtan Birds National Nature Reserves of Shanghai, including Ma Qiang and AJ (AJ participated in the NWA 2008 expedition with Jin Weiguo). Banding representatives were also present from Shengjinh Lake National Nature Reserve in the province of Anhui, Tumuji National Nature Reserve of Inner Mongolia and Haixing Wetland Nature Reserve in the province of Hebei.

The official opening ceremony was held on the morning of 28th July after which I gave a presentation on wader catching in Australia with Mr Qian interpreting. I gave an overview of the cannon netting process, which is unfamiliar to many Chinese banders as cannon netting is not used in China. It contained a selection of photographs donated by AWSG members like Chris Hassell and Clive Minton, and also Jan van der Kam and ChungYu. Unfortunately I received few questions, perhaps because much of the material I wished to cover was diluted in order to allow a clear translation. In future, more written information (with Mandarin translations) is necessary with the photos, to make the messages about catching and banding clearer.

ChungYu gave his presentation about banding activities in Taiwan, where methods are more similar to those employed in China (namely mist netting). He covered catching techniques, talked about the flyway, key catching sites in Taiwan, and gave a brief overview of some of the data collected and a summary of species captured, including identification characteristics. He briefly covered the situation in Korea, including the reclamation of Saemangeum, and the wader counting there.

Professor Zhang then gave a long and detailed talk about waterbird identification. It is unfortunate I do not understand the language as I think some very interesting and useful points were made in his talk. After lunch presentations were made from other banding stations, including one from AJ about Chongming Dongtan Nature Reserve. During this time, I assisted Kinder Shu, Miss Dai Ming and another group member shopping in Cangzhao for solvent cement (which proved extremely difficult to find). The final product was an unlabelled brown reagent bottle containing a liquid Tetrahydrofuran. This liquid was nevertheless an adequate substitute for the solvent cement we use in Australia. The afternoon session attracted many enthusiastic people as was used to make flags.



Left to right Professor Meng, Miss Hou and Dongping making blanks. Photo Birgita Hansen

On the second day we moved to Huanghua. Mist nets were already in place and being monitored by students of Professor Meng. More were placed at another site with both sites having nets set over shallow shrimp ponds. A selection of different net types was used and a small number of 8-shelf nets were also erected. In all 28 nets was placed across the ponds at two sites.

ChungYu and I spent some time conferring over the species caught, attempting to work out the key characteristics for ageing these birds. The main characters captured were Sharp-tailed Sandpiper, Marsh Sandpiper, Common Sandpiper, Long-toed Stint and Kentish Plover. The sandpipers proved to be the most tricky to age, with breeding and retained juvenile plumage being (surprisingly) difficult to differentiate at times.

The following day started with an early morning net session and after breakfast ChungYu and I gave a detailed overview of ageing, moulting and sexing waders. We focussed much of our discussions on birds commonly caught in the area and outlined key characteristics for ageing different species. We

provided a detailed photographic record of juveniles and adults of different species, including Sharp-tailed Sandpiper, Marsh Sandpiper, Greenshank, Wood Sandpiper, Common Sandpiper, Long-toed Stint, Red-necked Stint, Curlew Sandpiper, Greater Sand Plover and Kentish Plover. It was a long session with both of us talking (ChungYu translating for me) and answering questions, and discussing with the audience throughout. The talk was well received, and it got quite a few people thinking about moult in the following field sessions. In the field ChungYu would provide guidance about ageing and moult as I circulated amongst people trying to instil a philosophy of improved bird welfare and careful wader handling.

In the afternoon we visited two different shrimp ponds. The first had a large mudbank with Black-tailed Godwit, Eastern and Eurasian Curlew, Whimbrel, Grey Plover, Eurasian and Black-faced Spoonbill, Grey Heron, Little Egret, and Black-headed and Black-tailed Gulls. The second set of ponds had adjacent areas of partially regenerated salt marsh/dry mud flats. In this marsh/field area Oriental Pratincole, Kentish Plover and Black-winged Stilt breed. In the ponds we saw many Grey Herons and Little Egrets, mixed flocks of waders (including three stint species, Red-necked, Long-toed and Temminck's), several Purple Herons plus an Oriental Stork. Gulls and the ubiquitous Little and White-winged Black Terns were also there in numbers.

After another early morning field session, Mr Qian gave a seminar about the management of banding operations including regulation of banding activities by NBBC. He gave information relating to catching, transporting and processing birds. The NBBC considers itself the regulatory body for all banding and flagging activities, in a similar fashion to the ABBBS, and wants all activities to go through the centre for approval. The afternoon was used to visit the port and agricultural areas to look for waterbirds amongst the freshwater ponds and drains.

One last banding session was conducted that night and following morning – it was clear that messages we had delivered during the workshop had been understood by workshop participants. More birds were being aged and moulted correctly, and some safety issues for the birds had been taken on board, including the processing of long-legged, wetted or slightly injured birds first. It was inspiring to see the small changes take place over only a few days and there is scope to continue to improve upon the new-found knowledge. Chinese banders are very enthusiastic, good listeners and are quick to learn. The information shared during the workshop will provide a sound basis upon which to continue to pass on knowledge and experiences from both Australia and Taiwan for the betterment of Chinese shorebird monitoring.

The last day we moved back to Cangzhao for the closing ceremony, which was attended by the mayor. ChungYu and I gave closing speeches



Nets being erected over shrimp ponds at Huanghua. Photo: Birgita Hansen

outlining our impressions of the workshop. We both felt that the workshop gave an excellent opportunity to bring together and learn from banders from around the country and to share the experiences from different parts of the flyway. I took the opportunity to invite all participants to travel to Australia and join our wader banding activities.

The people whom I met and worked with were incredibly welcoming, friendly and helpful. They went out of their way to ensure ChungYu's and my needs were fully met, and despite the absence of strong English-speaking skills in a lot of the participants, all would make an effort to communicate. I am most grateful to ChungYu whose vast experience and knowledge taught me a lot about the species we saw, especially species that I have little to no experience with (e.g. Long-toed Stint and Kentish Plover). ChungYu is an outstanding shorebird and an incredibly talented, helpful and friendly person. I consider it a great privilege to have worked so closely with him.

I would like to sincerely thank the NBBC for funding my visit and I am greatly appreciative to the AWSG for sending me to China as a representative of Australian shorebird studies and for financing the flights. I have established a number of Chinese contacts which will benefit the maintaining of communication lines between China and Australia. These will add to the relationships forged by earlier visits by people like Chris Hassell, Adrian Boyle, David Melville, and Mark Barter. Chris and Mark, in particular, are well known and respected among many of the Chinese banders. I hope that through careful planning and fortuitous funding opportunities we will be able to invite Chinese wader banders to Australia and give them the opportunity to experience shorebirds in another part of the flyway. These collaborative arrangements are invaluable for knowledge transfer and international flyway cooperation, and I hope to see them continue in the future.

Birgita Hansen

*Postdoctoral Research Assistant, Monash University
Project Officer, Western Port Welcomes Waterbirds
Arthur Rylah Institute, D.S.E.*





Travelling Turnstone

We've recently received further reports from Taiwan of sightings of the engraved-flagged Ruddy Turnstone 052-51886. This bird has had such an amazing history of sightings, since it was first marked in March 2007 at Currie, on King Island, that it is worth publishing these for the interest of all those involved in VWSG wader banding.

The banding, resighting and recapture history of this bird is detailed below.

Banded	24.3.07 Currie, King Island
Resighted	4+8.5.07 Taiwan
	3.8.07 Taiwan
	17.4.08 Taiwan
Recaptured	30.3.09 Currie, King Island
Resighted	14.4 to 21.5.09 Taiwan (seen 7 times over 37 days)
	21+22.8.09 Taiwan

It was originally given engraved leg flag X0, but this

was replaced by EA on 30th March 2009 because the original flag was becoming illegible.

This bird has now been seen in Taiwan on northward migration in 2007, 2008 and 2009. It has also been seen on southward migration in Taiwan in August 2007 and again in August 2009. Thus this bird has been seen in Taiwan in five of the six migration seasons which have occurred since it was originally banded. One of its stopovers lasted for more than five weeks.

All the sightings in Taiwan were at the same location and were made by members of the Taiwan Wader Study Group. They were subsequently reported to us by its leader Chung Yu Chiang.

Let us hope we can find this bird in King Island again in future austral summers and that it also stops over in Taiwan on each future migration when commuting to its breeding grounds, which are presumably in northern Siberia.

Clive Minton

NZ birder follows Alaskan Godwit to Australia

You will be delighted to hear some remarkable news.

Those of you who were at the AGM will remember New Zealander Rob Schuckard's wonderful presentation on Alaska. He showed in that a pair of Bar-tailed Godwits which had nested close to their base camp in the Yukon Delta.

On Tuesday 15th September, Rob went out by boat with Peter Anton to view Godwits in Corner Inlet.

They only found ten! But one had a white engraved black flag J1. This was the female of that pair which Rob had photographed and subsequently caught and leg flagged in Alaska in May last year. He and Peter could not believe their good fortune - resighting yourself a bird that you had originally flagged 12,000 km away on its breeding grounds in southwest Alaska!

Clive Minton

Wave The Waders Goodbye at Roebuck Bay

This popular course is back again in 2010. Focus of the course will be on the diverse selection of shorebirds that visit the area every wet season although we will spend time birding in a range of habitats seeing a wide variety of birds and wildlife. This is a great opportunity to see large numbers of shorebirds at close quarters and learn all about their identification and amazing life stories. As well as time in the field there will also be illustrated presentations on shorebird identification and ecology. In the late afternoon you are invited to participate in 'migration watch'. This is an important part of the research work carried out by the BBO and an amazing opportunity to watch these birds actually leaving to begin their long journeys north. Subject to post-wet season accessibility, we also tour the bush and plains to the east of the Observatory and other local birding sites where we'll find a variety of bush birds and waterbirds, in addition to shorebirds that favour fresh water habitats.

Roebuck Bay is among the top five migratory shorebird destinations in the world. The bay is an ideal area for observing daily shorebird movements on and between mudflat feeding areas and high tide roosts along the shoreline. It is also a perfect setting to witness departure of shorebirds as they embark on their long annual migration to northern Asia and Siberia, which is the focus of this course. During the course, you will have an opportunity to witness large numbers of birds in departing flocks, as well as observe the beautiful and diverse breeding plumages of these shorebirds against the spectacular backdrop of the bay.

The price of \$990 includes all accommodation, tours, transfers and meals.

Dates for these courses are 26-31 March and 12-7 April 2010.

For more information email us at bbo@birdsaustralia.com.au

New flag colour for NZ Godwits

Please be advised that a new flag and band combination is now being used on Bar-tailed Godwits in New Zealand - the flags are RED (rather than white which has been used up to this time). The colours used for the bands remain the same (Red, White, Blue, Yellow).

The use of red flags is necessary as we are running out of white flag combinations.

*David Melville
Ornithological Society of New Zealand Banding
Liaison Officer*

Curlew Sandpiper overlap

Chris Hassell and his team had a super catch at Broome on the 17 October and in it there was a Russian banded Curlew Sandpiper. A female, it was banded by Mikhail Soloviev of the Moscow State University on the nest on 28 June 2005 in the central Taimyr region. In 2004 a Curlew Sandpiper

with Polish rings was seen at this site clearly indicating that birds from Central Taimyr may migrate to both directions - east and west.

Information provided by Mikhail Soloviev and Clive Minton

Ralphs Bay victory to greens

Conservationists were yesterday claiming a landmark victory over the Ralphs Bay canal development. The Tasmanian Planning Commission determined the controversial development should not proceed.

The former Resource Planning and Development Commission released its draft assessment yesterday, concluding that Walker Corporation's \$300 million, 471-lot estate should not be built.

The arduous three-year assessment process determined the proposal was "an inherently unsustainable approach to satisfying demand for residential land."

"The panel finds that, although well designed and engineered, the proposed development would be a major and unacceptable intervention into Ralphs Bay," it said.

"The only substantial factor in favour of recommendation that the project proceed is that the 'reclamation' stage of the project would most likely bring economic benefits for the state in the order of \$35.6 million."

But the expert panel argued those benefits were far outweighed by a range of factors, including the threat to local endemic species such as the pied oystercatcher and spotted handfish.

It also recommended that the Australian Government reject the development under the Environment Protection and Biodiversity Conservation Act because of its impact on the red-necked stint, a migratory bird.

The draft report will be available for public comment for 28 days, during which time Walker Corporation is expected to lodge a strong appeal.

The panel will consider submissions and determine if the report should be amended before forwarding it

to Premier David Bartlett, who has the final say on whether the project should or should not proceed.

However, the panel indicated it was unlikely to change its determination and could not conceive special conditions or permits which would allow construction.

"The panel's opinion is that the proposal cannot be easily amended [if at all] to produce an urban design compatible with the Ralphs Bay location."

Government spokesman Rod Scott said Mr Bartlett would abide by the umpire's decision.

Walker Corporation said only that it was reviewing the Draft Integrated Assessment Report.

"The company has no further comment at this time," spokeswoman Keryn Nylander said.

The TPC determined that the project was not a sustainable development, and was therefore inconsistent with the state's resource management and planning system and the Tasmanian Coastal Policy.

The 213-page report listed a range of other issues that were not central to the rejection but were still deemed to be valid concerns.

Federal Environment Minister Peter Garrett would not comment on the report, but outgoing Denison MHR Duncan Kerr applauded the decision.

"Tasmanians always have a range of views but on this issue a huge majority of constituents, both from my electorate and from others, have been clear in their message to me: that this development should not proceed," Mr Kerr said.

*Michael Stedman
The Mercury, October 22, 2009
http://www.themercury.com.au/article/2009/10/22/104865_real-estate-news.html*





Broome Bird Observatory

Warden(s) and Assistant Wardens for 2010 season

The Broome Bird Observatory (BBO) is a not-for-profit organisation operating under the auspices of Birds Australia. It was established in 1988 as a centre to promote the knowledge and conservation of the birds of Broome, with particular focus on the migratory shorebirds and their habitat in and around Roebuck Bay, an internationally significant site for migratory shore birds on the East-Asian Australasian Flyway. The BBO has an international reputation as a base for research, education and social bird watching.

The BBO provides accommodation and campsites for the public, conducts regular bird watching tours as well as education courses and activities. The BBO provides a base for regular international wader study and benthic research expeditions, the Global Flyway Network research and other local active research programs.

The current BBO Warden is on secondment from Natural England in the UK until April 2010, and the BBO Management Committee are seeking the services of a Warden or a couple as Joint Wardens, to operate the facility from late February/early March through to December 2010 (negotiable). Assistant Wardens are also required from March through to October 2010.

The BBO receives no financial support for its operations and is entirely dependent on revenue gained by its operations and activities. A key requirement of the Warden is to operate the BBO on a profitable basis with the support of hard working Assistant Wardens.

All the positions reside and work on site. These are hands-on positions best suited to highly motivated self-starters with maybe previous experience in the hospitality/eco tourism industry. Hours can vary according to guest numbers, seasonal periods, and scheduling of tours and courses. Excellent people

skills will be needed to work positively with guests in the challenging work environment. Extreme climatic conditions (heat and humidity) can be experienced throughout the working day and evening, particularly in the wet season from November to April. Flexibility and initiative are necessary to cope with the challenges that present themselves.

The BBO has been approved as a Special Program by the Department of Immigration and Citizenship which provides the Management Committee with the opportunity to invite up to 3 individuals per annum from overseas, particularly from those countries along the East-Asian Australasian Flyway, under Special Program (subclass 416) visas. The Special Program aims to provide individuals with the opportunity to not only share their knowledge and experience but to broaden their own experience, knowledge and understanding of the BBO's conservation, educational and research activities and the role it plays both in the local community of Broome and as part of the international community.

For the right people this is an exciting and rewarding opportunity – Please contact the BBO if you think you have the ability to live in a remote location with basic conditions and think you have the skills, commitment and physical fitness that we are seeking. However, please note that the location of the BBO and the nature of the work to be undertaken means that the position is not considered suitable for people with any young dependant children.

For further information about the positions and details on the selection criteria, please contact the BBO by email bbowarden@birdsaustralia.com.au or telephone on +61 (0) 8 9193 5600.

Alternatively, details are available on our website: www.broomebirdobservatory.com.



Australasian Wader Studies Group

Membership of the Australasian Wader Studies Group is open to anyone interested in the conservation and research of waders (shorebirds) in the East Asian-Australasian Flyway. Members receive the twice yearly journal *Stilt*, and a quarterly newsletter, *Tattler*. Visit www.awsg.org.au for more information.

Please direct all membership enquiries to:
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