The Hon. Nathan Rees, MP
Premier and Minister for the Arts

Sir,

In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983* we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended 30 June 2009 for presentation to Parliament.

On behalf of the Australian Museum Trust,

Brian Sherman, AM
President of the Trust

Frank Howarth
Secretary of the Trust
MINISTER
The Hon. Nathan Rees, MP
Premier and Minister for the Arts

GOVERNANCE
The Museum is governed by a Trust established under the Australian Museum Trust Act 1975. The Trust currently has eleven members, one of whom must have knowledge of, or experience in, science, one of whom must have knowledge of, or experience in, education and one of whom must have knowledge of, or experience in, Australian Indigenous culture. Trustees are appointed by the Governor on the recommendation of the Minister for a term of up to three years. Trustees may hold no more than three terms. Vacancies may be filled by the Governor on the recommendation of the Minister. The President of the Trust is appointed by the Governor on the recommendation of the Minister. The Director of the Australian Museum (see Appendix A, Organisation Chart) is Secretary to the Trust and is responsible for the common seal. Trustees do not receive remuneration but may be reimbursed for expenses. (See Appendix B for Trustee profiles and activities.)

This annual report is published in four parts: Our year in review, Performance reports, Financial statements and Appendices. All of the Museum’s annual reports since 1998–99 are available at www.australianmuseum.net.au/Annual-Reports.

Further information on the research and education programs and services of the Australian Museum can be found at www.australianmuseum.net.au.
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Availability
This report is available at www.australianmuseum.net.au/Annual-Reports. Further information on the research and education programs and services of the Australian Museum can be found at www.australianmuseum.net.au.

Images
Front cover and page 5
The Collections & Research Building opened in November 2008. The design incorporates elements inspired by the scale pattern and iridescence of a butterfly’s wing. Photo Carl Bento.

page 2
Visitor events coordinator David Bock prepares geological specimens for use in the Search & Discover interactive area. Photo Stuart Humphreys.

page 16
Exhibition production staff Albino Gimenez and Colin Johnston assemble an exhibit for the Dinosaurs exhibition. Photo Stuart Humphreys.

page 36
Conservation manager Colin Macgregor uses a laser scanner to produce a digital 3D image of an artefact. Photo Carl Bento.

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Conservator Kate Brotherston assesses an artefact from the Pacific collection store. Photo Stuart Humphreys.
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Our year in review
WHERE THE PAST MEETS THE FUTURE

The Australian Museum is a leading cultural attraction and scientific research institution located in Sydney’s CBD.

We are on a mission to inspire the exploration of nature and culture.

Within our sandstone walls and online, people discover the stories of indigenous cultures and life on Earth, told through exhibitions, displays and websites that provide the latest in digital interactivity.

At the heart of the Museum is an irreplaceable collection of more than 16 million objects – specimens of creatures large and small, samples from the mineral kingdom, and cultural artefacts from Indigenous Australia and the Pacific.

The collection represents a physical timeline of environmental and cultural history. It is accessed daily by research staff at the Museum, scientists in other institutions worldwide, students, and local community groups reconnecting with their material cultural heritage.

All are linked in the search for answers to pressing environmental and social challenges – the loss of biodiversity, a changing climate and the search for cultural identity.

To continue our critical mission, we rely on funding not just from the NSW State Government but increasingly from Museum supporters.

In fact, more than a third of our annual budget is now raised through admission charges, commercial operations such as venue hire, and hard-won research grants.

As Australia’s first museum, we have inspired many generations. But in one sense our work is only just beginning. The future beckons.

CHARTER

The Australian Museum is a statutory body established under the Australian Museum Trust Act 1975. The Museum is principally funded by the NSW Government operating within the Department of the Arts, Sport and Recreation (2008–09). The objectives of the Act are to propagate knowledge about the natural environment of Australia and to increase that knowledge, particularly in the natural sciences of biology, anthropology and geology.

SERVICES

The Museum delivers services to clients and stakeholders in three main fields:

- **collection management** – the Museum maintains and develops the largest natural history and cultural collection in Australia with over 16 million registered items or lots
- **scientific research** – the Museum undertakes scientific research on its collection of objects and in the field to expand our understanding of the biota and indigenous cultures of Australia and the Pacific region
- **public programs** – the Museum presents a wide array of exhibitions, programs and events to raise community awareness of the biota and indigenous cultures of Australia and the Pacific region.

The outcomes of the Museum’s service delivery are detailed within Part 2 Performance reports.

The Museum’s guarantee of service is shown in Appendix D.

CUSTOMERS AND STAKEHOLDERS

The Australian Museum’s main customers are:

- the community of NSW, which benefits from our public programs and research, and seeks knowledge and understanding of our cultural and natural worlds
- NSW Government agencies that rely on our knowledge of our cultural and natural worlds.

In collaboration with other museums, the Australian Museum reaches audiences across Australia and New Zealand with touring exhibitions. In collaboration with other scientific research institutions in Australia and internationally, the Museum contributes to our knowledge of our natural and cultural worlds. In addition, the Museum’s website reaches an international audience.

Our key stakeholders are the NSW Government and organisations engaged in natural resources management or working with indigenous cultures.

Our other important stakeholders include:

- visitors from Australia and overseas
- donors, sponsors and partners, and Australian Museum Members
- our volunteers and our staff.
OUR VISION
A beautiful and sustainable natural world with vibrant and diverse cultures.

OUR PURPOSE
Inspire the exploration of nature and cultures.

OUR CONTEXT
As the Australian Museum, we seek to explore the tensions that characterise our Australian context. We recognise that we are:
- a modern culture of European heritage, now multicultural, imposed on one of the oldest continuous cultures in the world
- one of the most sparsely populated and most urbanised countries in the world
- geographically isolated with a unique biodiversity, now challenged by a range of human impacts
- able to access freely a wide array of knowledge while respecting the intellectual property rights of its owners.

As a natural history museum and scientific research institution, there are a range of challenges and opportunities that inform the Australian Museum’s strategic direction. These include:
- the goals and objectives of the NSW State Plan
- the need to remain relevant in a rapidly changing world
- a range of environmental and cultural issues, many of national and international significance, which are addressed through the Australian Museum’s Research Strategy
- building a representative collection of objects that provide a timeline record of culture and nature across NSW, Australia and the Australasian–Pacific region
- meeting the access, learning and enjoyment needs of the communities with whom we engage
- maintaining and building corporate capabilities in the face of declining Government funding.

OUR VALUES
As the Australian Museum, we seek to be:
- egalitarian and fair-minded
- willing to use humour and not take ourselves too seriously
- inquisitive and explorative
- creative and innovative
- truthful and authoritative
- outgoing
- respectful of the rights and views of others
- engaged in a dialogue with all our audiences.

OUR GOALS
The Museum aspires to:
- build a targeted time series of objects defining our natural and cultural world
- unlock and share the knowledge in our natural and cultural collections
- ignite enthusiasm for the skills that explorers and collectors use
- find new connections across nature, culture and our lives
- capture the imagination of young, old and all those in between
- provide a safe work place for visitors and staff
- build an environmentally sustainable workplace to promote and demonstrate sustainability values.
2008–09 highlights and snapshots

Change, they say, is never-ending. So too is the need to reinvent, renew and revitalise the Australian Museum.

The year to June 2009 has seen several projects reach fruition. Without doubt, the most significant is the completion and commissioning of the Collections & Research Building, followed closely by a complete overhaul of the Museum website to enable greater interaction with our online audiences.

There is a renewed sense of vitality about the Museum as we continue to fulfill our mission of inspiring the exploration of nature and culture. But, like change and revitalisation, the work is never done.

A CONCRETE COMMITMENT TO SCIENCE

The Collections & Research Building provides a secure and sustainable environment for much of the Museum’s zoology collection of some 10 million specimens. It also provides a safe working environment for up to 90 staff with contemporary offices and new laboratories. Moving specimens and staff into the new building has been an enormous but very satisfying logistical task. It has freed up our space-starved site to create new areas for Australian Museum Members, volunteers and archival storage.

ENGAGING ONLINE

Taking the Museum’s popular website to new levels of engagement has presented some major challenges. But we’ve done it – a revamped website that’s now better equipped to meet interactive minds of all ages with:

- the latest event information
- improved functionality
- news, blogs, videos and comments.

1 The Museum’s revamped website has many new features that allow users to customise their experiences.

2 Dr Rebecca Johnson heads the Museum’s DNA laboratory in the Collections & Research Building. The new DNA lab plays a critical role in taxonomic and wildlife research, and it undertakes forensic studies for government authorities. Photo Stuart Humphreys.
Engaging with communities

The Museum and its collections attract people from Sydney, rural Australia and internationally with more than 320,000 visitors in 2008–09. Museum visitors come to make cultural connections, interact with Museum science and engage with the Museum’s displays and exhibitions.

CREATING SPECIAL EXHIBITIONS

Museum staff designed and created two special exhibitions in 2008–09:

- **Frank Hurley: Journeys into Papua**: presented selected items from the Museum’s extensive Hurley photographic collection and Papuan artefacts from the Pacific collection.
- **Climate Change: Our Future, Our Choice** (jointly with Scitech, Perth) examined future world scenarios and what actions we can take. The exhibition design employed low-energy projectors and screens, and recyclable materials.

The Museum presented several special exhibitions from other museums, including:

- **Papunya Painting: Out of the Desert**, from the National Museum of Australia, Canberra
- **Wildlife Photographer of the Year**, from the Natural History Museum, London
- **When Mammoths Roamed**, from the National Museum of Natural History, Paris.

REACHING OUT TO KIDS OF ALL AGES

Our younger audiences know how to enjoy themselves at the Museum. This year has seen:

- a new puppet show featuring Winnie, the life-sized Muttaburrasaurus
- a revitalised program for the under 5s
- mammoth and dinosaur-themed sleepovers attracting almost 400 people.

ENGAGING WITH REGIONAL SCHOOLS

The Museum continues to develop programs for older students and those in regional areas of New South Wales with:

- BugWise for Schools, which has extended biodiversity research work by Australian Museum entomologists to schools across New South Wales
- Science in the City, Suburbs and Bush, which increased participation to 12,000 students in 2008–09
- Museum in a Box® and Department of Education and Training (DET) Connected Classrooms programs, which delivered teaching resources to around 69,000 students across New South Wales.

ONLINE COMMUNITIES

The Virtual Museum of the Pacific will feature 400 objects once completed. More than just an online catalogue, it will include stories about the cultural objects.

1 Richard Campbell returned to the Museum as the Indigenous Australians studio artist in June 2009 following a similar 3-month stint in 2008. Photo Stuart Humphreys.
2 Winnie the dinosaur puppet played to packed houses during the January 2009 school holidays. Photo Carl Bento.
3 A group of boys of Tongan, Fijian, Maori Samoan and Niuean descent from Granville Boys High School visited the cultural collections at the Museum in April 2009 and discovered many poignant and life-changing connections to their cultural heritage. Photo Finton Mahoney.
4 Australian Museum Members organised a series of events for Members, including behind-the-scenes tours of the Museum. Photo Stuart Humphreys.
5 Museum in a Box® and DET Connected Classrooms extend the Museum’s reach to regional New South Wales. Photo Stuart Humphreys.
6 Museum staff dance on the renewable energy dance floor in the Climate Change: Our Future, Our Choice exhibition. Photo Helen Wheeler.
7 International visitation to the Museum increased by 11% in 2008–09, thanks to a successful tourism marketing program. Photo Stuart Humphreys.
Transforming science into outcomes

Museum scientists are striving to better understand the critical environmental and cultural issues facing our region.

Museum research is organised under eight program areas to ensure a strategic approach. Central to our research work is the largest natural science and cultural collection in Australia – more than 16 million registered items to be preserved, catalogued and accessed for research purposes.

Publish or Perish
Scientists measure their success by the number of articles published in scientific journals – hence the maxim ‘publish or perish’. Australian Museum researchers produced 170 scientific publications in 2008–09, much of it in leading peer-reviewed journals. Each publication represents new knowledge of the natural world or better understanding of living cultures – vital knowledge that counts.

Research and Collections Grant Success
The Museum’s Research and Collections Division received grants totalling $806,760 in 2008–09 (up from $698,418 in 2007–08), an important part of our funding. The Museum administered 21 grants and participated in a further 16 funded projects administered by other institutions.

Caring for Collections
The centrepiece of the Museum’s revitalisation program is the new Collections & Research Building to house much of the Museum’s zoology collections and the skilled people who research them. The purpose-built facility includes new laboratories, workspaces and collection storage areas.

In May 2009, the Mineralogy and Palaeontology sections moved into refurbished offices and collection areas in the Parkes Farmer wing of the Museum.

Biodiversity Conservation and Management
Museum scientists participated in 26 research projects into human impacts on biodiversity. These investigated:

- groups having limited geographical distribution that are at risk from mining
- connectivity of coral reef systems and populations
- potential impacts of climate change on species distributions and ecological processes
- development of innovative tools for biodiversity assessment and monitoring.

Australian Museum Business Services
The commercial arm of the Australian Museum, Australian Museum Business Services (AMBS), relocated to the Museum’s College Street site in December 2008. AMBS undertakes ecological, archaeological and heritage studies for a range of clients – and made a surplus for the 2008–09 financial year.

1 The Museum acquired many significant objects for the collection, such as this 12-faced slit drum, purchased with the support of the Australian Museum Foundation. Photo Carl Bento.


3 Bird Collection Manager Dr Walter Boles moving specimens into the Collections & Research Building. Photo Stuart Humphreys.

4 We’ve spent 200 years accumulating valuable information about the environment. The Atlas of Living Australia project is now linking databases globally to make the information readily accessible. Photo Brooke Carson-Ewart.

5 Museum staff published descriptions of more than 80 new species – an average of one new species every four days – like this one, Sigaloseps ruficauda, from New Caledonia. Photo Ross Sadlier.

6 The Australian Museum Lizard Island Research Station continues to provide world-class facilities for coral reef research. In 2008–09, the station upgraded accommodation for visiting scientists, updated marine laboratories and aquarium facilities, and replaced some of its boat fleet thanks to funding provided by the Lizard Island Reef Research Foundation. Photo Bob Lamb.
Sustaining the Museum

The Museum aims to maintain a healthy triple bottom line of financial performance, cultural awareness and environmental responsibility in everything it does.

In 2008–09 the Museum continued to raise a larger share of its own revenue through:

- venue hire, which attracted over 15,000 people to 214 functions
- launch of a new giving program
- new Museum-branded products such as sweets, clothing and souvenirs.

The Museum launched Science Morning Teas, a social inclusion project with the Salvation Army’s Oasis Centre. These special morning events support homeless parents in parent–child relationships and parenting literacy.

For our visitors, we also implemented new way-finding signage throughout the Museum and rolled out green initiatives such as waste watch and new bicycle racks.

REVITALISATION, CONTINUED

The opening of the Collections & Research Building in November 2008 has freed up areas for renovation and restoration. Many staff and collections have now been relocated to refurbished and contemporary work spaces.

Other revitalisation work included upgrading the ever-popular Skeletons exhibition with upgraded displays, new lighting and a complete facelift.
PRESIDENT’S REPORT

It is a great pleasure to look back on the Museum’s achievements for the year to June 2009, and to make what will be my last annual report as President of the Australian Museum Trust. Having served three 3-year terms, the maximum possible for a Trustee under the governing legislation, it is with some sadness that I will retire from the Trust at the end of December.

This year our new Collections & Research Building, the first major new building to be constructed at the Museum for 20 years, was finished according to plan. Providing safe, modern laboratories and offices for up to 90 staff, the new building also brings together much of the Museum’s zoology collection in purpose-built storage facilities for 10 million scientific specimens.

This year has seen the launch of the Museum’s new website, the centrepiece of which is a new content management system which allows for much greater interaction between and among the Museum and the public. The Museum maintained its vibrant public programs through the year, including temporary exhibitions such as When Mammoths Roamed, Papunya Painting: Out of the Desert, and Climate Change: Our Future, Our Choice. The last was a particular highlight for the Museum, featuring innovative new media and a uniquely sustainable approach to design and fabrication. Other public program initiatives ranged from the new Muttaburrasaurus dinosaur puppet show, to Science Morning Teas, a social inclusion project in conjunction with The Salvation Army, to the Museum in a Box® program which delivered teaching resources to nearly 70,000 school students across NSW.

There were some particularly important acquisitions to the cultural collections in the past year, including a rare example of a 12-faced wooden ceremonial slit drum (atingting kon) from the island of Ambrym in Vanuatu. Few men now hold the traditional rights to sponsor the carving of these large and impressive objects, so the drum is a valuable addition to the Museum’s Pacific collection.

Three important works by contemporary Indigenous artists Yvonne Koolmatrie, Owen Yalandja and Craig Koometa were purchased and will be on display as part of the forthcoming Menagerie: Contemporary Indigenous Sculpture exhibition. I am pleased to acknowledge the support of the Australian Museum Foundation, which made all of these acquisitions possible.

There were significant changes to the Australian Museum Trust this year, which has been expanded from 9 to 11 members. I am delighted to welcome three new Trustees, Michael Chaaya, Alison Page and David Sherley, to the Trust, and delighted to note the reappointment of Sam Mostyn and Ronnie Harding. I would also like to acknowledge the enormous contribution that has been made by retiring Trustee Michael Seyffer, particularly his contribution to the successful completion of the Museum’s gallery refurbishments and the Collections & Research Building.

In making my final report as Trust President it is exciting to reflect on how much the staff and supporters of the Museum have managed to achieve in the nine years since I joined the Trust in 2001. Some of the highlights during or over this time were:

- growth in visitor numbers — from around 240,000 per year in 2001–02 to an average of over 300,000 in the last few years. There has also been huge growth in the public response to the Museum’s online offerings, with the number of annual user sessions growing from three million in 2001–02 to our current community of 14 million users
- a major program of capital works at College Street, including construction of the new Collections & Research Building and two major new permanent exhibitions, Dinosaurs and Surviving Australia
- the continuing strength of scientific research, including the description of hundreds of new species, the publication of nearly 1500 scientific papers and books, and the receipt of over $13 million in external research grant funding, plus a multitude of other grant funding
- continued growth in the size and community profile of the Australian Museum Eureka Prizes, now in its 20th year
- introduction of an integrated collection management system, and the acquisition of an estimated 2 million additional items into the Museum’s collections.

In the 2002 Annual Report I wrote, ‘The Australian Museum has never rested on its laurels, but has always strived to remain a pioneer. It is testament to its intelligent leadership that the Museum continues to be at the cutting edge of its many fields of expertise’. I am proud to say that this remains as true today as it was when I commenced as President. I would like to thank all present and past staff and volunteers, Australian Museum Members, my fellow Trustees, fellow members of the Australian Museum Foundation and the Lizard Island Reef Research Foundation, and the Museum’s donors and sponsors for making that happen. And of course, I would particularly like to thank and acknowledge Frank Howarth for the sterling job he has done as Director of the Australian Museum.

Brian Sherman, AM
President of the Trust
DIRECTOR’S REPORT

As I write this report, a visitor to the Australian Museum can enjoy two special exhibitions, When Mammoths Roamed and Climate Change: Our Future, Our Choice. Mammoths takes a visitor into the world of the last ice age, while Climate Change explores how an individual’s everyday decisions could impact on the world of the future. Both invite a visitor to consider two of the most pressing issues facing humanity: the loss of biodiversity and climate change. Together they explore the issues in a way that perhaps only a museum can do: simultaneously looking forwards and backwards at a scale that becomes relevant at a personal level.

The celebrated American museum commentator Stephen E Weil wrote that museums that prosper into the future will be those that are for someone, not about something. In other words, they must be relevant. In a time of global financial crisis and diminishing resources, this has become truer than ever.

I am proud to say my colleagues at the Australian Museum are embracing the challenges and opportunities created as our role, indeed the role of all museums, continues to evolve. Maintaining and increasing our relevance to the community, whether through unlocking our collections, our research or through our public programs, remains the Museum’s greatest priority.

The Museum is currently seeking funding for a major new initiative, Australia’s first research and training facility for DNA barcoding, a new technique that will revolutionise our capacity to manage biodiversity. Rapid identification of plants, animals and pathogens is crucial for Australia to manage threats to its biodiversity and biosecurity from invasive pests, climate change impacts, environmental degradation and new pathogens. The new facility will draw on the Museum’s expertise in taxonomy and collections to help secure Australia’s future in agriculture, fisheries, biosecurity and biodiversity protection.

Scientific research on key issues such as the impact of climate change, invasive species and biodiversity loss remain a critical focus for the Museum. In particular, scientific collaboration on a national and international level will be important for the Museum into the future. The Australian Museum will continue to be a driving force in the national Atlas of Living Australia project. This aims to develop a biodiversity data-management system that will link Australia’s biological knowledge with its scientific and agricultural reference collections in museums, universities and herbaria across the nation. The Museum will also continue to play a significant role in the Consortium for the Barcode of Life, an international initiative devoted to developing DNA barcoding as a global standard for the identification of biological species.

Engaging with Sydney’s Indigenous and Pacific Islander communities remains a priority for the Museum. We are exploring new ways to make collections accessible, such as the experimental Virtual Museum of the Pacific. This project relies on cutting-edge technologies, in terms of digitisation and the web interface and its navigation technique, to provide the user with an unparalleled degree of flexibility and interactivity in how they engage with objects in the digital realm. The repatriation of Aboriginal ancestral remains and secret and sacred objects will continue to be another important program, as is continued planning for a possible Indigenous Cultural Centre on the eastern end of the College Street site.

Over the longer term, we will continue to enhance the visitor experience at the Australian Museum by upgrading the public galleries and engaging our visitors with an exciting program of temporary exhibitions. Planning for the new Indigenous Australia and Pacific galleries is underway, and we are actively exploring partnership opportunities for touring programs with museums in Asia.

Underpinning all of our initiatives moving forward will be an emphasis on the Museum’s ability to generate larger and wider streams of income. We will be implementing a number of new revenue-generating programs including new licensing initiatives and a bequest program. We will continue to highlight the relevance of our collections, research and public programs to our sponsors, donors and commercial partners. We hope to continue to enjoy the financial support of the Australian Museum Foundation and the Lizard Island Reef Research Foundation, who are such effective advocates on behalf of the Museum.

Finally, I would particularly like to take this opportunity to thank the Museum’s staff, volunteers and Trustees for their dedication, enthusiasm and creativity. I am fortunate to be joined by such a great group of colleagues as the Australian Museum moves forward on the next stage of its journey.

Frank Howarth
Director of the Australian Museum
PERFORMANCE SNAPSHOT

Over 2008–09 the Australian Museum faced some significant challenges, perhaps the biggest of which was the turbulence in the world economy and its impact on tourism, government budgets and the increasingly competitive environment for attracting donors and sponsors. In the context of these challenges, the Museum’s performance in terms of revenue generation and visitation is particularly encouraging.

REVENUE GENERATION

While the State Government of NSW, through the Department of the Arts, Sport and Recreation (2008–09) was the major funding source for the Australian Museum, the Museum was able to generate more than $12.9 million, over one-third of its total funding, from other sources such as admissions revenue, sales, research grants and venue hire (Figure 1.1). This represents a significant jump in the amount of revenue the Museum has earned compared to previous years (Figure 1.2). Particularly large increases in revenue, compared to the previous financial year, were achieved in the areas of venue hire and consulting income (up approximately $274,000 or 21 per cent), in shop sales (up approximately $214,000 or 21 per cent) and admission fees (up approximately $579,000 or 30 per cent).
DELIVERING TO THE COMMUNITY

One of the core drivers of these revenue increases was the continuing strong onsite attendance to the Australian Museum’s public programs (Figure 1.3). More than 320,000 people enjoyed the diverse range of permanent and temporary exhibitions at the Museum’s College Street venue, including When Mammoths Roamed, Papunya Painting: Out of the Desert, Wildlife Photographer of the Year and Climate Change: Our Future, Our Choice. Virtual visitation was also strong, with over 14 million user sessions (or unique visitors). Over the last two years the Museum has been rebuilding its website and project completion in June 2009 is expected to drive increases in online visitation into the future, through new content and greatly enhanced user interactivity.

Onsite visits at the Australian Museum were arranged for 33,400 school visitors including 11,438 students who were engaged through stimulating educator-led programs. Offsite, the Museum in a Box® program was accessed by 68,600 preschool, primary or secondary students through 420 loans to schools or at Museum events. The popularity of this program (Figure 1.4) was enhanced by the introduction of new Spider and Dinosaur boxes. Other offsite programs serving students throughout NSW included the Evolution of Australian Biota Study Day and Human Story Study Day. Science in the City, Science in the Suburbs and Science in the Bush delivered hands-on science workshops, shows, talks and an Expo to 12,000 high school and primary school students in communities across NSW. The growing popularity of these programs (Figure 1.5) underlines its role as the premier annual science education experience for school students in NSW.
The Museum faced considerable challenges this year with the completion of the Collections & Research Building. The move to the new building and refurbishment of the vacated spaces involved shifting over 70 staff and their equipment into the new offices and laboratories. Just over 10 million collection items were also transferred into new storage facilities.

Despite the enormous effort involved in this move, the Research and Collections Division maintained its research and communication of scientific knowledge outputs:

- Taxonomic research, and the description of new species, is a major scientific focus at the Australian Museum. Its science programs are addressing gaps in our knowledge of Australasian biota in marine, terrestrial and freshwater environments. In 2008–09, Museum scientists described 86 new species.
- Research and Collections staff maintained a strong publication record that included refereed journals, books and book chapters, abstracts, published conference papers, web publications, commissioned reports, and films (Figure 1.6). Especially significant is that refereed journals represented 65 per cent of all publications – an important means of communicating authoritative research findings to other scientists and the wider community.
- Research and collections staff were involved in numerous projects of national and international significance. In 2008–09, Research and Collections staff received and administered 21 grants and also acted as chief or principal investigators in 16 grants administered by other institutions. The total grant funding to the Australian Museum this financial year was $806,760 (see Appendix L Grants).
Performance reports
OBJECTIVES AND ACTIONS

To achieve our goals, the Museum focuses its activity, operations and initiatives under four key result areas:

- Delivering services
  our mix of programs, services and research
- Developing relationships
  our strategic alliances and reputation
- Building capabilities
  our staff, culture and systems
- Increasing resources
  our revenue generation and asset acquisition.

The following summary of operations addresses these four key result areas as specified in the Australian Museum Corporate Strategic Plan 2008–09 to 2012–13 available at www.australianmuseum.net.au/Corporate-Strategic-Plan.

Results and Services Plan

Key Result Area 1
Delivering services

- Exhibitions
- Audience research
- Visitor services
- Learning services
- Science communication
- Australian Museum Members
- Online services
- Collections
- Research and knowledge generation
- Research library and archives services

Key Result Area 2
Developing relationships

- Institutional collaborations
  and research partnerships

Key Result Area 3
Building capabilities

- Human resources
- Policies and procedures

Key Result Area 4
Increasing resources

- Financial efficiency
- Corporate partners
- Commercial services
- Consulting services
- Assets
Figure 2.1 How the Museum’s services produce results and outcomes

**COMMUNITY RESULTS**

- Better custodianship of the natural world
- Thriving and diverse cultures

**INTERMEDIATE RESULTS**

- Heritage is preserved and accessed
- Nature and cultures are valued by the community
- Scientific knowledge is expanded

- People take action to explore nature and cultures

- Communities are key stakeholders in cultural collections
- Research knowledge influences policy and decision-making

- Increased awareness of nature and cultures

- Collections and data are accessed
- Real and virtual programs, onsite and offsite, are accessed by the community
- Research knowledge about nature and cultures is accessed

**SERVICES**

- Collection management
- Public programs
- Scientific research

- Curation
- Indigenous programs
- Exhibitions
- Learning programs
- Online Services
- Publications
- Eureka Prizes
- Outreach programs
- Knowledge generation
- Knowledge communication
### Table 2.1 Services measures

<table>
<thead>
<tr>
<th>Service group</th>
<th>Service measures</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Collection management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Curation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collections integrity</td>
<td>Collections Integrity Index(1)</td>
<td>75</td>
<td>71</td>
</tr>
<tr>
<td>Databasing</td>
<td>Number of records in electronic database</td>
<td>1.47 million</td>
<td>1.572 million</td>
</tr>
<tr>
<td>Indigenous programs</td>
<td>Percentage of secret/sacred Indigenous collection</td>
<td>81%</td>
<td>87%</td>
</tr>
<tr>
<td>Repatriation</td>
<td>identified for repatriation</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Scientific research</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge generation</td>
<td>Research expenditure</td>
<td>$8 million</td>
<td>$8.941 million</td>
</tr>
<tr>
<td></td>
<td>Average value of grants</td>
<td>$45,000</td>
<td>$31,029</td>
</tr>
<tr>
<td>Knowledge communication</td>
<td>Number of scientific publications</td>
<td>160</td>
<td>170</td>
</tr>
<tr>
<td><strong>Public programs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Onsite services (2)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exhibitions</td>
<td>Number of exhibitions (3)</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>Learning programs</td>
<td>Number of students served (3)</td>
<td>34,000</td>
<td>33,400</td>
</tr>
<tr>
<td>Science in the City</td>
<td>Number of students served</td>
<td>5000</td>
<td>4604</td>
</tr>
<tr>
<td>Visitor programs (4)</td>
<td>Number of visitors served</td>
<td>390,500</td>
<td></td>
</tr>
<tr>
<td>Online services</td>
<td>Number of website sessions (5)</td>
<td>15 million</td>
<td>14.4 million</td>
</tr>
<tr>
<td><strong>Outreach services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Australian Museum Eureka Prizes</td>
<td>Audience reach of media coverage on prize winners</td>
<td>16 million</td>
<td>&gt;16 million</td>
</tr>
<tr>
<td>Museum in a Box®</td>
<td>Number of students served</td>
<td>60,000</td>
<td>68,600</td>
</tr>
<tr>
<td>Science in the Suburbs &amp; Bush</td>
<td>Number of visitors</td>
<td>5000</td>
<td>6523</td>
</tr>
<tr>
<td>Indigenous community outreach</td>
<td>Number of communities assisted</td>
<td>10</td>
<td>9</td>
</tr>
</tbody>
</table>

**Notes**

1. The Collection Integrity Index represents an overall assessment of the wellbeing of the Museum’s collection based on 10 criteria.
2. Onsite visitors may access more than one service so that total services delivered exceeds total visitors stated elsewhere.
3. ‘Exhibitions’ are defined as public program events and activity centres above 50 m² and does not include smaller displays or showcases.
4. Visitor programs are made up of science interpretation activities and visitor events, school holiday programs, Search & Discover and Kidspace.
5. The decline in web visitation may be due to several factors: the restructuring of the website in 2008, plateauing demand and competition from competing websites.

**RESULTS AND SERVICES PLAN**

The Museum reports annually to the NSW Government on service delivery and results under its Results and Services Plan. Figure 2.1 shows how our services (collection management, public programs and scientific research) produce results for our customers and stakeholders in the short term and contribute to community outcomes over the long term and in collaboration with other agencies. Community outcomes can only be measured over time and at a whole-of-government level.

Table 2.1 indicates the service measures and actual results against targets for 2008–09.
Key Result Area 1
Delivering services
Our mix of programs, services and research will be relevant, focused and effective in inspiring the exploration of nature and culture.

EXHIBITIONS

Strategic achievements
A new approach to the identification and commissioning of exhibitions is currently being reviewed, along with further development of the strategic approach to exhibition development. A range of major temporary exhibition projects has been identified as potential headline exhibitions for 2010–13, some as inbound touring shows, and some to be developed by the Australian Museum. The work of concept development and partnership building to enable the successful delivery of this program is now underway.

Operating achievements
Onsite attendance to public programs was 321,954 compared to a target of 350,000 set for this financial year (Table 2.2). Total visitor numbers were two per cent above the average attendance for the preceding four-year period.

This achievement was due to the continued success of new flagship exhibitions, as well as the exciting diversity of temporary exhibitions and other programs.

The Museum offered its College Street visitors a diverse range of informative and engaging exhibition experiences. The newest long-term onsite flagship exhibitions included Surviving Australia and Dinosaurs adding to existing exhibitions Skeletons, Indigenous Australians, Planet of Minerals, Chapman Mineral Collection, Birds of Australia and Insects & Invertebrates of Land and Freshwater. All were available with payment of the general admission fee.

The Museum was host to five major temporary exhibitions, three of which were available without an additional entry fee (Table 2.3).

---

**Table 2.2 Results indicators**

<table>
<thead>
<tr>
<th>Community results</th>
<th>Intermediate results</th>
<th>Results indicators</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heritage is preserved and accessed</td>
<td>Communities are key stakeholders in cultural collections</td>
<td>Percentage of Indigenous communities surveyed who are satisfied with access to collection</td>
<td>75%</td>
<td>78%</td>
</tr>
<tr>
<td></td>
<td>Collections and data are accessed</td>
<td>Number of users of online collection information</td>
<td>873,000</td>
<td>483,401(1)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of external researchers accessing collections and data</td>
<td>1400</td>
<td>1198</td>
</tr>
<tr>
<td>Scientific knowledge is expanded</td>
<td>Research knowledge influences policy and decision-making</td>
<td>Percentage of key Government stakeholders surveyed who are satisfied with Museum input and advice on policy and decision-making</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>Research knowledge about nature and cultures is accessed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The community values nature and cultures</td>
<td>People take action to explore nature and cultures</td>
<td>Number of Australian Museum Members</td>
<td>7000</td>
<td>12,685</td>
</tr>
<tr>
<td></td>
<td>People demonstrate increased awareness of nature and cultures</td>
<td>Percentage of visitors who understood themes and messages in exhibitions</td>
<td>80%</td>
<td>99%</td>
</tr>
<tr>
<td></td>
<td>Real and virtual programs are accessed by the community</td>
<td>Increase in visitor numbers</td>
<td>350,000</td>
<td>321,954(15)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>virtually</td>
<td>15 million</td>
<td>14.4 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Percentage of visitors satisfied with overall experience</td>
<td>90%</td>
<td>93%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Increase in visitors satisfied with overall experience</td>
<td>20%</td>
<td>28%</td>
</tr>
</tbody>
</table>

Notes
1. The decline in users of online collection information is a combination of redistributing content from the Museum’s Wildlife of Sydney website and competition from other websites.
2. The decline in web visitation may be due to several factors; the redevelopment of the website in 2008, plateauing demand and competition from competing websites.
The Museum also presented seven smaller displays and exhibits:

- **Lizard Island**
- **Eureka 20th Anniversary** (incorporating the New Scientist Eureka Prize for Science Photography 2008)
- **Materials Conservation**
- **The Wollemi Pine**
- **The Thylacine**
- **Papunya Art**
- **Up Close and Spineless Photography Competition**.

Offsite, the Museum managed three touring exhibitions at four venues in suburban Sydney, regional NSW or interstate. Table 2.4 shows the number of visitors at each of the locations.

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### AUDIENCE RESEARCH

#### Visitor feedback

The visitor surveys undertaken throughout the year (900 in total) have found a high level of satisfaction with all aspects of visiting the Australian Museum: general exhibitions (91 per cent satisfied or very satisfied), value for money (87 per cent satisfied or very satisfied), and overall visit (93 per cent satisfied or very satisfied). Ninety-eight per cent of visitors stated they would recommend the Australian Museum to others. Families made up 48 per cent of visitors, 14 per cent were visiting alone and 59 per cent were repeat visitors. The new Dinosaurs exhibition is a major attraction for visitors of all ages.

### EXHIBITION AND PROGRAM EVALUATION

The Museum conducted a range of evaluation studies during 2008–09 including:

- **Search & Discover** – 200 surveys completed to assess the current space and contribute to the development of Discover, a proposed new learning space.
- **Up Close and Spineless photography competition** – a self-complete survey conducted to assess the viability and future direction of this competition.
- **Wildlife Photographer of the Year exhibition** – a self-complete survey distributed to visitors to monitor their satisfaction with the 2009 exhibition.
- **Volunteers Program** – a detailed assessment of the program from both staff and volunteer perspectives.
- **Climate Change: Our Future, Our Choice exhibition** – both formative and summative evaluations were undertaken.
- **Science Morning Teas** – a study to gauge the success of this new initiative aiming to engage disadvantaged young parents with Museum activities.
- **Pacific Cultures** – a suite of detailed consultations were conducted with members of the Pacific communities in Sydney to contribute to the concept brief for a proposed exhibition.
- **Teachers College** – this full-day event was designed to engage teachers from a variety of schools in the development of future learning programs at the Museum.
- **Indigenous Australians** – 200 interviews were conducted to evaluate the current Indigenous exhibition and inform the development of a proposed new exhibition.
- **Kids College** – this annual event in 2009 focused on Climate Change: Our Future, Our Choice. Students from a range of schools contributed to the content and design of this new exhibition.
- **All About Evil** – A blogging experiment designed to test if we can engage our audiences in the development process for this potential exhibition.

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### Table 2.3 Visitors to major temporary exhibitions, 2008–09

<table>
<thead>
<tr>
<th>Exhibition</th>
<th>Dates</th>
<th>Visitors (number)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Papunya Painting: Out of the Desert(1)</td>
<td>5 July – 2 November 2008</td>
<td>18,524</td>
</tr>
<tr>
<td>Wildlife Photographer of the Year 2008</td>
<td>13 December 2008 – 22 March 2009</td>
<td>101,797</td>
</tr>
<tr>
<td>Frank Hurley: Journeys into Papua</td>
<td>29 March 2008 – 15 March 2009</td>
<td>228,561</td>
</tr>
<tr>
<td>When Mammoths Roamed(1) from the National Museum of Natural History, Paris</td>
<td>10 April – 24 July 2009</td>
<td>42,885</td>
</tr>
<tr>
<td>Climate Change: Our Future, Our Choice</td>
<td>2 May – 16 August 2009</td>
<td>46,444</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>438,211(2)</strong></td>
</tr>
</tbody>
</table>

Notes
1. An additional entry fee was charged for this exhibition.
2. Visitor numbers are for 2008–09 however some display periods span financial years. Some of these exhibitions overlapped in their display and so the total above exceeds the annual onsite attendance (321,954).
The Museum’s visitor programs incorporate science interpretive programs and visitor events such as school holidays, special events, environmental displays and events, exhibition extension programs, workshops, educational programs and live animals, Search & Discover information centre, Kidspace and specific under-5s children events and the Museum Volunteers program.

Of particular importance in 2008–09 was the opening of the Dinosaurs and Surviving Australia exhibitions. Services delivered under programs included:

- Information desk – 30,725 people made an enquiry at the information desk in the Atrium.
- Tours – 1758 visitors took advantage of highlight tours; 79 visitors on special tours; 645 children and adults visited the Museum after dark on torchlight tours, and 250 people were guided on a VIP tour.
- Workshops – 288 children booked into one of the 27 Science Made Easy workshops; 306 participated in Science in the City workshops run by Interpretive staff.
- Special events – included environmental displays, Threatened Species Day, Seniors Week, and Up Close and Spineless Photography competition and display.
- Touch Tables – 37,225 visitors stopped at our Skeleton, Minerals, Indigenous Australians and Birds Touch Tables (usually staffed by front-of-house volunteers).

Search & Discover

The Museum’s information and resource centre, Search & Discover, helped 205,219 visitors find information about Australian animals, environments and Australia’s Indigenous culture. The wide range of resources and access to researchers helped answer 2190 enquiries to a variety of natural history questions while providing an engaging hands-on exhibit space for all visitors.

The display space in Search & Discover was used for a variety of changing exhibits and activities. Community groups used the area to present displays exploring issues related to culture, biodiversity and conservation. At other times, larger Museum exhibitions are extended, themed programs presented and entertaining activities offered. This area allows for partnerships to form and develop within the Museum and with external organisations. Search & Discover regularly updated displays within the exhibition to inform on current issues, either environmental or research based. These updates included information relating to common enquiries, seasonal changes, and other interesting pieces.

In September 2008, Museum Volunteers began transferring all registered specimens housed in Search & Discover, Kidspace,

<table>
<thead>
<tr>
<th>Exhibition</th>
<th>Dates</th>
<th>Visitors (number)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wildlife Photographer of the Year 2007 Newcastle Regional Library</td>
<td>2 June – 6 September 2008</td>
<td>not available</td>
</tr>
<tr>
<td>Wildlife Photographer of the Year 2008 Queen Victoria Museum &amp; Art Gallery, Launceston</td>
<td>11 October – 16 November 2008</td>
<td>10,980</td>
</tr>
<tr>
<td>Wildlife Photographer of the Year 2008 South Australian Museum</td>
<td>11 April – 24 May 2009</td>
<td>not available</td>
</tr>
<tr>
<td>Pacific Patterns St George Regional Museum, Hurstville</td>
<td>1 April – 5 July 2008</td>
<td>4476</td>
</tr>
<tr>
<td>Pacific Patterns Newcastle Regional Library</td>
<td>4 August – 30 August 2008</td>
<td>not available</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>Over 15,400</td>
</tr>
</tbody>
</table>

Table 2.4 Museum exhibitions touring Australia, 2008–09
LEARNING SERVICES

In 2008–09, the Museum provided a diverse range of education programs to meet the curriculum needs of school students.

Onsite visits were arranged for 33,400 students including 11,438 students who were engaged through stimulating educator-led programs.

An additional 1333 students took part in educator-led programs conducted offsite at five venues in metropolitan, regional and rural New South Wales.

Fifteen new programs were developed in five categories: new semi-permanent exhibitions, new temporary exhibitions, cultural collections access, visual arts, and video conferencing.

Other achievements for the year included:

- Two visual arts programs, Artlink and Artlook, were launched to an enthusiastic response.
- The Fashion Less Waste Competition and Fashion Parade were launched successfully with plans for an annual event promoting environmental sustainability.
- Teaching resources were modified in preparation for greater access via the Museum’s new website.
- Twenty work-experience school students were placed across the Museum.
- Mentoring was given to Asei Sando (Natural History Museum, Papua New Guinea), Yasmin Haas (Macquarie University) and Sally Patfield (Audience Research Unit).
- The People to People program introduced 740 high school students from the USA to the culture of Australia’s Indigenous peoples.
- Two Teacher Preview Nights were held for Surviving Australia and the temporary exhibitions Climate Change and When Mammoths Roamed.

Indigenous learning programs

Indigenous artist Richard Campbell was the official World Youth Week artist in July 2008. Visitors to the Indigenous Australians exhibition could watch Richard work during July and August as studio artist and exhibitor. The Changing Ways space in the Indigenous Australians exhibition featured Life on the Darling, a display of artworks loaned by Indigenous artists from Wilcannia, NSW.

An Indigenous Education Assistant was appointed to Learning Services and began training on Indigenous and other education programs. Learning Service’s Manager of Indigenous Programs attended the World Indigenous Peoples Conference in Melbourne in 2008 and three conferences or forums in 2009, including the Aboriginal Education Consultative Group annual general meeting.

Outreach

Museum in a Box®

Museum in a Box® provides 25 themed education packages linked to the school syllabus. Each box contains activities supported by a treasure trove of real museum specimens, casts, artefacts, dioramas, photographs, video and audio tapes, games, books and computer software. Two new boxes were released during the year, Spider and early childhood Dinosaur. Refurbished Insect boxes were released in early 2009 with the addition of invertebrate survey equipment.

Museum in a Box® was accessed by 68,600 students through 420 loans to schools or at other Museum events. Seventy-five per cent of the students accessed the boxes through loans to schools; 18 per cent through other Museum events, and seven per cent through video conferences. The increasing popularity of this program is shown in Figure 1.4.
Professional development sessions were given to 95 staff from Brewongle Environmental Education Centre, Catholic Education Office and Department of Education and Training. Almost 160 student teachers were introduced to Museum in a Box® and Museum visits during workshops at the University of New England, Armidale. Presentations were also given at the Science Teachers Association of NSW conference.

Museum boxes were displayed at the Science in the City Expo, and at the Science in the Suburbs and Science in the Bush events, introducing over 150 teachers to the Museum in a Box® program.

Evolution of Australian Biota Study Day
Staff delivered the Museum’s component of the Evolution of Australian Biota Study Day at Dubbo, Coffs Harbour, Mount Tomah and Mount Annan. These collaborative programs with Taronga Zoo, Royal Botanic Gardens and North Coast Regional Botanic Garden provided stimulating specimen-rich investigations for 1290 Year 11 Biology students.

Human Story Study Day
This collaborative program is conducted at Taronga Zoo specifically for HSC Biology students. Museum staff engaged 127 students from metropolitan and rural schools in interactive, hands-on investigations.

**SCIENCE COMMUNICATION**

Science in the City, Science in the Suburbs and Science in the Bush delivered hands-on science workshops, shows, talks and an Expo to 12,000 high school and primary school students in communities across NSW. Delivered in partnership with local science, research and education providers, the project attracted contributions from over 80 institutions across all levels of government, industry and higher education. In December, Charles Sturt University joined executive partner the University of Sydney and major sponsors the City of Sydney and the Australian Government Department of Innovation, Industry, Science and Research in supporting this important initiative.

A substantial grant from Perpetual Trustees helped fund the building of the new website to allow schools to access information about the project, make online bookings and download information on different aspects of science.

Bugwise for Schools delivered hands-on student workshops and teacher development sessions as a result of a successful application to the NSW Department of Environment, Climate Change and Water’s Environmental Trust.

**AUSTRALIAN MUSEUM MEMBERS**

Australian Museum Members exists to support and promote the work of the Australian Museum and provide an opportunity for people to engage with their museum.

At the end of the 2008–09 financial year there were 12,685 Members, a record number. Each Member enjoys a range of benefits including free entry to the Museum every day of the year, the opportunity to attend special events (including Night Talks, urban and bush walks, workshops, kids activities, behind-the-scenes tours, overseas trips and more), the Museum’s Explore magazine, a monthly email newsletter and other special offers.

The Australian Museum Members developed and ran 76 events throughout the year. Highlights of the event program included:
Over 1600 people attended evening lectures which covered subjects such as: amber, dementia, archaeology, Einstein, weather, climate change, Indigenous dreaming stories, sleep, psychology and more.

Almost 150 people participated in the urban and bush walk program, exploring destinations such as Royal National Park, Auburn, Centennial Park, Pymble, Lavender Bay and Balmoral.

Over 200 people attended a special Members-only behind-the-scenes preview of the new Collections & Research Building.

Over 100 people came to the first Haunted Museum Halloween Party, which is planned to be an annual event.

Over 280 children and adults attended the Dinosnore Sleepovers, while 93 children and adults attended the specially themed Mammoth Megasnore sleepover.

A cheese-making workshop, an Indigenous foods experience and a day tour to the Hills district were other highlights of this year’s program.

ONLINE SERVICES

The Museum has made significant progress delivering online services this year with the building of a new website and associated content management system (CMS), launched on 8 June 2009. This was a collaboration between the Museum’s web team and a commercial web company, Reading Room. It was custom designed to integrate Web 2.0 principles with our already very popular information-rich site. The new site will be a community hub where the Museum can have conversations with our audiences about all aspects of nature and culture, rather than just present information as we have in the past. User testing of both the CMS (with 35 staff members) and the new website (members of the general public and some of our known web audiences, teachers, researchers, students, families) was conducted throughout the development. Some features of the new website include:

- **My Museum**, which invites our web audiences to become part of our website and upload comments, tags, images, movies and audio and gather and share their favourite pages
- Decentralised authorship allowing Museum staff to interact directly with the website
- Blogs
- Improved search capacities
- Online visitors can be elevated to expert status and recognised for their expertise
- Improved promotion of our commercial activities and events
- Ability to donate to the Museum online
- Improved presentation of images, movies, audio and interactive.

In addition to developing the new site, 2287 online enquiries were processed through the website ranging from very specific scientific questions to children’s school projects.

**COLLECTIONS**

The Australian Museum houses vast collections, more than 16 million specimens and objects in total with particular strengths in indigenous archaeology, Australian and Pacific ethnographic artefacts; rocks, minerals and fossils; birds, fish, reptiles and mammals; and terrestrial and marine invertebrates, including molluscs, insects, spiders, crustaceans, echinoderms and annelids.

These collections form a valuable source of material and information not only for research, display and education, but also for managing the biodiversity and geodiversity of Australia, and understanding indigenous cultural diversity and heritage in the Australasian region. They also provide a reference base and historical archive of natural and cultural diversity for the region. As such, the Museum plays an important role in maintaining, managing, developing and enabling access to its collections, not only for its own researchers, but also for researchers from organisations all over the world.

**New acquisitions and collections development**

The Natural Science Collection Branch implemented the *Natural Science Collections Development Strategy, 2007–2012* in October 2008 to further the key strategic goal of creating a collection that represents a time series of objects. The Australian Museum *Collection Management Policy, 2008* defines the purpose of the collections, and broad principles and criteria for acquisition. The aim of the Collection Development Strategy is to set out the priorities for collection development, in terms of acquisitions, for the next five years in the natural science collections. The *Research and Collections Review, 2005* identified, ‘the need to identify, prioritise and address strategic gaps in zoological collections’. The Museum has agreed on science research priorities for the period 2007–12 and it is therefore appropriate to align collection development with priorities in research.

The Cultural Heritage and Science Initiatives Branch implemented the *Ethnographic Collection Development Strategy, 2008–2012* in October 2008. The purpose of this strategy is to set out the priorities for collection development, in terms of
acquisitions, for the next five years in the ethnographic collections.

Key acquisitions and donations in 2008–09 are outlined in detail in Appendix G; however, an important acquisition was a slit drum donated by Tebal Ignace of Newea for Norbert Napong of Olal, north Ambrym, Vanuatu.

The Museum’s collections were also enhanced through fieldwork undertaken by Jim Lowry, Lauren Hughes and Kate Attwood who, in October 2008, spent three weeks at Cocos (Keeling) Islands and Christmas Island in the Indian Ocean collecting marine amphipod crustaceans. They made 29 dives and 186 collections. This was for the Circum-Australian Amphipod Project (CAAP) funded by the Department of the Environment, Water, Heritage and the Arts (DEWHA). This project will produce the first comprehensive set of distribution data for shallow-water amphipod crustaceans that will help with assessments of conservation values on a national scale.

Katrina McCormick carried out the flensing (stripping) of an extremely rare Andrew’s Beaked Whale that washed up on Wairo Beach on the NSW south coast. The skeletal elements were recovered and are now being prepared for accession to the Mammals Collection.

User needs for access to cultural collections were evaluated. Access to Pacific Island collections has been incorporated into the Virtual Museum of the Pacific, a trial project to digitise 400 objects from the Pacific collections and make them available to view online. Further to this, the repatriation program for Aboriginal Australian secret/sacred objects is progressing well with a high level of user-needs being met.

353 loans were sent from the Museum collections for research, exhibition and community use, totalling 61,495 specimens and objects.

Visitors to the collections for research, tours and community access totalled 1753 visitor days.

Access and engagement to collections

Continued access to collections, including access to collection data, is a key priority for the Museum. In 2008–09 the Museum set and reviewed specific targets for databasing in the collection staff work plans and these have been incorporated in planning for the Museum’s contribution to the Atlas of Living Australia (ALA).

User needs for access to natural science collections were evaluated and have become part of the user-needs survey for ALA.

<table>
<thead>
<tr>
<th>Staff member</th>
<th>Number of new species</th>
<th>Scientific research area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dan Bickel</td>
<td>53</td>
<td>Flies</td>
</tr>
<tr>
<td>Pat Hutchings</td>
<td>2</td>
<td>Syllidae (Polychaeta)</td>
</tr>
<tr>
<td>Jim Lowry</td>
<td>9</td>
<td>Amphipod crustaceans</td>
</tr>
<tr>
<td>Ross Sadlier</td>
<td>5</td>
<td>Skinks and geckos</td>
</tr>
<tr>
<td>Michael Shea</td>
<td>1</td>
<td>Land snail</td>
</tr>
<tr>
<td>Derek Smith</td>
<td>6</td>
<td>Ants</td>
</tr>
<tr>
<td>Helen Smith</td>
<td>3</td>
<td>Spiders</td>
</tr>
<tr>
<td>Yong Yi Zhen</td>
<td>7</td>
<td>Conodonts (Chordata) and Stromatoporoids (Porifera)</td>
</tr>
</tbody>
</table>

Table 2.5 New species published by Australian Museum staff, 2008–09

The Dharrwaa Elders Group, who used the Museum collections to develop an exhibition, Wugan Gaay, featuring photographs of wooden materials from the Museum collection

members of the Boolarng Nagamai Aboriginal Art and Culture Studio (NSW south coast), who used the Museum collections as a significant resource when revitalising the production of shell fishhooks, tools and other cultural materials in their community.

Pacific communities

The Museum undertook several projects to enhance engagement with the Pacific communities from which many of the cultural objects held in the Museum were originally sourced. The projects sought to create greater access to and interactions with these objects. Some examples were:

Providing a range of collection tours for target audiences including Indigenous community groups, VIPs, university students and professionals working in the cultural heritage field. For example, Asei Sando (intern from Papua New Guinea National Museum) provided
Table 2.6  Public communication opportunities

<table>
<thead>
<tr>
<th>Research and Collections Division</th>
<th>2008-09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sessions chaired</td>
<td>12</td>
</tr>
<tr>
<td>Keynote speaker, invited speaker, lecture, seminar</td>
<td>28</td>
</tr>
<tr>
<td>Papers presented</td>
<td>27</td>
</tr>
<tr>
<td>Media appearances (print, radio and TV)</td>
<td>44</td>
</tr>
</tbody>
</table>

Refer to Appendix K for details on chaired sessions, conferences attended and papers presented.

RESEARCH AND KNOWLEDGE GENERATION

The Museum has continued to conduct research throughout 2008–09 that is relevant and of a high standard nationally and internationally.

A strategic plan to identify future research priorities and infrastructure requirements for the Australian Museum Lizard Island Research Station will be further developed in late 2009 in response to the release of the Great Barrier Reef Marine Park Authority’s Outlook Report. This plan will highlight information gaps and prioritise research needs and provide a solid basis for planning research infrastructure needs for the research station.

The Museum’s scientific research effort and outcomes were assessed against the key goals for 2007–08 in the Australian Museum Science Research Strategy 2007–2012 by the Australian Museum Trust’s Research and Collections Advisory Committee (RACAC). In August 2008, a report was submitted to members of the Museum Trust, who were impressed with the progress made in each of the program areas of the strategy. The process for producing the Science Research Strategy key goals for the 2008–09 Report was endorsed at the April 2009 meeting of RACAC.

SCIENTIFIC RESEARCH AND ACHIEVEMENTS

In its inaugural year, the Australian Museum’s Chadwick Biodiversity Fellowship was awarded to mollusc scientist Rosemary Golding. This 12-month fellowship provides an exciting opportunity for a recent PhD graduate to establish a career in biodiversity research by enabling the recipient to apply for grants and publish articles as well as network and collaborate with senior research scientists at the Australian Museum and other experts in the field.

Refer to Appendix I for other Australian Museum fellowships and appointments.

Grants

In 2008–09 the total value of grant-funded projects administered by the Museum was $806,760 (previous year $698,418), with an average value of $31,029 (previous year $26,860). Research and Collections Division staff were also engaged with a number of grants not administered by the Museum. For a detailed summary of grants refer to Appendix L.

Key research

Staff undertook significant field work (refer to Appendix G) in Australia and overseas (Appendix J) as part of their grant-funded projects:

> Robin Torrence spent three weeks in Port Moresby visiting the National Museum, craft specialist producers and villages as part of her Australian Research Council (ARC) Linkage-funded research on indigenous agency and ethnographic collections. This project is aimed at...
providing a greater understanding of the basis of museum cultural collections. Robin Torrence also spent three weeks in Vladivostok, Russia analysing stone tools from excavations at the Tigrova-8 obsidian quarry and working with colleagues on the final report for their collaborative project on obsidian trade.

Jim Lowry, Lauren Hughes and Kate Attwood spent three weeks at Cocos (Keeling) Islands and Christmas Island in the Indian Ocean, collecting marine amphipod crustaceans for the Circum-Australian Amphipod Project (CAAP) funded by DEWHA. This project will produce the first comprehensive set of distribution data for shallow-water amphipod crustaceans that will help with assessments of conservation values on a national scale.

Lauren Hughes took part in the CREefs Ningaloo 2009 expedition as an invited attendee. Lauren spent two weeks in the field around the Coral Bay region of Ningaloo Reef, Western Australia collecting small marine invertebrates as part of a major coral reef biodiversity assessment study.

Jodi Rowley travelled to Vietnam and Cambodia to conduct amphibian and reptile surveys. Jodi’s research in South East Asia has added considerably to the representation of amphibian species from this region held in the Museum's collection, and is accompanied by valuable tissue samples used in determining species diversity. Over 90 per cent of the collection deposited by Jodi is taxa previously unrepresented in the Museum's collections.

Jeff Leis, Michelle Yerman and two collaborators from the University of Miami (Claire Paris and Jean-Olivier Irsson) spent four weeks at the Australian Museum Lizard Island Research Station with support from a Museum research fellowship for Claire (travel to Australia) and a grant from the Hermon Slade Foundation. They were studying orientation behaviour of larval coral-reef fishes using an innovative method developed by Claire.

Rosemary Golding, the Museum’s Chadwick Biodiversity Fellow, undertook field work in South East Asia to collect snails from a range of mangrove areas.

Maria Capa, an Australian Biological Resources Study (ABRS)/Australian Museum Fellow, began working at the Australian Museum for three years on the systematics and phylogeny of fan-worms (Sabellida: Polychaeta).

A number of researchers from around the world visited the Museum to collaborate with research scientists and to work on its collections. Visitors included Fabiane Gallucci from Brazil, who investigated the distribution of nematodes in a variety of estuarine habitats including areas infested with the introduced Caulerpa. Fabiane’s research was funded by an Australian Endeavour Fellowship. The Endeavour Awards is the Australian Government's internationally competitive, merit-based scholarship program providing opportunities for citizens of the Asia-Pacific region to undertake study, research and professional development in Australia.

Public communication

Research and Collection staff undertake research on the collections and in the field to expand understanding of the natural and cultural worlds. Results are communicated to the public, NSW Government agencies and other stakeholders including Pacific and Indigenous Australian communities.

Scientific publications

Refer to Appendix K for the full list of publications.

RESEARCH LIBRARY AND ARCHIVES SERVICES

Throughout 2008–09 library and archives staff continued to support both external and internal users.

Research Library

Following the relocation of the Museum’s records and archives and opening of the Collections & Research Building, the functioning of the Research Library was enhanced. Much of the library material located in the various departments was returned to the main library where staff unpacked approximately 100 boxes of books and serials to be databased.

Collection highlights

In a joint project with Robin Torrence the Library photographed a rare multi-volume ethnological catalogue. This will appear on the Library’s webpage in the near future.

External funding supported a six-month cataloguing project for rare books. Only a third of the Library’s rare book collection is databased and the objective was to catalogue the Entomology and Malacology rare book collections. As a result, 828 rare books, many of them unique in Australia, were catalogued.

The Library is beginning the task of including the wonderful images from the rare book collection on the Library’s database.

Reference and access services snapshot

In 2008–09, the Library:

- received 1335 requests for information, 44 per cent of these were in person, 37 per cent by email, and the remainder by phone, web or in writing
- subscribed to 280 serials and received 532 serial titles on exchange for Records of the Australian Museum
- received requests for 430 rare books
received 18 requests for images
processed 303 in-depth reference requests, 141 of these from Museum staff and 162 from external researchers
sent 233 interlibrary loan requests on behalf of Museum staff
received 172 interlibrary loan requests from external requesters
catalogued 1050 items (books and serials) (including part of the rare book cataloguing project)
accessioned 3009 new serials
acquired 182 new books.

Community outreach
Barry Dean from Enmore Design Centre brought in a group of 15 students to look at rare books for inspiration for a design project.
A group of 29 archivists came in for a library tour to learn about our collection and services.
As part of the Information Studies degree study visit, a group of 18 Charles Sturt University students came in for a talk and tour of the Library.
Leoné Lemmer and Matthew Stephens gave two talks for Museum Members titled Mr Bennett and Mr Macleay go shopping.
Leoné Lemmer (Library Manager) wrote an article for Explore magazine, From Bookcase to Bibliothèque. This article looks at the beautiful published folio volumes of the voyage of the French vessel the La Coquille.

Museum Archives
Records management
The year’s major achievement was the upgrade of our records management software from Captura 4.3 to TRIM Context 6.2, with 65 existing users and 15 new users trained in the new system. A record plan was also designed and implemented to allow automatic sentencing of TRIM files on creation. Phase 2 of this project will see the Museum implement electronic document management in 2010–11.
Throughout the year Archives also continued to process large volumes of material as a result of office moves associated with the continuing Museum refurbishment project. Where practical, this material has been listed and moved to offsite storage awaiting further work.

Collection moves
The year was dominated by the move of the Archives to a consolidated location in the Child Welfare Building.
With a new 128-bay compactus and new climate controls, 500 objects, around 600 metres of paper archival records, heritage furniture, office equipment, supplies and office furniture were moved to our refurbished location in three staged moves over six months.
The Archives photography collection was also consolidated in a new photography archives store, with special care and intake of breath as around 15,000 irreplaceable glass plate negatives navigated the steep stairs to their new climate-controlled store.
As a result:
The new Archives facility provides researchers (in-house and external) with one-stop access to Museum archives and records, and greatly expanded sorting and office area for Archives staff.
Climate control provides appropriate long-term storage conditions for our irreplaceable paper and photograph archives.

Collection highlights
In 2008–09, Archives staff also:
conducted four oral history interviews including with ex-director Des Griffin
transferred the Maclean collection of glass plate negatives of birds from the Mitchell Library, State Library of NSW
continued conservation work on Letters Received 1853–1883
updated the heritage furniture survey and identified an archival furniture set.

Reference and access services
Archives are open to the public under the provisions of the State Records Act. As a result of our moves, the Archives was closed to most external researchers for three months, with a corresponding drop in research use.
304 in-depth researchers were served during the year
50 per cent of researchers were Museum staff, 50 per cent members of the public
32 per cent of external researchers visited the Archives in person, with 68 per cent of requests dealt with online or by phone
31 per cent of research enquiries included image requests (96 image requests in total)
CSIRO marine researcher Dr Elvira Poloczanska wrote about her archival research (mapping Elizabeth Pope’s 1960’s research data) for Explore magazine.

Community outreach
A group of 29 school archivists from around NSW visited in June to learn about our holdings and operations.
Archivist Rose Docker wrote about curator Gerard Krefft’s relationship with Charles Darwin for Explore magazine.
Volunteer Sue Myatt wrote an article on our Waterhouse collection of historic photographs from the Pacific.
Objects were loaned for two exhibitions at the Museum of Sydney.
Key Result Area 2
Developing relationships

The Museum will build its strategic alliances and reputation and expand collaborative opportunities.

INSTITUTIONAL COLLABORATIONS AND STRATEGIC RESEARCH PARTNERSHIPS

Research and Collections Division

In line with the priority of building our strategic alliances and reputation and expanding collaborative opportunities in research, the Museum developed new partnership arrangements with a number of key organisations during the year.

Notable developments included:

- In 2008–09, the Australian Museum took a lead role in the International Barcode of Life (iBoL) project and contributed to the development of an Australian network through participation in the Australian Barcode of Life Steering Committee collaborating with members across Australia.
- The Australian Museum is an associate partner of the Sydney Institute of Marine Science (SIMS). Penny Berents and Brian Lassig, Heads of the Natural Science Collections Branch and Research Branch respectively, represent the Museum.
- Robin Torrence and the ARC Linkage research group hosted 25 members of the Canberra PNG Cultural Group. They visited the Frank Hurley: Journeys into Papua exhibition (see page 6) and the ethnographic collections from Central Province, PNG and provided very useful intangible heritage.

In turn, they gave a one-hour public presentation of traditional dances and songs in the Atrium.

Staff have developed relationships and partnered with universities to provide student courses that included:

- Buz Wilson was the Australian Museum coordinator for the University of New England's Bachelor of Science in Biosystematics. In particular Buz has developed, written and edited the course documentation and continued to lead the zoological component of instruction in the residence schools in Sydney and Armidale.
- Winston Ponder and Don Colgan have been instrumental in running a comprehensive course on molluscs with the University of Wollongong. Using lectures, practicals and field excursions, the course explored each of the major groups and included details of their biology, diversity, conservation, classification and relationships and importance to humans.

Based on strategic memorandums of understanding (MoUs), a number of ongoing collaborations were pursued in the Pacific region. Collaborations included:

- Intangible Cultural Heritage Field Kit, a project developed in partnership with the Solomon Islands National Museum. Paul Monaghan travelled to Honiara to train staff in the use of the kit and launch the project in August 2008.
- Reconstruction of a 3000-year-old Lapita pot excavated on Efate by the Museum’s Materials Conservation Unit, enabled by the Museum’s ongoing relationship with the Vanuatu Cultural Centre. On completion it was sent to Port Vila where it is now on display.

In increasingly effective collaboration with partners, the following MoUs were signed:

- In August 2008, a partnership agreement was signed between the Australian Museum, the Biodiversity Conservation Madagascar Association, and the Botanical & Zoological Park of Tsimbazaza regarding collaboration for the conservation of biodiversity in Madagascar. The main objective is in relation to the preservation of land snails and includes a donation of a number of snails to the Museum collection.
- In October 2008, an MoU was signed between the Australian Museum and the Institute of Research for Development (Paris, France) to further collaboration in research programs and training in New Caledonia and the Pacific region, with regard to biodiversity monitoring and conservation.

Research and Collections Division staff are members of 24 external committees of both national and international importance. For more details see Appendix H.

Public programs

The Museum has been exploring a number of new models for the collaborative delivery of major projects.

A new pro-forma MoU was used successfully on a number of projects including Menagerie, an upcoming touring exhibition of contemporary Indigenous sculpture, being co-developed by the Museum and Object and funded by Visions of Australia.

Using the new MoU model, the Museum also started a new phase in the development of a major international cultural exhibition with its two key collaborators, Te Papa Tongarewa (NZ) and Museum Victoria. This major project will launch in New Zealand in late 2011 before it arrives at the Australian Museum via Melbourne in late 2012. The development model from this collaboration is already being employed for other international projects currently in planning.
An important collaboration with the Museum’s funding partner Scitech Discovery (WA) resulted in the important Climate Change: Our Future, Our Choice exhibition in May 2009. This exhibition was delivered by our in-house teams, and key sponsorship support was provided by the City of Sydney and NSW Department of Environment, Climate Change & Water (DECCW). Related public program science activity at College Street is being developed by staff from Questacon: the National Science and Technology Centre, Canberra.

The development of Menagerie marks one of the first key departures from previous collaborative development and production practices. The project has employed the organisational and creative talents of the Museum’s Exhibition, Design and Photography units combined with the curatorial talents, Indigenous relationships and touring strengths of Object. The work of the Museum’s photographers is a major feature of the exhibition catalogue, which will be released with the exhibition in late 2009. A number of the original works will be formally accessioned into the Museum’s collections at the conclusion of the Australian tour.

Corporate partners and sponsors

The Museum has worked to consolidate relationships with our existing corporate partners, particularly major media partners National Geographic Channel, Fairfax and JCDecaux, which provide important support to the Museum’s exhibition marketing campaigns. In-kind partnerships provided the Museum with in excess of $1.2 million worth of goods and services during the year. This year, as part of the Museum’s pandemic response planning, in-kind support was received from Reckitt Benckiser through the provision of hand sanitiser for use throughout the public areas. Panasonic, the Museum’s Leading Scientific Research Sponsor, also donated a wind- and solar-powered environmental streetlight, the Kaze Kamome (Japanese for ‘wind seagull’), that was installed to coincide with the Climate Change: Our Future, Our Choice exhibition.

Through the company Perpetual, a grant of $80,000 was made from a private philanthropic foundation for the web extension program for Science in the City. The Development Unit continues to work with various divisions to identify potential programs for funding through appropriate foundations.

Refer to Appendix W for acknowledgment of our benefactors and sponsors.

Australian Museum Eureka Prizes

Through the Eureka Prizes, the Museum’s strategic alliances, reputation and collaborative opportunities continued to flourish.

The Australian Museum and 23 sponsors and supporters presented 20 Eureka Prizes for outstanding Australian science on 19 August 2008. Over 900 ‘who’s who’ of Australian science attended the awards dinner. Over 16 million Australians read, watched, listened to or downloaded news about the Eureka Prizes via the Australian media during August 2008 (as measured by Media Monitors). In the Eureka People’s Choice Award 15,000 science-lovers voted, with 1 in 10 high schools taking part. The Australian Research Council was welcomed as a new prize sponsor for 2009 bringing total prizes to 20.

Planning has commenced for the 20th Anniversary Gala Dinner in 2009.

Key strategic marketing achievements

The Museum pursued marketing strategies that utilised integrated publicity, promotions and paid advertising to increase our brand profile and visitor numbers.

Special events

The Australian Museum launched the new Collections & Research Building in November 2008. It was officially opened to stakeholders by the Honourable Virginia Judge MP and the Honourable Jodi McKay MP with a keepsake Museum science publication titled Our research, new knowledge, your future. The opening also received extended Sydney profiling with over 350 public competition entries to provide this science building with an everyday nickname, the Bling Wing.

The Australian Museum met its January audience target by successfully filling all paid puppet dinosaur shows with media and marketing promotions. We also further engaged over 16,000 children with ‘name our dinosaur puppet’ competition entries.

Tourism

This year an emphasis was placed on reaching international tourist audiences. Our visitor numbers showed that international tourist onsite visiting figures increased from 17 per cent to 28 per cent of our total visitation. To cater for our international audiences, new Museum floor maps were produced in Korean, Japanese and Chinese languages. A new Museum tourist flyer explaining our services aimed at domestic and international tourists has been positively received by all tourism operators and clients. The Museum’s brand profile is also increasing with our first-round acceptance into competitive industry workshops.

Communication

This year, ongoing marketing and media coverage of Museum exhibitions, activities and scientific research continued to drive visitation and increase public interest and brand awareness of the Museum.

The Australian Museum aimed for at least one media reference per day (in electronic
and print media). This year we averaged 1.6 media references per day (1 reference per day in print and 0.6 references in electronic media).

Key media partnerships were successfully re-engaged with National Geographic Channel, Fairfax, JCDecaux and Sydney’s Child. These media partnerships are invaluable in creating Museum awareness and driving visitation. Highlights included an 8-page insert for *When Mammoths Roamed* and *Climate Change: Our Future, Our Choice* exhibitions in The Sun Herald newspaper; and a striking summer JCDecaux citylight (street furniture) banner campaign for *Wildlife Photographer of the Year 2008* exhibition that helped to drive up to 70 per cent of new onsite visitors.

We regularly communicate with key stakeholders to increase awareness of our behind-the-scenes science work by publishing the Australian Museum’s quarterly magazine, *Explore*. The quarterly *What’s On* calendar brochure is created as a comprehensive Museum events marketing document to reach new and regular audiences to drive onsite visitor numbers and product sales (see Appendix K Publications).

In addition to the Museum’s specific credited sampled audience evaluation report we are informed through the Museum’s onsite unsolicited visitors comment book. Of the 516 self-selected comments 50 per cent were from overseas visitors, 42 per cent from NSW residents and 8 per cent were from interstate visitors. Of those total comments 71 per cent were positive and 29 per cent provided constructive feedback.

**Key Result Area 3 Building capabilities**

Revitalisation of ourselves is as important as revitalising our resources and assets

**HUMAN RESOURCES**

The 2008–09 financial year saw continued activity in areas of recruitment, policy review, and training and development of staff. The Museum continued to pursue the objectives of its Equal Employment Opportunity Plan, the main objective being to improve the Museum’s:

- people management capabilities (or plans) and practice
- its commitment to a diverse and skilled workforce and gender equity.

Under the Crown Employees Wages Staff (Rates of Pay) Award 2008, the first instalment of four per cent increases was paid to all staff in the first full pay period in July 2008.

The Museum’s Occupational Health and Safety Committee continued working with Museum management in identifying, assessing and managing workplace hazards to ensure that the Museum complies with its legislative responsibilities under the NSW Occupational Health and Safety Act 2000 and the NSW Occupational Health and Safety Regulations 2001. Achievements for the 2008–09 year include:

- ongoing risk assessment surveys of operational areas with recommendations submitted to the Museum Executive regarding its findings
- assessing the opportunity/cost and recommending the introduction of an Online Training and Compliance System within the Australian Museum. Subject to approval from the Executive it is hoped to implement this system in the 2009–10 year

- a review of the Museum’s Child Protection Policy & Procedures, Personal Performance Program, Grievance Handling Procedures, Equal Employment Opportunity, and Anti-Bullying Policy was conducted in line with recommendations from the Anti Discrimination Board of NSW and the Internal Audit Bureau

- ongoing training for management and staff in OH&S and Grievance Handling responsibilities

- a continued commitment to the delivery of targeted skills training and the development of staff across all salary ranges and occupation types through courses in Managing People, Customer Service, Merit Selection, Time Management, OH&S, First Aid and Microsoft Office, among others.

The Joint Consultative Committee (JCC) met regularly to provide an effective means of resolving employee-related issues.

Appendix C and Appendix E provide details about Executive staff profiles and Management activities, and Senior Executive Service Officers, staffing and EEO trends at the Museum.

**Maintaining staff skill sets**

Staff development requirements are being assessed by Human Resources through personal performance programs to form the basis of corporate training programs. Other development options will be arranged between staff and supervisors. Corporate training funds are being expended in accordance with allocated budget.
During 2008–09, two intensive courses for Museum staff were conducted, one in web writing, social media and Web 2.0, and the other on how to use the new website’s content management system (CMS). Over 90 staff have completed the first course and 40 have completed the second.

Investigations of induction/mentoring programs at other institutions were undertaken to assess suitability and assist in development of a Museum program.

Customer Service Training courses were developed for front-of-house staff and the first and second courses were completed.

The Research Library Manager attended a week’s workshop given by David Pearson (Head, University of London Library) in February at the University of Otago. This was part of the Rare Book Summer School program. The course was on book provenance and history.

Library staff attended the Online conference in January 2009.

**Australian Museum volunteers**

The first stage of the volunteer evaluation was completed to understand and evaluate how to engage new and existing volunteers.

There were 163 people actively volunteering across most sections of the Australian Museum over 2008–09. This number can be divided into 48 front-of-house volunteers working in the Visitor Services area of the Museum, interacting with general visitors, and 115 volunteering behind the scenes, the majority working with scientists and in corporate and commercial services. Most were long-term volunteers (one year’s service or longer) who volunteered at least once a week. A small number volunteered on short-term, one-off projects.

Volunteers contributed an estimated 49,800 hours of service to the Museum over the last financial year which represents an increase from last year’s 48,343 hours. Appendix F acknowledges our volunteers for the 2008–09 reporting period.

**POLICIES AND PROCEDURES**

**Museum Environmental Plan**

The Museum has established an internal Environmental Sustainability Committee that has identified both short- and long-term plans to address sustainability issues. The long-term plans will be guided by an independent audit of energy and water usage at the Museum. Short-term actions are already being put in place. Funding bids to support identified sustainability actions were submitted to the Australian Government Department of Environment, Water, Heritage and the Arts.

See Appendix P Energy management and Appendix R Waste reduction and recycling for specific results.

**Monitoring our service delivery**

In response to the need to review and implement improved visitor evaluation reports for the Executive, new bimonthly reporting was being monitored to see if it provided adequate information for management.

**Key Result Area 4**

**Increasing resources**

The Museum aims to increase the level of self-generated income by 2012–13. The Museum needs to progress to the next stage of the Revitalisation Project.

**FINANCIAL EFFICIENCY**

Key actions have been undertaken to ensure that decisions on new programs are taken with a clear understanding of the financial implications involved.

During this reporting year key staff reviewed secondary charged programs to ensure they meet standards for financial viability. The resulting review commenced as part of the budgeting process for this financial year for existing programs, and all new programs now use a Museum template set up for this purpose.

A revenue development strategy for Museum-earned income that reflects the needs and capabilities of different areas of the Museum has been developed.

**CORPORATE PARTNERS**

The Australian Museum Foundation continues to grow, despite the current economic climate. There was an increase of 11 per cent in the total value of donations, and a number of strategic fundraising initiatives developed during the year.

The President’s Circle, the Foundation’s group of generous philanthropic individuals and corporates who make an annual minimum donation of $10,000, continues to grow. There are now 14 members, three of whom we welcomed this year. Despite the general economic downturn,
most existing members have maintained their commitment. A number of donor stewardship events, providing the opportunity for guests to meet and speak with working scientists, were held for existing and prospective President’s Circle members. These events provide an effective way to engage on a personal level with existing and prospective donors and significant donations resulted from attendance.

To initiate the building of a donor database, two direct mail campaigns were run. The first promoted and launched the Annual Giving Program; the second was an ‘end of financial year’ fundraising appeal. These contributed to an increase in donations to the Australian Museum Foundation, provided 116 new donors, and effectively demonstrated the importance of an integrated philanthropic strategy involving different areas of the organisation. Donor acquisition through direct mail, while a long-term strategy, also delivers long-term results, as donors tend to support their selected organisations for multiple years.

In June, the Development Unit employed a Bequest Officer, who will develop and implement a formal bequest program. This will raise awareness among potential bequestors and is an integral element in the fundraising strategy.

The Foundation Trustees approved two grants to the Museum during the year, both for acquisitions to cultural collections. A spectacular 12-faced wooden ceremonial slit drum from the island of Ambrym in Vanuatu was purchased from an exhibition in Sydney and will be a valuable addition to the Museum’s Pacific collection.

The second grant enabled the Museum to acquire three works by contemporary Indigenous artists: Yvonne Koolmatrie’s Murray Cod, Craig Koometa’s Camp Dog and Owen Yalandja’s Yawkyawk, which will be included in the Menagerie: Contemporary Indigenous Sculpture exhibition opening in September.

**COMMERCIAL SERVICES**

The Commercial Services branch raised revenue through the Museum Shop, merchandise and venue hire.

**Retail services**

The Museum Shop had a profitable year, with turnover reaching $1,101,343 and an average income per visitor rising to $3.42. Museum Shop sales increased by 7.5 per cent on the previous year and the dollar per visitor figure rose by 11 per cent.

Special exhibitions continued to provide important streams of income with high sales of related merchandise. *Wildlife Photographer of the Year* merchandise contributed $67,879 and 5.6 per cent of annual turnover. For the period of the exhibition the merchandise delivered 18.5 per cent of turnover in 2007–08. *When Mammoths Roamed* merchandise also performed well, delivering 9.3 per cent of sales during the exhibition period.

The range of Museum-branded merchandise was expanded with the further development of kids T-shirts, postcards, magnets, bags, caps and hats, snow domes, umbrellas, and a range of lollies based on the Mineralogy collection. Sales grew quickly to represent eight per cent of turnover.

**Museum as a Venue**

Museum as a Venue manages the hiring of galleries, public spaces for events and other activities, as well as the retail food outlets.

In 2008–09, over 15,000 people used the Museum’s galleries and public spaces for events, further enhancing the Museum’s reputation as one of the premier function venues in Sydney. Revenue growth was achieved with $460,451 compared to last year’s $408,007, and a net profit of $119,610.

In 2008–09, Venues exhibited at the RSVP Event tradeshow, the largest show in Australia aimed at the corporate event market. An e-newsletter was developed, along with a detailed competitor analysis and marketing plan that have driven the increase in revenue and market share. The Museum has worked closely with our preferred caterer, Laissez-faire, over the last year with turnover in the retail food outlets increasing by 5.8 per cent or over $41,000.

**CONSULTING SERVICES**

The Australian Museum Business Services (AMBS), the commercial consulting arm of the Museum, was reviewed and a report was submitted to the May 2009 Australian Museum Trust meeting that received favourable appraisal. AMBS recorded a surplus for 2008–09.

AMBS provides a commercial service to government and private organisations by delivering customised outcomes from the Museum’s knowledge base. This enterprise is facilitated through two operational units, one offering services in Ecology, the other in Archaeology and Heritage management. Both are underpinned by a third-party quality-assurance program complying with the requirements of quality system standard AS/ISO 9001.

Key projects for 2008–09 include:

- An external Quality Audit of AMBS was undertaken in February and the ISO 9001 quality certification has been endorsed for another three years.
- AMBS Ecology and Archaeology & Heritage sections both reported a profit for the financial year ending 30 June 2009. The Australian Museum Trust review of AMBS noted a substantial improvement in the financial
performance, staff retention and AMBS position in the market place.

- AMBS Archaeology & Heritage and Ecology are preferred consultants to the Transport Infrastructure Development Corporation (TIDC) Commuter Car Parks project. This has arisen out of work done last year by Archaeology & Heritage on the Glenfield Commuter Car Park, and the timely response and quality of reports for a number of the car parks.

- AMBS Ecology continues to investigate the impact of roads on Koalas in northern NSW for the NSW Roads and Traffic Authority.

- Ecologists Glenn Muir and Mark Semeniuk recently attended and presented a poster at the EIANZ SEQ Breaking the Barriers symposium held in Brisbane, displaying the work done on the Koala project.

- Biodiversity monitoring within the Coleambally Irrigation Area for Coleambally Irrigation Co-operative Ltd.

- Short-range endemic invertebrate assessments within Jinayri mining lease and infrastructure corridor for BHP Billiton.

- Scientific fish surveys within Sydney Olympic Park for the Sydney Olympic Park Authority.

- Vegetation mapping of the Murray region for DECCW.


- In December 2008, a number of scientific papers authored by AMBS ecologists and related to commercial projects were published by the Australian Zoological Society in peer-reviewed journals.

- Glenn Muir and Mark Semeniuk recently completed the Biobanking accreditation course.

- AMBS Archaeology & Heritage were successful with the Indigenous Heritage submission for the Defence Environment and Heritage Panel submissions. The panel agreement is for a period of three years, with an option for a further two years. AMBS Archaeology & Heritage are also on the reserve list for Historic Heritage panel. Both submissions include the Museum’s Materials Conservation unit.

- AMBS Archaeology & Heritage were included in two clients’ successful Defence Environment and Heritage Panel submissions as part of their Environmental Impact Assessments teams.

- AMBS Archaeology & Heritage have been sourced for a number of large historic heritage projects by DECCW and Sydney Water.

- AMBS Archaeology & Heritage have been involved in a number of projects, large and small, including an upcoming excavation for Energy Australia. AMBS Archaeology & Heritage is on the panel for Aboriginal heritage.

- AMBS Archaeology & Heritage team have mounted a display in Search & Discover to celebrate National Archaeology Week for the second year running, and participated in the Archaeology Open Day with artefacts and talks. This year’s theme was inspired by the Australian Museum.

### Facilities management

During 2008–09, the Museum has been heavily involved in consolidating the integration of the new Collections & Research Building. There has been significant time involved in training for new plant and associated technologies. Working closely with consultant engineers, staff have helped resolve many issues in a timely and effective manner.

A major roof maintenance project was continued which will run over several years. Initial works had previously commenced on the repair of the significant heritage roofing structure which requires specialist trades in copper and lead work. The second stage of replacing major sections of box guttering on the Vernon Wing is almost complete.

The Museum commenced the first stage of a lift modernisation program on our oldest and most used public lift. This involved the re-skinning and refurbishment of doors and operating machinery on every level to improve reliability. The second phase in 2009–10 will involve the replacement of the motor, electrical and control gear.

The Museum also undertook a number of projects associated with occupational health and safety compliance, improving building maintenance standards and plant upgrades.

### ASSETS

To advance the staged revitalisation of the Museum a project manager was assigned and initial discussions are underway to develop the scope and concepts for the next stage of the College Street site master plan.

Another momentous stage in the revitalisation of the Museum was completed this year with the move into the new onsite Collections & Research Building.
Financial statements
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FINANCIAL COMMENTARY

The Australian Museum financial operations for 2008–09 resulted in a surplus of $1.454 million. Taking into account $5.5 million in capital grants income to fund a range of capital works and $4.821 million in depreciation expense, the Museum’s trading position for 2008–09 was an operating surplus of $775,000.

Of the capital provided to the Museum, $448,000 was provided by way of external funds to support capital works at the Australian Museum Lizard Island Research Station and $5.5 million was provided by way of government capital grants to support capital improvements at the College Street site. The government grants included $2.15 million to allow completion of a five-year construction program that resulted in the opening of two new galleries and the construction of the new Collections & Research Building.

Admissions to the Museum were above the previous five-year 313,413 visitor average, with some 321,954 visitors admitted. General admission charges slightly increased in July 2008 and there were two exhibitions during the year for which a supplementary admission charge was levied: Papunya Painting: Out of the Desert and When Mammoths Roamed. Revenue from admissions was $2.506 million, an increase of 32 per cent on the 2007–08 return of $1.927 million.

The Museum’s expense budget provides for:
- $22.6 million for personnel services
- $3.9 million for depreciation
- $12.6 million for other operating and maintenance expenses.

The Museum estimates its staffing structure at 236 equivalent full-time positions (EFT), a similar level as in 2008–09.

ECONOMIC AND OTHER FACTORS AFFECTING THE ACHIEVEMENT OF OPERATIONAL OBJECTIVES

The impact of the global financial crisis on the level of visitation to the Museum is unclear, although income earned by way of investment was negatively impacted. This was offset by the offer of two exhibitions for which a supplementary admission charge was levied as well as the delivery of a variety of Museum activities and other programs.

OUTLINE OF BUDGET FOR 2009–10

Communities NSW (a new NSW Government super department incorporating DASR) will provide grant funding that, when combined with the Museum’s earned revenues, will allow the Museum to operate at a level which is comparable to the 2008–09 level. The Museum has been able to plan a program of exhibitions and activities that will include Egyptian Treasures: Art of the Pharaohs, Wildlife Photographer of the Year 2009, Menagerie: Contemporary Indigenous Sculpture and Amazing Backyard Adventures.

Anticipated funding for 2009–10 includes:
- $22.315 million as a recurrent grant
- $2.842 million as a capital grant
- $2.2 million in funded project grants, contributions and sponsorships
- $7.4 million from other self-generated revenues.
ACCOUNTS PAYABLE PERFORMANCE

The Museum measures and reports its accounts payable performance on the basis of creditor terms. This is more stringent than the standard endorsed for Government by Treasury. Late payments may occur due to invoice queries, necessitating payment delays. There has been no interest charged for delaying payments.

<table>
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<th>Reporting on payment of accounts</th>
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<tr>
<td>Outstanding invoices by age at the end of each quarter</td>
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<td>September 2008</td>
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<td>December 2008</td>
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<td>March 2009</td>
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<td>June 2009</td>
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<th>Total accounts paid on time</th>
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<tr>
<td>Accounts paid on time during each quarter</td>
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<td>September 2008</td>
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<td>December 2008</td>
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<td>March 2009</td>
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<tr>
<td>June 2009</td>
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<tr>
<td>Total accounts paid</td>
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INDEPENDENT AUDITOR'S REPORT

Australian Museum Trust

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the Australian Museum Trust (the Trust), which comprises the balance sheet as at 30 June 2009, the income statement, statement of recognised income and expense and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Trust as at 30 June 2009, and its financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the Public Finance and Audit Act 1983 (the PF&A Act) and the Public Finance and Audit Regulation 2005.

My opinion should be read in conjunction with the rest of this report.

The Trustees' Responsibility for the Financial Report

The members of the Trust are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the Trust's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Trustees, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.
My opinion does not provide assurance:

- about the future viability of the Trust,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their role by the possibility of losing clients or income.

Steven Martin
Director, Financial Audit Services

19 October 2009
SYDNEY
AUSTRALIAN MUSEUM TRUST
STATEMENT IN ACCORDANCE WITH SECTION 41C (1C)
OF PUBLIC FINANCE AND AUDIT ACT, 1983.

Pursuant to Section 41C of the Public Finance and Audit Act, 1983 and in accordance with a resolution of the Australian Museum Trust, we being members of the Trust, state that:

1. In our opinion, the financial report exhibits a true and fair view of the financial position of the Australian Museum Trust as at 30 June 2009, and financial performance for the year then ended.

2. The financial statements have been prepared in accordance with the provisions of the Public Finance & Audit Act 1983, Public Finance and Audit Regulation 2005, and the Treasurer's Directions.

3. The financial report gives a true and fair view of all income and expenditure.

4. The balance sheet gives a true and fair view of the state of affairs of the Trust.

5. The internal controls exercised by the Trust are appropriate and effective in accounting for all income received and applied by the Trust.

Further, we are not aware of any circumstances which would render any particulars included in the financial report to be misleading or inaccurate.

BRIAN SHERMAN  FRANK HOWARTH
PRESIDENT OF TRUST  SECRETARY OF THE TRUST

Date: 16/09/09
AUSTRALIAN MUSEUM TRUST
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2009

Note  |  2009  |  2008  |
      |  $'000  |  $'000  |
---|---|---|
Income | | |
Sale of goods and services | (a) 3  | 6,651  | 5,663  |
Investment income | (b) 3  | 687  | 1,320  |
Other gains/(losses) | 5  | 2,843  | 383  |
Grants and contributions | 6  | 31,952  | 47,786  |
Total Income | | 42,133  | 55,152  |

EXPENSES

Personnel services expenses | (a) 2  | 22,560  | 20,848  |
Other operating expenses | (b) 2  | 13,089  | 12,341  |
Depreciation | (c) 2  | 4,821  | 3,373  |
Grants and subsidies | (d) 2  | 164  | 148  |
Loss/(Gain) on disposal | 4  | 45  | (25)  |
Total Expenses | | 40,679  | 36,685  |

Surplus for the Year | | 1,454  | 18,467  |

The accompanying notes form part of these financial statements.
AUSTRALIAN MUSEUM TRUST  
STATEMENT OF RECOGNISED INCOME AND EXPENSES  
FOR THE YEAR ENDED 30 JUNE 2009

<table>
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<th>Note</th>
<th>2009</th>
<th>2008</th>
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</table>

Income and Expenses Recognised Directly in Equity

Net increase/(decrease) in property, plant and equipment asset revaluation reserve | 0 | 286,748 |

Net Income and Expenses Recognised Directly in Equity | 0 | 286,748 |

Surplus for the year | 1,454 | 18,467 |

Total Income and Expense Recognised for the Year | 15 | 1,454 | 305,215 |

The accompanying notes form part of these financial statements.
### Australian Museum Trust
#### Balance Sheet
**As At 30 June 2009**

<table>
<thead>
<tr>
<th>Note</th>
<th>2009</th>
<th>2008</th>
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</tbody>
</table>

### Assets
#### Current Assets
- Cash and cash equivalents: 7
  - 2009: 9,031
  - 2008: 14,305
- Trade and other receivables: 8
  - 2009: 1,446
  - 2008: 1,908
- Inventories: 9
  - 2009: 243
  - 2008: 231

**Total Current Assets**
- 2009: 10,720
- 2008: 16,444

#### Non-Current Assets
- Trade and other receivables: 8
  - 2009: 344
  - 2008: 0
- Property, Plant and Equipment
  - Land and Buildings: 11
    - 2009: 216,013
    - 2008: 229,874
  - Plant and Equipment: 11
    - 2009: 46,113
    - 2008: 27,130
  - Collections: 11
    - 2009: 767,114
    - 2008: 767,064

**Total Property, Plant and Equipment**
- 2009: 1,029,240
- 2008: 1,024,068

**Total Non-current Assets**
- 2009: 1,029,584
- 2008: 1,024,068

**Total Assets**
- 2009: 1,040,304
- 2008: 1,040,512

### Liabilities
#### Current Liabilities
- Derivative Financial Instruments: 23(f)
  - 2009: 5
  - 2008: 0
- Trade and other payables: 12
  - 2009: 4,708
  - 2008: 6,400

**Total Current Liabilities**
- 2009: 4,713
- 2008: 6,400

#### Non-current Liabilities
- Trade and other payables: 12
  - 2009: 24
  - 2008: 19
- Loans: 14
  - 2009: 344
  - 2008: 324

**Total Non-current Liabilities**
- 2009: 368
- 2008: 343

**Total Liabilities**
- 2009: 5,081
- 2008: 6,743

**Net Assets**
- 2009: 1,035,223
- 2008: 1,033,769

### Equity
- Accumulated funds
  - 2009: 594,475
  - 2008: 593,021
- Reserves
  - 2009: 440,748
  - 2008: 440,748

**Total Equity**
- 2009: 1,035,223
- 2008: 1,033,769

The accompanying notes form part of these financial statements.
### Cash Flows from Operating Activities

#### Payments
- Personnel services: $(20,703)$, $(19,594)$
- Grants and subsidies: $(164)$, $(148)$
- Other payments: $(13,468)$, $(17,515)$

#### Total Payments
- $(34,335)$, $(37,257)$

#### Receipts
- Sale of goods and services: $6,793$, $6,429$
- Insurance Recovery: $2,843$, $0$
- Interest received: $665$, $1,321$
- Other receipts: $47$, $4,758$
- Grants and contributions: $30,160$, $46,822$

#### Total Receipts
- $40,508$, $59,330$

#### NET CASH FLOWS FROM OPERATING ACTIVITIES
- $6,173$, $22,073$

### Cash Flows from Investing Activities

- Loans: $0$, $690$
- Purchases of Land and Buildings, and Plant and Equipment: $(11,459)$, $(25,833)$
- Proceeds from sale of Plant and Equipment: $12$, $38$

#### NET CASH FLOWS FROM INVESTING ACTIVITIES
- $(11,447)$, $(25,105)$

### Net Increase/(Decrease) IN CASH AND CASH EQUIVALENT

- $(5,274)$, $(3,032)$
- Opening cash and cash equivalents: $14,305$, $17,337$

#### CLOSING CASH AND CASH EQUIVALENTS
- $9,031$, $14,305$

The accompanying notes form part of these statements.
AUSTRALIAN MUSEUM TRUST  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING JUNE 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting Entity
The Australian Museum Trust (the Trust) as a reporting entity comprises all the activities under its control and encompasses funds that are restricted for specified purposes by the grantor or donor, but are nevertheless controlled by the Trust. The Trust is constituted as a body corporate by the Australian Museum Trust Act 1975. The Australian Museum Trust is a statutory body of the NSW State government. The Trust is a not for profit entity (as profit is not its principal objective) and it has no cash generating units. The Trust's accounts are consolidated as part of the NSW Total State Sector Accounts.

This financial report was authorised for issue by the Director and Trust President on the date the accompanying statement was signed by the Director and President of the Trust.

(b) Basis of Preparation
The Trust's financial report is a general purpose financial report which has been prepared on an accrual basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- requirements of the Public Finance and Audit Act 1983 and the Public Finance and Audit Regulation 2005; and
- The Treasurer's Directions.

The financial report has also been prepared on a historical cost basis, except for Collections, Plant & Equipment, land, buildings, derivative financial instruments and available for sale investments, which have been measured at fair value.

Judgments, key assumptions and estimations that management has made are disclosed in the relevant notes to the financial statements.

The financial report is presented in Australian dollars and all values are rounded to nearest thousand dollars ($000) unless otherwise stated.

(c) Statement of Compliance
The Trust's financial report and notes comply with Australian Accounting Standards which include Australian Accounting Interpretations.

The Trust has adopted all of the new and revised standards and interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective from the current annual reporting period.

(d) Income Recognition
Income is measured at the fair value of the consideration or contribution received or receivable.

Additional comments regarding the accounting policies for the recognition of income are discussed below.

(i) Grants and Contributions
Grants and contributions include donations and grants from the Dept of Arts, Sports and Recreation. They are generally recognised as income when the Trust obtains control over the assets comprising the grants/contributions. Control over grants and contributions are normally obtained upon the receipt of cash.
(ii) Sale of Goods and Services
Revenue from the sale of goods and services is recognised as revenue when the Trust transfers the significant risks and rewards of ownership of the assets.

(iii) Rendering of Services
Interest income is recognised using the effective interest method as set out in AASB 139 Financial Instruments: Recognition and Measurement.

(iv) Investment income
Interest income is recognised using the effective interest method as set out in AASB 139 Financial Instruments: Recognition and Measurement.

(e) Personnel Services and other provisions

(i) Personnel Services Arrangements
The Trust and the Department of Arts, Sport and Recreation (DASR) entered into a Memorandum of Understanding effective from 1 July 2006 which sets out the arrangements for employment and payment of staff working at the Australian Museum which are considered employees of DASR. All payments to personnel and for related obligations are done in the DASR name and ABN and are classified as “Personnel Services” expenses in these financial statements.

(ii) Personnel Services - Salaries and wages, Annual Leave, Sick Leave and On-costs.
Based on the memorandum of understanding with DASR, liabilities for personnel services are stated as liabilities to the service provider DASR.

Salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees’ services up to the reporting date at undiscounted amounts based on amounts expected to be paid when the liabilities are settled.

If applicable, long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 Employee Benefits. Market yields on government bonds are used to discount long-term extended leave.

Unused non-vesting sick leave does not give rise to a liability, as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers’ compensation insurance premiums and fringe benefits tax, which are consequential to the provision of personnel services by DASR, are recognised as liabilities and expenses where the personnel services to which they relate have been recognised.

(iii) Long Service Leave and Superannuation
In the financial statements of DASR, the Trust’s liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. Consequently, the Trust accounts for the equivalent expense and income in its financial statements to reflect this provision of personnel services.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors, (specified in NSW TC09-4), to employees with five or more years of service using current rates of pay. These factors were determined based on an actuarial review and market yields at the reporting date on government bonds.
AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

The superannuation expense for the financial year is determined by using the formulae specified in the NSW TC 09-1. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees’ superannuation contributions.

(iv) Other provisions
Other provisions exist when; the Trust has a present legal or constructive obligation as a result of a past event; it is probable that an overflow of resources will be required to settle the obligation, and; a reliable estimate can be made of the amount of the obligation.

Any provisions for restructuring are recognised only when an agency has a detailed formal plan and the agency has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to be affected.

If the effect of the time value of money is material, provisions are discounted at a percentage, which is a pre-tax rate that reflects the current market assessments of the time value of money and the risks specific to the liability.

(f) Insurance
The Trust's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past claim experience.

(g) Accounting for the Goods and Services Tax (GST)
Revenues, expenses and assets are recognised net of the amount of GST, except where:

- The amount of GST incurred by the Trust as a purchaser that is not recoverable from the Australian Taxation'Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense.
- Receivables and payables are stated with the amount of GST included.

Cash flows are included in the cash flow statement on a gross basis. However, the GST component of cash flows arising from investing and financing activities which is recoverable from or payable to the Australian Taxation Office are classified as operating cash flows.

(h) Acquisitions of Assets
The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Trust. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the specific requirements of other Australian Accounting Standards.

Assets acquired at no cost or for nominal consideration, are initially recognised at their fair value at the date of acquisition, and brought to account as assets and revenue for the period.

Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties, in an arm's length transaction.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e. the deferred payment amount is effectively discounted at an asset-specific rate.
Capitalisation Thresholds

Property, plant and equipment and intangible assets costing $3,000 and above individually are capitalised. Computer related assets costing individually $3,000 and above (or forming part of a network costing more than $3,000) are capitalised.

Revaluation of Property, Plant and Equipment

Physical non-current assets are valued in accordance with the Valuation of Physical Non-Current Assets at Fair Value Policy and Guidelines paper (TPP 07-01). This policy adopts fair value in accordance with AASB 116 Property, Plant and Equipment.

Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.

Fair value of property, plant and equipment is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market buying price, the best indicator of which is depreciated replacement cost.

The Trust revalues each class of property, plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. The last revaluation was completed on 30 June 2008 and was based on an independent assessment.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.

When revaluing non-current assets by reference to current prices for assets newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation is separately restated.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the surplus/deficit, the increment is recognised immediately as revenue in the surplus/deficit.

Revaluation decrements are recognised immediately as expenses in the surplus/deficit, except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Where an asset that has previously been revalued is disposed of, any balance remaining in the asset revaluation reserve in respect of that asset is transferred to accumulated funds.

(i) Exhibitions

The value of exhibitions is included in Plant and Equipment and represents capitalisation of the development and establishment costs of exhibitions that will continue to generate revenue or provide a community service beyond the financial year or years in which these costs were incurred.
Capitalised development and establishment costs include material and construction expenditure, but do not include an assessment of the intrinsic value of collection items incorporated in an exhibition unless specifically purchased and costed for that purpose. Labour costs for permanent staff inputs to the development of exhibitions are reflected in employee related expenses and are not included in the capitalisation of exhibitions.

(ii) Collections

The valuations of Collections were revised at 30 June 2008. Increases in the value of assets are transferred to the asset revaluation reserve for that class of assets. The overall revaluation exercise is required to be undertaken on a five yearly cycle as determined in the Treasury guidelines. The Museum’s Capitalisation Policy also specifies a five year valuation cycle, but allows for the timely capitalisation of items where a direct purchase is involved, or where an item of established value is donated.

The method of revaluation is market value in its highest and best use, or where there is a lack of market-based evidence, Recollection Cost is used. Recollection Cost is based on an estimate of the current gross replacement cost of the assets, less allowances for obsolescence.

Acquisition of collection items are recorded at cost when purchased.

(k) Impairment of Property, Plant and Equipment

As a not-for-profit entity with no cash generating units, the Trust is effectively exempted from AASB 136 Impairment of Assets and impairment testing. This is because AASB 136 modifies the recoverable amount test to the higher of fair value less costs to sell and depreciate replacement cost. This means that, for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.

(l) Assets Not Able to be Reliably Measured

The Trust does not hold any assets other than those recognised in the Balance Sheet.

(m) Depreciation of Property, Plant and Equipment

Except for certain heritage assets, depreciation is provided for on a straight line basis for all depreciable assets so as to write-off the net cost or revalued amount of each asset as it is consumed over its useful life to its estimated residual value.

The estimated useful lives, residual values and depreciation methods are reviewed at the end of each annual reporting period.

All material separately identifiable component assets are depreciated over their shorter useful lives.

Land is not a depreciable asset. Certain heritage assets have an extremely long useful life, including original artworks and collections and heritage buildings. Depreciation for these items cannot be reliably measured because the useful life and the net amount to be recovered at the end of the useful life cannot be reliably measured. In these cases, depreciation is not recognised. The decision not to recognise depreciation for these assets is reviewed annually.

The other buildings at the Sydney site are divided into Major buildings that are depreciated over their estimated life of 75 years and Minor buildings that are depreciated over their estimated life of 15 to 55 years.
The buildings on Lizard Island are depreciated over their estimated life of up to 50 years on the assumption that the Museum’s lease of land on the island will be renewed.

The useful life for each property, plant and equipment asset category is as follows:

- **Buildings**: 15 – 80 years
- **Plant and Equipment**: 3 – 10 years
- **Vehicles**: 6 – 7 years
- **Vessels**: 6 – 7 years

Permanent exhibitions are depreciated on a straight-line basis based on their expected useful life, with a maximum life for depreciation purposes not exceeding 9 years.

(n) **Major Inspection Costs**

When each major inspection is performed the labour cost for faults is recognised in the carrying amount of an asset as a replacement of a part, if recognition criteria are satisfied.

(o) **Restoration Costs**

The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.

(p) **Maintenance**

Day to day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

(q) **Leased Assets**

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the asset is recognised at its fair value at the commencement of the lease term. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are charged to the Income Statement systematically over the term of the lease. The Trust does not have any assets subject to finance leases.

(r) **Intangible Assets**

The Trust recognises intangible assets only if it is probable that future economic benefits will flow to the Trust and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is at fair value as at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met. The Trust has no intangible assets.
(s) Financial Instruments

The Trust’s principal financial instruments policies are outlined below. These financial instruments arise directly from the Trust’s operations or are required to finance its operations. The Trust uses derivative financial instruments (including forward currency contracts) to hedge its risks associated with foreign currency. Such derivative financial instruments are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured to fair value.

Derivatives are carried as assets when their fair value is positive and as liabilities when their fair value is negative.

Any gains or losses arising from changes in the fair value of derivatives are taken directly to profit or loss for the year. The fair values of forward currency contracts are calculated by reference to current forward exchange rates for contracts with similar maturity profiles. Trust does not enter into or trade financial instruments for speculative purposes.

(i) Cash and cash equivalent

Cash and cash equivalent is comprised of cash on hand and bank balances with the Westpac Bank, term deposits with the Commonwealth Bank of Australia and the NSW Government’s Treasury Corporation (TCorp) Hour Glass cash facility. Interest on bank balance is earned on daily balances at a fixed rate. The interest rate is added to the term deposits every six months and at maturity. Interest revenues are recognised as they accrue. The term deposits in Commonwealth Bank of Australia relate to two bequest accounts.

(ii) Investments

The NSW Government’s Treasury Corporation (TCorp) deposit facility is utilised to accommodate funds surplus to immediate needs. Funds placed in the TCorp Hour Glass cash facility are measured at fair value with interest revenue accrued as earned such that the fair value is reflected at no less than the amount payable on demand.

(t) Trade and other receivables

Trade and other receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value, usually based on the transaction cost or face value and subsequently measured at amortised cost using the effective interest method, less an allowance for impairment. Collectability of trade debtors is reviewed on an ongoing basis at an operating unit level. Debts that are known to be uncollectible are written-off. Any changes are accounted for in the Income Statement when impaired, derecognised or through the amortisation process. These are included in current assets, except for those with maturities greater than 12 months after balance date, which are classified as non-current.

Short-term receivables with no stated interest rates are measured at the original invoice amount where the effect of discounting is immaterial. The credit risk is the carrying amount (net of any allowances for impairment). No interest is earned on trade receivables. The carrying amount approximates fair value. Sales are made on 14 days terms.

(u) Inventories

Inventories held for sale are valued at the lower of cost and net realisable value. The cost is calculated using the “Weighted Average” method.

The Museum does not have any inventories acquired at no cost or for nominal consideration. Net realisable value is the estimated selling price in the ordinary course of business less the estimated cost of completion and the estimated costs necessary to make the sale.
(v) Other assets
Other assets are recognised on a cost basis.

(w) Trade and other payables
These amounts represent liabilities for goods and services provided to the Trust and other amounts, including interest. Trade and other payables are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial. The amounts are unsecured and are usually paid within 30 days of recognition.

(x) Loans and borrowings
Loans and borrowings are initially recognised at the fair value of the consideration received less directly attributable costs. After initial recognition, loans and borrowings are subsequently measured at amortised cost using the effective interest method.

(y) New Australian Accounting Standards issued but not yet operative
NSW Treasury has mandated that early adoption of standards is not permitted.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet effective have not been adopted for the annual reporting period ended 30 June 2009. These are listed as follows:

- AASB 3, AASB 127 and AASB 2008-3 (Mar 2008) regarding business combinations and consolidations (1 Jul 2009)
- AASB 8 and AASB 2007-3 (Feb 2007) regarding operating segments (1 Jan 2009)
- AASB 101 and AASB 2007-8 (Sep 2007) regarding presentation of financial statements (1 Jan 2009)
- AASB 123 and AASB 2007-6 (Jun 2007) regarding borrowing costs (1 Jan 2009)
- AASB 1039 (Aug 2008) regarding concise financial reports (1 Jan 2009)
- AASB 2008-1 (Feb 2008) regarding share-based payments: vesting conditions and cancellations (1 Jan 2009)
- AASB 2008-2 (Mar 2008) regarding puttable financial instruments (1 Jan 2009)
- AASB 2008-5 and AASB 2008-6 (Jul 2008) regarding annual improvements projects (1 Jan 2009 and 1 Jul 2009 respectively)
- AASB 2008-7 (Jul 2008) regarding cost of an investment in a subsidiary (1 Jan 2009)
- AASB 2008-9 (Sep 2008) regarding amendments to AASB 1049 for consistency with AASB 101 (1 Jan 2009)
- AASB 2008-11 (Nov 2008) regarding business combinations among not-for-profit entities (1 Jul 2009)
- Interpretation 4 (Feb 2007) regarding determining whether an arrangement contains a lease (1 Jan 2008)
- Interpretation 12 (Jun 2007) and AASB 2007-2 regarding service concession arrangements (1 Jan 2008)
Interpretation 14 (Aug 2007) regarding the limit on a defined benefit asset (1 Jan 2008)
Interpretation 129 (Feb 2007) regarding service concession disclosures (1 Jan 2008)
Interpretation 15 (Aug 2008) on constructions of real estate (1 Jan 2009)
Interpretation 16 (Aug 2008) on hedges of a net investment in a foreign operation (1 Oct 2008)
Interpretation 17 and AASB 2008-13 (Dec 2008) on distribution of non-cash assets to owners (1 Jul 2009)

It is considered that the impact of these new Standards and Interpretations in future periods will have no material impact on the financial statements of the Australian Museum.

(z) Taxation status
The activities of the Trust are exempt from income tax. The Trust is registered for GST purposes and has deductible gift recipient status.

(aa) Trustee benefits
No Trustee of the Trust has entered into a material contract with the Trust since the end of the previous financial period and there were no material contracts involving Trustees’ interests existing at the end of the period.

(bb) Services provided at no cost
Where material contributions are made to the Trust at no charge, an expense is recorded in the accounts to reflect the activities at the Museum and is offset by an equivalent revenue entry.
2. **EXPENSES**

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>(a) Personnel services expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and wages (including recreation leave)</td>
<td>18,379</td>
<td>17,153</td>
</tr>
<tr>
<td>Superannuation – defined benefits plans</td>
<td>624</td>
<td>554</td>
</tr>
<tr>
<td>Superannuation – defined contribution plans</td>
<td>1,205</td>
<td>1,121</td>
</tr>
<tr>
<td>Payroll Tax and Fringe Benefit Tax</td>
<td>1,181</td>
<td>1,201</td>
</tr>
<tr>
<td>Long Service Leave</td>
<td>802</td>
<td>377</td>
</tr>
<tr>
<td>Workers’ Compensation Insurance</td>
<td>220</td>
<td>317</td>
</tr>
<tr>
<td>Other</td>
<td>149</td>
<td>125</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>22,560</td>
<td>20,848</td>
</tr>
</tbody>
</table>

Employee related costs that have been capitalised in fixed asset accounts and therefore excluded from the above: $290,000 ($402,000 in 2007–08).

1. *Including services provided free of charge by DASR valued at $1.46m ($965,000 in 2007-08)* Refer to Note 6.

<table>
<thead>
<tr>
<th><strong>(b) Other operating expenses includes the following:</strong></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditor’s Remuneration audit and review of financial reports</td>
<td>71</td>
<td>72</td>
</tr>
<tr>
<td>Operating lease rental expense:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minimum lease payments</td>
<td>481</td>
<td>520</td>
</tr>
<tr>
<td>Rental outgoings</td>
<td>157</td>
<td>155</td>
</tr>
<tr>
<td>Freight</td>
<td>209</td>
<td>148</td>
</tr>
<tr>
<td>Motor Vehicles Expenses</td>
<td>226</td>
<td>210</td>
</tr>
<tr>
<td>Advertising and Promotional</td>
<td>646</td>
<td>1,087</td>
</tr>
<tr>
<td>Electricity</td>
<td>520</td>
<td>420</td>
</tr>
<tr>
<td>Gas</td>
<td>159</td>
<td>88</td>
</tr>
<tr>
<td>Cleaning and Waste Removal</td>
<td>673</td>
<td>559</td>
</tr>
<tr>
<td>Water</td>
<td>83</td>
<td>47</td>
</tr>
<tr>
<td>Contractors</td>
<td>2,430</td>
<td>1,950</td>
</tr>
<tr>
<td>Travel and Accommodation</td>
<td>454</td>
<td>435</td>
</tr>
<tr>
<td>Cost of Sales</td>
<td>609</td>
<td>593</td>
</tr>
<tr>
<td>Insurance</td>
<td>458</td>
<td>670</td>
</tr>
<tr>
<td>Postal and Telephone</td>
<td>410</td>
<td>421</td>
</tr>
<tr>
<td>Working Expenses</td>
<td>1,399</td>
<td>1,045</td>
</tr>
<tr>
<td>Security Services</td>
<td>93</td>
<td>48</td>
</tr>
<tr>
<td>Donations and Contributions</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>Hiring Costs</td>
<td>121</td>
<td>179</td>
</tr>
<tr>
<td>Books, Journals &amp; Subscriptions</td>
<td>169</td>
<td>212</td>
</tr>
<tr>
<td>Consultants</td>
<td>193</td>
<td>8</td>
</tr>
<tr>
<td>Licenses</td>
<td>184</td>
<td>184</td>
</tr>
</tbody>
</table>
### 2. **EXPENSES (continued)**

<table>
<thead>
<tr>
<th>Item</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exhibition Costs</td>
<td>719</td>
<td>627</td>
</tr>
<tr>
<td>Minor Plant &amp; Equipment</td>
<td>287</td>
<td>278</td>
</tr>
<tr>
<td>Promotion costs</td>
<td>273</td>
<td>283</td>
</tr>
<tr>
<td>Staff Training</td>
<td>191</td>
<td>122</td>
</tr>
<tr>
<td>Filming &amp; Photography</td>
<td>23</td>
<td>17</td>
</tr>
<tr>
<td>Graphics &amp; Design</td>
<td>110</td>
<td>97</td>
</tr>
<tr>
<td>Legal &amp; Professional</td>
<td>33</td>
<td>49</td>
</tr>
<tr>
<td>Printing</td>
<td>228</td>
<td>406</td>
</tr>
<tr>
<td>Maintenance(^1) Refer to Reconciliation below</td>
<td>1,468</td>
<td>1,407</td>
</tr>
</tbody>
</table>

**Total** 13,089  12,341

1. **Reconciliation:**

- Maintenance expense, as above 1,468  1,407
- Maintenance related employee expenses Included in Note 2 (a) 300  272

**Total maintenance expenses** 1,768  1,679

(c) **Depreciation**

<table>
<thead>
<tr>
<th>Item</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>442</td>
<td>236</td>
</tr>
<tr>
<td>Plant and Equipment</td>
<td>4,379</td>
<td>3,137</td>
</tr>
</tbody>
</table>

**Total** 4,821  3,373

(d) **Grants and subsidies**

<table>
<thead>
<tr>
<th>Item</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visiting Fellowships</td>
<td>92</td>
<td>65</td>
</tr>
<tr>
<td>Other Grants</td>
<td>72</td>
<td>83</td>
</tr>
</tbody>
</table>

**Total** 164  148
3. **Revenue**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Sale of Goods</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shop sales</td>
<td>1,234</td>
<td>1,020</td>
</tr>
<tr>
<td>Rendering of services</td>
<td>2,680</td>
<td>2,437</td>
</tr>
<tr>
<td>Admission Fees</td>
<td>2,506</td>
<td>1,927</td>
</tr>
<tr>
<td>Other</td>
<td>231</td>
<td>279</td>
</tr>
<tr>
<td></td>
<td><strong>6,651</strong></td>
<td><strong>5,663</strong></td>
</tr>
<tr>
<td>(b) Investment Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TCorp Hour-Glass investment facility</td>
<td>564</td>
<td>1,125</td>
</tr>
<tr>
<td>designated at fair value through profit and loss</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest revenue from financial assets not</td>
<td>123</td>
<td>195</td>
</tr>
<tr>
<td>at fair value through profit and loss</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>687</strong></td>
<td><strong>1,320</strong></td>
</tr>
</tbody>
</table>

4. **Gain/(Loss) on Disposal of Non-Current Assets**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proceeds from disposal</td>
<td>12</td>
<td>38</td>
</tr>
<tr>
<td>Written down value of assets disposed</td>
<td>(57)</td>
<td>(13)</td>
</tr>
<tr>
<td><strong>Gain / (Loss) on disposal of Non-Current Assets</strong></td>
<td><strong>(45)</strong></td>
<td><strong>25</strong></td>
</tr>
</tbody>
</table>

5. **Other Gains/(Losses)**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restatement at fair value – loan</td>
<td>0</td>
<td>366</td>
</tr>
<tr>
<td>Qld Government</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance recovery – Other</td>
<td>2,843</td>
<td>0</td>
</tr>
<tr>
<td>Impairment of receivables</td>
<td>0</td>
<td>17</td>
</tr>
<tr>
<td><strong>Insurance Recovery</strong></td>
<td><strong>2,843</strong></td>
<td><strong>383</strong></td>
</tr>
</tbody>
</table>

Insurance Recovery: $2,84 million received in settlement of the claim of loss and damages incurred during the years from 1997 to 2002 to the collections items.

6. **Grants and Contributions**

For conditions on Grants and Contributions see Note 10.

<table>
<thead>
<tr>
<th>Description</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Arts, Sport and Recreation 1</td>
<td>29,243</td>
<td>44,692</td>
</tr>
<tr>
<td>Scientific Research - Federal Government Grants</td>
<td>456</td>
<td>500</td>
</tr>
<tr>
<td>Scientific Research - State Government Grants</td>
<td>34</td>
<td>18</td>
</tr>
<tr>
<td>Other Grants</td>
<td>596</td>
<td>407</td>
</tr>
<tr>
<td>Donations</td>
<td>1,024</td>
<td>1,265</td>
</tr>
<tr>
<td>Other</td>
<td>599</td>
<td>904</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>31,952</strong></td>
<td><strong>47,786</strong></td>
</tr>
</tbody>
</table>

1. Includes personnel services grants of $1.46 million ($965,000 in 2008)
7. **CURRENT ASSETS – CASH AND CASH EQUIVALENTS**

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Cash at bank and on hand</td>
<td>1,037</td>
<td>530</td>
</tr>
<tr>
<td>Short term deposits</td>
<td>395</td>
<td>240</td>
</tr>
<tr>
<td>TCorp Hour-Glass Cash Facility</td>
<td>7,599</td>
<td>13,535</td>
</tr>
<tr>
<td><strong>Total Cash and Cash Equivalents</strong></td>
<td><strong>9,031</strong></td>
<td><strong>14,305</strong></td>
</tr>
</tbody>
</table>

For the purpose of the Cash Flow Statement, cash and cash equivalents includes cash at bank, cash on hand, short term deposits and Treasury Corporation Hour Glass Cash Facility.

The Trust has the following banking facilities:
- MasterCard facility (Total credit limit) | 150 | 104 |
- Cheque cashing facility (Total credit limit) | 10 | 10 |
- Tape negotiation authority1 | 4,800 | 4,800 |

Cash and cash equivalents (per Balance Sheet) | 9,031 | 14,305 |

Closing cash and cash equivalents (per Cash Flow Statement) | 9,031 | 14,305 |

1. The facility authorises the bank to debit the trust’s operating bank account up to the above limit.

8. **CURRENT / NON CURRENT ASSETS – TRADE AND OTHER RECEIVABLES**

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Sale of Goods &amp; Services</td>
<td>1,337</td>
<td>1,735</td>
</tr>
<tr>
<td>Accrued Income</td>
<td>14</td>
<td>30</td>
</tr>
<tr>
<td>Prepayments</td>
<td>207</td>
<td>221</td>
</tr>
<tr>
<td>Other debtors</td>
<td>65</td>
<td>41</td>
</tr>
<tr>
<td><strong>Total current receivables</strong></td>
<td><strong>1,623</strong></td>
<td><strong>2,027</strong></td>
</tr>
</tbody>
</table>

Less: Allowance for Impairments | 177 | 119 |

**Total Non-Current Receivables** | 1,790 | 1,908 |

1. As per the Funding Deed signed between the Lizard Island Reef Research Foundation (LIRRF) and the Trust, LIRRF has underwritten to pay $1 million in 20 annual instalments of $50,000 each beginning from the year 2018. The fair value of this commitment is calculated as per the Accounting Standards.
## 9. CURRENT / NON CURRENT ASSETS – INVENTORIES

<table>
<thead>
<tr>
<th></th>
<th>2009 $’000</th>
<th>2008 $’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Held for Resale:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stock on hand – at cost</td>
<td>243</td>
<td>231</td>
</tr>
<tr>
<td><strong>Total inventories</strong></td>
<td><strong>243</strong></td>
<td><strong>231</strong></td>
</tr>
</tbody>
</table>

## 10. RESTRICTED ASSETS

### CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS

The Museum receives grants from various bodies for specific purposes (see Note 6). Generally grant conditions require monies granted to be spent only on specific projects; however grant conditions vary widely with respect to deliverables, timing, acquittal and repayment requirements. Cash and investments should be held equal to unspent balances where contractually specified.

Unexpended balances for all grant projects at year end were:

- **Scientific Research – Federal Government Grants**: 646, 889
- **Scientific Research – State Government Grants**: 327, 576
- **Other Grants**: 109, 63

**Total**: 1,082, 1,528

## 11. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT

### At 30 June 2009

<table>
<thead>
<tr>
<th></th>
<th>Land $’000</th>
<th>Buildings $’000</th>
<th>Plant &amp; Equipment $’000</th>
<th>Collections $’000</th>
<th>Total $’000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gross Carrying Amount</strong></td>
<td>35,500</td>
<td>186,495</td>
<td>90,984</td>
<td>767,114</td>
<td>1,080,093</td>
</tr>
<tr>
<td><strong>Accumulated Depreciation</strong></td>
<td>0</td>
<td>(5,982)</td>
<td>(44,871)</td>
<td>0</td>
<td>(50,853)</td>
</tr>
<tr>
<td><strong>At Fair Value</strong></td>
<td>35,500</td>
<td>180,513</td>
<td>46,113</td>
<td>767,114</td>
<td>1,029,240</td>
</tr>
</tbody>
</table>

### At 30 June 2008

<table>
<thead>
<tr>
<th></th>
<th>Land $’000</th>
<th>Buildings $’000</th>
<th>Plant &amp; Equipment $’000</th>
<th>Collections $’000</th>
<th>Total $’000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gross Carrying Amount</strong></td>
<td>35,500</td>
<td>199,914</td>
<td>68,000</td>
<td>767,064</td>
<td>1,070,478</td>
</tr>
<tr>
<td><strong>Accumulated Depreciation</strong></td>
<td>0</td>
<td>(5,540)</td>
<td>(40,870)</td>
<td>0</td>
<td>(46,410)</td>
</tr>
<tr>
<td><strong>At Fair Value</strong></td>
<td>35,500</td>
<td>194,374</td>
<td>27,130</td>
<td>767,064</td>
<td>1,024,068</td>
</tr>
</tbody>
</table>
11. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current reporting period is set out below.

<table>
<thead>
<tr>
<th></th>
<th>Land</th>
<th>Buildings</th>
<th>Plant &amp; Equipment</th>
<th>Collections</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 30 June 2009</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Net carrying amount</td>
<td>35,500</td>
<td>194,374</td>
<td>27,130</td>
<td>767,064</td>
<td>1,024,068</td>
</tr>
<tr>
<td>at the start of year (1 July 2008)</td>
<td></td>
<td>(17,566)</td>
<td>17,566</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfer</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Additions</td>
<td>0</td>
<td>4,147</td>
<td>5,853</td>
<td>50</td>
<td>10,050</td>
</tr>
<tr>
<td>Disposals</td>
<td>0</td>
<td>0</td>
<td>(57)</td>
<td>0</td>
<td>(57)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>0</td>
<td>(442)</td>
<td>(4,379)</td>
<td>0</td>
<td>(4,821)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Carrying Amount</td>
<td>35,500</td>
<td>180,513</td>
<td>46,113</td>
<td>767,114</td>
<td>1,029,240</td>
</tr>
<tr>
<td>at end of year June</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Assets were revalued as at 30 June 2008

The Research and Collections Building was incomplete at 30.06.08, with costs residing in WIP Buildings. On completion of the structure, a valuer was appointed to categorise and value the various components of the Building. Based on this information $17.6 million was transferred from Buildings to Plant & Equipment to recognise the cost component of Lifts, Air Conditioning, Electrical, Fitments etc, as prescribed by the valuer.

<table>
<thead>
<tr>
<th></th>
<th>Land</th>
<th>Buildings</th>
<th>Plant &amp; Equipment</th>
<th>Collections</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 30 June 2008</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Net Carrying Amount</td>
<td>21,000</td>
<td>138,198</td>
<td>23,819</td>
<td>530,331</td>
<td>713,348</td>
</tr>
<tr>
<td>at the start of the year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net revaluation increment less revaluation decrements</td>
<td>14,500</td>
<td>34,675</td>
<td>1,479</td>
<td>236,094</td>
<td>286,748</td>
</tr>
<tr>
<td>Additions</td>
<td>0</td>
<td>21,737</td>
<td>4,982</td>
<td>639</td>
<td>27,358</td>
</tr>
<tr>
<td>Disposals</td>
<td>0</td>
<td>0</td>
<td>(13)</td>
<td>0</td>
<td>(13)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>0</td>
<td>(236)</td>
<td>(3,137)</td>
<td>0</td>
<td>(3,373)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Carrying Amount</td>
<td>35,500</td>
<td>197,374</td>
<td>27,130</td>
<td>767,064</td>
<td>1,024,068</td>
</tr>
<tr>
<td>at end of year June</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 12. CURRENT LIABILITIES – TRADE AND OTHER PAYABLES

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creditors</td>
<td>1,878</td>
<td>4,219</td>
</tr>
<tr>
<td>Payable to personnel services providers: Accrued personnel services expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>– Recreation Leave</td>
<td>1,474</td>
<td>1,224</td>
</tr>
<tr>
<td>– Long Service Leave</td>
<td>647</td>
<td>520</td>
</tr>
<tr>
<td>– Accrued salaries, wages and on-costs</td>
<td>228</td>
<td>162</td>
</tr>
<tr>
<td>Sundry Accruals</td>
<td>264</td>
<td>200</td>
</tr>
<tr>
<td>Unearned revenue</td>
<td>217</td>
<td>75</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,708</td>
<td>6,400</td>
</tr>
</tbody>
</table>

### 13. AGGREGATE PERSONNEL SERVICES LIABILITIES

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payable to personnel services providers: Accrued personnel services expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>– Long Service Leave on-costs</td>
<td>24</td>
<td>19</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24</td>
<td>19</td>
</tr>
</tbody>
</table>

### 14. CURRENT / NON-CURRENT LIABILITIES – BORROWINGS

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Queensland Government loan at net present value ¹</td>
<td>344</td>
<td>324</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>344</td>
<td>324</td>
</tr>
</tbody>
</table>

¹. Due to long term nature of loan (30 years).

Repayments commence 2018. Loan is for Lizard Island facility.
15. **Changes in Equity**

<table>
<thead>
<tr>
<th></th>
<th>Accumulated Funds</th>
<th>Asset Revaluation Reserve</th>
<th>Total Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2009 $'000</td>
<td>2008 $'000</td>
<td>2009 $'000</td>
</tr>
<tr>
<td><strong>Balance at the</strong></td>
<td>593,021</td>
<td>574,554</td>
<td>440,748</td>
</tr>
<tr>
<td><strong>beginning of the</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>financial year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Increment/decrement</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>on revaluation of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land and buildings</td>
<td>0 49,175</td>
<td>0 49,175</td>
<td></td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>0 1,479</td>
<td>0 1,479</td>
<td></td>
</tr>
<tr>
<td>Collections</td>
<td>0 236,094</td>
<td>0 236,094</td>
<td></td>
</tr>
<tr>
<td><strong>Surplus/ (deficit)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>for the year</strong></td>
<td>1,454</td>
<td>18,467</td>
<td>1,454</td>
</tr>
<tr>
<td><strong>Total Balance at</strong></td>
<td>594,475</td>
<td>593,021</td>
<td>440,748</td>
</tr>
<tr>
<td><strong>the end of the</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Financial year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The Asset Revaluation Reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Trust’s policy on the revaluation of Property, Plant and Equipment as discussed in Note 1.

16. **Commitments for Expenditure**

(a) **Capital commitments**

Aggregate expenditure for the acquisition of capital equipment/projects contracted for at balance date and not provided for:

<table>
<thead>
<tr>
<th></th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Not later than one</strong></td>
<td>325</td>
<td>10,010</td>
</tr>
<tr>
<td><strong>year</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total (including GST)</strong></td>
<td>325</td>
<td>10,010</td>
</tr>
</tbody>
</table>

(b) **Other expenditure commitments**

Aggregate expenditure for Other Operating Expenses contracted for at balance date and not provided for:

<table>
<thead>
<tr>
<th></th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Not later than 1</strong></td>
<td>820</td>
<td>1,004</td>
</tr>
<tr>
<td><strong>year</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total (including GST)</strong></td>
<td>820</td>
<td>1,004</td>
</tr>
</tbody>
</table>
AUSTRALIAN MUSEUM TRUST  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING JUNE 2009

(c) Operating lease commitments
Future non-cancellable operating lease rentals not provided for and payable:

<table>
<thead>
<tr>
<th>Period</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not later than 1 year</td>
<td>542</td>
<td>599</td>
</tr>
<tr>
<td>Later than 1 year &amp; not later than 5 years</td>
<td>1,299</td>
<td>1,595</td>
</tr>
<tr>
<td>Later than 5 years</td>
<td>52</td>
<td>54</td>
</tr>
<tr>
<td><strong>Total (including GST)</strong></td>
<td><strong>1,893</strong></td>
<td><strong>2,248</strong></td>
</tr>
</tbody>
</table>

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland government. The current lease expires in 2036.

(d) Goods and Services Tax
The total commitments above include input tax credits of $276,000 (2008 – $1,001,252) that are expected to be recoverable from the Australian Taxation Office.

17. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO SURPLUS FOR THE YEAR

<table>
<thead>
<tr>
<th>Reconciliation</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus for the Year</td>
<td>1,454</td>
<td>18,467</td>
</tr>
<tr>
<td>Depreciation</td>
<td>4,821</td>
<td>3,373</td>
</tr>
<tr>
<td>Allowance for impairment</td>
<td>58</td>
<td>(15)</td>
</tr>
<tr>
<td>Increase/(Decrease) in Trade and other payables</td>
<td>(246)</td>
<td>804</td>
</tr>
<tr>
<td>Decrease/(Increase) in Receivables</td>
<td>54</td>
<td>(529)</td>
</tr>
<tr>
<td>(Gain)/Loss on Disposal of Plant &amp; Equipment</td>
<td>45</td>
<td>(25)</td>
</tr>
<tr>
<td>Decrease/(Increase) in Inventory</td>
<td>(13)</td>
<td>(2)</td>
</tr>
<tr>
<td><strong>Net cash flows from operating activities</strong></td>
<td><strong>6,173</strong></td>
<td><strong>22,073</strong></td>
</tr>
</tbody>
</table>

18. NON-CASH FINANCING AND INVESTING ACTIVITIES
Non-cash financing and investing activities represented the acceptance of personnel services cost of $1.46 million ($965,000 in 2008) by the NSW Government.
Material assistance provided to the Museum for which payment was not made, (figures are not available as to the cost of these services) included:
  ‣ Volunteer Services
  ‣ Donation of objects for the Collections

19. BEQUESTS AND SPECIAL FUNDS
The Trust may receive monies and gifts of scientific specimens or associated materials. Any such revenues provide for expenditure in the current and future years. There were no such amounts received during the year.
AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

20. TRUSTEES’ FEES OR BENEFITS, ETC
Trust members do not receive emoluments or other benefits of office. There were no loans made to members or employees of the Trust.

21. CONTINGENT ASSETS AND LIABILITIES
The Treasury Managed Fund normally calculates hindsight premiums each year. However in regard to workers compensation the final adjustment calculations are in arrears.

The Trust suffered loss as a result of thefts from its collections and subsequently lodged a claim with its insurer, the NSW Treasury Managed Fund which placed a preliminary estimate of $4.7 million on the claim. The Trust received $2.84 million in full settlement of the claim during the year.

The Trust was not aware of any other contingent asset or liability relevant to its functions as at 30 June 2009 ($4.7m at 30 June 2008).

22. PROGRAM INFORMATION
The Australian Museum Trust operates under one Budget program. The objective is to increase and disseminate knowledge about, and encourage the understanding of our natural environment and cultural heritage, especially in the Australian region.

23. FINANCIAL INSTRUMENTS
The Trust’s principal financial instruments are outlined below. These financial instruments arise directly from the Trust’s operations or are required to finance the Trust’s operations. The Trust does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes

The Trust’s main risks arising from financial instruments are outlined below, together with the Trust’s objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout this financial report.

The Audit Committee has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Trust, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit Committee on a continuous basis.

(a) Financial instrument categories

<table>
<thead>
<tr>
<th>Financial Assets Class</th>
<th>Note</th>
<th>Category</th>
<th>2009 Carrying Amount</th>
<th>2008 Carrying Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>7</td>
<td>N/A</td>
<td>9,031</td>
<td>14,305</td>
</tr>
<tr>
<td>Receivables1</td>
<td>8</td>
<td>Loans and receivables (at amortised cost)</td>
<td>951</td>
<td>561</td>
</tr>
</tbody>
</table>
AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

Financial Liabilities
Class: Note Category Amount Amount 2009 $’000 2008 $’000
Payables 2 12 Financial liabilities measured (at amortised cost) 2,221 4,455
Borrowings 14 Financial liabilities measured (at amortised cost) 344 324

Notes
1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).
2. Excludes unearned revenue (i.e. not within scope of AASB 7).

(b) Credit Risk
Credit risk arises when there is the possibility of the Trust’s debtors defaulting on their contractual obligations, resulting in a financial loss to the Trust. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the Trust, including cash, receivables and authority deposits. No collateral is held by the Trust. The Trust has not granted any financial guarantees.

Credit risk associated with the Trust’s financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards. Authority deposits held with NSW TCorp are guaranteed by the State.

Cash
Cash comprises cash on hand and bank balances outside of the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly rate set by each bank and paid quarterly. The TCorp Hour Glass cash facility is discussed below.

Receivables – trade debtors
All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer’s Directions are followed to recover outstanding amounts, including letters of demand. Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the entity will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30 day terms.
The Trust is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2009: $297,000 2008: $323,666) and not less than three months past due (2009: $276,000, 2008: $187,035) are not considered impaired and together these represent 76% (81% 2008) of the total trade debtors. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

The only financial assets that are past due or impaired are ‘sales of goods and services’ in the ‘receivables’ category of the balance sheet.

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Past due but not impaired</th>
<th>Considered impaired</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 months overdue</td>
<td>517</td>
<td>517</td>
<td>0</td>
</tr>
<tr>
<td>3 months – 6 months overdue</td>
<td>72</td>
<td>55</td>
<td>17</td>
</tr>
<tr>
<td>&gt; 6 months overdue</td>
<td>160</td>
<td>0</td>
<td>160</td>
</tr>
<tr>
<td>2008</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 months overdue</td>
<td>187</td>
<td>187</td>
<td>0</td>
</tr>
<tr>
<td>3 months – 6 months overdue</td>
<td>16</td>
<td>0</td>
<td>16</td>
</tr>
<tr>
<td>&gt; 6 months overdue</td>
<td>103</td>
<td>0</td>
<td>103</td>
</tr>
</tbody>
</table>

The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7.

(c) Liquidity risk

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due.

The Trust continuously manages liquidity risk by monitoring future cash flows and maturities, planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

The Trust does not maintain any credit standby arrangements.

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. The Trust’s exposure to liquidity risk is deemed insignificant based on prior periods’ data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer’s Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer’s Direction 219.01 allows the Minister to award interest for late payment.

No interest was paid in both 2009 and 2008.
The table below summarises the maturity profile of the Trust’s financial liabilities, together with the interest rate exposure.

**Maturity Analysis and interest rate exposure of financial liabilities**

<table>
<thead>
<tr>
<th></th>
<th>Weighted Average Effective Int. Rate</th>
<th>Interest Rate Exposure</th>
<th>Maturity Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nominal Amount</td>
<td>Fixed Interest Rate</td>
<td>Variable Interest Rate</td>
</tr>
<tr>
<td><strong>2009</strong></td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td><strong>Payables:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued salaries, wages and on-costs</td>
<td>0%</td>
<td>228</td>
<td>0</td>
</tr>
<tr>
<td>Creditors</td>
<td>0%</td>
<td>1,954</td>
<td>0</td>
</tr>
<tr>
<td><strong>Borrowings:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lizard Island loan</td>
<td>6.5%</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td></td>
<td>3,182</td>
<td>1,000</td>
<td>0</td>
</tr>
<tr>
<td><strong>2008</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Payables:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued salaries, wages and on-costs</td>
<td>0%</td>
<td>162</td>
<td>0</td>
</tr>
<tr>
<td>Creditors</td>
<td>0%</td>
<td>4,293</td>
<td>0</td>
</tr>
<tr>
<td><strong>Borrowings:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lizard Island loan</td>
<td>6.5%</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td></td>
<td>5,455</td>
<td>1,000</td>
<td>0</td>
</tr>
</tbody>
</table>

Notes
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, therefore the amounts disclosed above will not reconcile to the balance sheet.
Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Trust’s exposures to market risk are primarily through interest rate risk on the Trust’s investments and other price risks associated with the movement in the unit price of the Hour Glass Investment facilities. The Trust has no material exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Trust operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the balance sheet date. The analysis is performed on the same basis for 2008. The analysis assumes that all other variables remain constant.

Interest rate risk

The Trust does not hold any interest bearing liabilities. The Trust does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore for these financial instruments a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility. The Trust’s exposure to interest rate risk is set out below.

<table>
<thead>
<tr>
<th></th>
<th>2009 Carrying</th>
<th>-1% Profit</th>
<th>Equity</th>
<th>1% Profit</th>
<th>Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>9,031</td>
<td>-90</td>
<td>0</td>
<td>90</td>
<td>0</td>
</tr>
<tr>
<td>Receivables</td>
<td>951</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2008 Carrying</th>
<th>-1% Profit</th>
<th>Equity</th>
<th>1% Profit</th>
<th>Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>14,305</td>
<td>-143</td>
<td>0</td>
<td>143</td>
<td>0</td>
</tr>
<tr>
<td>Receivables</td>
<td>561</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Financial liabilities

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payables</td>
<td>2,221</td>
<td>4,455</td>
</tr>
<tr>
<td>Borrowings</td>
<td>344</td>
<td>324</td>
</tr>
</tbody>
</table>

Other price risk – TCorp Hour Glass facilities
Exposure to ‘other price risk’ primarily arises through the investment in the TCorp Hour Glass Investment facilities, which are held for strategic rather than trading purposes. The Trust has no direct equity investments. The Trust holds units in the following Hour-Glass investment trusts:

<table>
<thead>
<tr>
<th>Facility</th>
<th>Investment Sectors</th>
<th>Investment horizon</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash facility</td>
<td>Cash, money market</td>
<td>Up to 2 years</td>
<td>7,599</td>
<td>13,535</td>
</tr>
</tbody>
</table>

The unit price of each facility is equal to the total fair value of net assets held by the facility divided by the total number of units on issue for that facility. Unit prices are calculated and published daily.

NSW TCorp as trustee for each of the above facilities is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. However, TCorp acts as manager for part of the Cash Facility. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour Glass facilities limits the Trust's exposure to risk, as it allows diversification across a pool of funds, with different investment horizons and a mix of investments.

NSW TCorp provides sensitivity analysis information for each of the facilities, using historically based volatility information. The TCorp Hour Glass Investment facilities are designated at fair value through profit or loss and therefore any change in unit price impacts directly on profit (rather than equity).

<table>
<thead>
<tr>
<th>Impact on profit/loss</th>
<th>Change in unit price</th>
<th>2009 $'000</th>
<th>2008 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hour Glass Investment – Cash facility</td>
<td>+/- 1%</td>
<td>76</td>
<td>135</td>
</tr>
</tbody>
</table>

A reasonable possible change is based on the percentage change in unit price multiplied by the redemption price as at 30 June each year for each facility (as advised by TCorp).

(e) Fair Value

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value. As discussed, the value of the Hour Glass Investments is based on the Trust’s share of the value of the underlying assets of the facility, based on the market value. All of the Hour Glass facilities are valued using ‘redemption’ pricing.
AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

Except where specified below, the amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short term nature of many of the financial instruments. The following table details the financial instruments where the fair value differs from the nominal amount:

<table>
<thead>
<tr>
<th></th>
<th>Carrying amount (Fair Value)</th>
<th>Nominal Value</th>
<th>Carrying amount (Fair Value)</th>
<th>Nominal Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-current assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>344</td>
<td>1,000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-current liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan</td>
<td>344</td>
<td>1,000</td>
<td>324</td>
<td>1,000</td>
</tr>
</tbody>
</table>

(f) Derivative Financial Instruments
The Museum has entered into forward exchange contracts which are economic hedges but do not satisfy the requirements for hedge accounting. All movements in fair value are recognised in Profit or loss in the period they occur. The net fair value loss on foreign currency derivatives during the year was $5,000.

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Forward currency contracts (net)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>– held for hedges</td>
<td>5</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Notional Amount</th>
<th>Exchange Rate</th>
<th>Rate Sensitivity</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$’000</td>
<td></td>
<td>$’000</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>20%</td>
<td>-20%</td>
<td></td>
</tr>
<tr>
<td>Buy Euro/Sell Australian $</td>
<td></td>
<td>0.5739</td>
<td>-43</td>
<td>65</td>
</tr>
<tr>
<td>Maturity 0-12 months</td>
<td>266</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

24. RESULTS OF FUNDRAISING APPEALS
The Trust conducted a number of fundraising activities during the year and the results are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$’000</td>
<td>$’000</td>
</tr>
<tr>
<td>Gross proceeds from fundraising appeals</td>
<td>278</td>
<td>272</td>
</tr>
</tbody>
</table>

25. AFTER BALANCE DATE EVENTS
The Australian Museum Trust is not aware of any post balance date events that would impact this financial report.

END OF AUDITED FINANCIAL STATEMENTS
Appendices
APPENDIX A
ORGANISATION CHART

Manager, Web
A/Head, Australian Museum Eureka Prizes, Web & Audience Research
Lynda Kelly*

Assistant Director, Public Programs & Operations
Janet Carding*

Assistant Director, Research & Collections*
Vacant

Head, Corporate & Knowledge Services
Ken Pope*

Head, Commercial Services
Noella Lopez*

Head, Visitor Programs & Services
Julie Garradd*

Head, Exhibitions & Creative Services
Michael Harvey*

Directorate Executive Officer – Scott Mitchell*
Manager, Development – Rosemary Swift*
Manager, Marketing & Publicity – Christine Callen*

Director – Frank Howarth*

Australian Museum Members
Executive Officer

Australian Museum

Minister for the Arts

Dept of the Arts, Sport & Recreation

Planning, Policy & Grants Coordination

A/Head, Australian Museum Eureka Prizes, Web & Audience Research
Lynda Kelly*

Manager, Web
A/Head Australian Museum Eureka Prizes

Manager, Archives & Records
Manager, Facilities Management
Manager, Finance
Manager, Information Technology
Manager, Human Resources
Manager, Research Library

Manager, Customer Service
Manager, Retail
Manager, Venues

Manager, Security
Manager, Learning Services
Manager, Science Communication
Manager, Visitor Services

Manager, Design
Manager, Exhibitions
Manager, Exhibition Production
Manager, Photography

Head, Natural Science Collections
Penny Berents*

Collection Manager, Arachnology
Collection Manager, Entomology
Collection Manager, Herpetology
Collection Manager, Ichthyology
Collection Manager, Malacology
Collection Manager, Mammalogy
Collection Manager, Marine Invertebrates
Collection Manager, Mineralogy
Collection Manager, Ornithology
Collection Manager, Palaeontology
Manager, Collection Informatics & Analysis

Head, Research
Brian Lassig*

Principal Research Scientists, Anthropology
Senior Principal Research Scientists, Marine
Principal Research Scientists, Terrestrial

Head, Cultural Heritage & Science Initiatives
Vinod Daniel*

Australian Museum Business Services
Senior Project Manager, Archaeology & Heritage
Senior Project Manager, Ecology
Manager, Cultural Collections & Community Engagement
Manager, DNA Laboratory
Manager, Materials Conservation & Analytical Resources
Editor, Scientific Publications

Lizard Island Research Station
Directors Anne Hoggett & Lyle Vail

* Member of the Executive
APPENDIX B
TRUSTEE PROFILES AND ACTIVITIES

PROFILES OF TRUSTEES

Mr Brian Sherman, AM (President)
B Comm, CTA, SIA (Aff)
In 2004, Brian was awarded the Order of Australia for service to the community and was awarded the Ernst and Young, Entrepreneur of the Year – 2006 Champion of Entrepreneurship Award for the Eastern Region. Brian is a director of a number of investment companies listed on the American Stock Exchange. He is Chairman of Aberdeen Leaders Limited listed on the Australian Stock Exchange and was a Director of Channel Ten for some 16 years. Brian is also a Director of Sherman Contemporary Art Foundation Limited, a charitable philanthropic organisation. Brian is the former Chairman and Joint Managing Director of the EquitiLink Group, and was previously a Director of the Sydney Organising Committee for the Olympic Games (SOCOG) and Chairman of SOCOG’s Finance Committee. Brian is also involved in numerous charitable projects. He is Director of Voiceless, a non-profit organisation that promotes respect and compassion for animals. Brian was appointed to the Australian Museum Trust as President in January 2001.

Mr Michael Alscher
B Comm
Michael Alscher is Founding Partner and Managing Director of Crescent Capital Partners, a leading private equity fund in Australia. Mr Alscher is a non-executive director and chairman of a number of portfolio companies and has an extensive background in investment, business management and strategy consulting. He was appointed to the Trust in January 2008.

Ms Cate Blanchett
Cate Blanchett is an internationally renowned actor and a graduate of the National Institute of Dramatic Art. Since January 2008, Cate has been the Co-Artistic Director and Co-CEO of the Sydney Theatre Company. Cate is also Ambassador for the Australian Film Institute and the Australian Conservation Foundation, and is a Patron of the Sydney Film Festival and of SolarAid. Cate was appointed to the Trust in May 2007.

Mr Michael Chaaya
BSc (Hons) LLB (Hons)
Michael Chaaya is a Partner of Corrs Chambers Westgarth and a member of the firm’s Financial Services Industry Division Leadership Team. Michael has over 11 years of expertise in advising some of Australia’s leading product providers and financial services entities. His clients include trustee companies for superannuation funds; fund managers; banks and other financial service providers; and life insurance companies, administrators and custodians. He has a strong involvement in the community, access to justice and pro bono activities. Michael was a finalist for the Law and Justice Foundation of NSW Justice Medal in 2007 and was awarded the Australian Centenary Medal for service to the law, youth and community in 2003. Michael is currently a director of the National Children’s & Youth Law Centre. He was appointed to the Trust in January 2009.

Mr David Handley
BA, LLB, LLM
David Handley is an arts and sports producer. He is Founding Director of Sculpture by the Sea, a director of Sculpture by the Sea Incorporated, and Managing Director of Bathtub Productions Pty Ltd, an arts and sports production company. David was appointed to the Trust in January 2002.

Ms Cate Blanchett

Dr Ronnie Harding
BA, BSc (Hons), PhD (Zoology)
Ronnie Harding has had a lengthy career as an academic in the field of environmental studies. She retired in late 2004 from her role as Director of the Institute of Environmental Studies at the University of NSW (UNSW). Ronnie is currently an assistant commissioner of the NSW Natural Resources Commission, a member of the Metropolitan Water Independent Review Panel, a member of the NSW National Parks and Wildlife Advisory Council, a member of the Wentworth Group of Concerned Scientists, and a member of the Advisory Board to EP&T Pty Ltd. Ronnie is a Senior Visiting Fellow in the Institute of Environmental Studies at UNSW. She was appointed to the Trust in January 2003.

Ms Sam Mostyn
BA, LLB
Sam Mostyn has an extensive background in law, corporate affairs, human resources and politics. Sam also serves on the Academic Advisory Board of the Australian Institute of Management (AIM) and is on the Board of the Sydney Festival and the Centenary Institute. Previously, she was the Group Executive, Culture and Reputation for the Insurance Australia Group (IAG), and Director of Corporate Development and Acting Human Resources Director at Cable & Wireless Optus. Before joining Cable & Wireless Optus, she was a senior advisor (communications) to the Prime Minister, The Hon. PJ Keating. Sam was appointed to the Trust in January 2003.

Ms Alison Page
B Design (Hons)
Alison Page is a designer and artist with an award-winning practice exploring links between cultural identity, art and the built environment. A Tharawal woman from La Perouse, Alison has worked with rural and urban Aboriginal communities in the delivery of health, education, office design,
exhibition design, cultural arts centres and public art projects. Alison has recently taken up a position at Arts Mid North Coast working on cultural and economic development projects with the region’s Aboriginal communities. For the last six years, Alison has been a regular panelist on the ABC New Inventors program. Alison was appointed to the Trust in January 2009.

Dr Cindy Pan
MBBS, FRACGP

Dr Cindy Pan is a medical practitioner, author and media spokesperson. She has had many years experience working in general practice as well as sexual health and women’s medicine, and has lectured, spoken and written extensively about health, lifestyle and relationship issues. She is the author of Pandora’s Box – Lifting the Lid on Life’s Little Nasties, a humorous book about health, relationships, sex and drugs, as well as Playing Hard to Get, a light-hearted look at courting and dating in the 21st century. She writes for newspapers and magazines in Australia and Asia and has appeared on a host of television shows including The Glasshouse, Sunrise, The Morning Show, The Panel, Beauty and the Beast and The Super Debates. She has been an AusAID Ambassador and Ambassador for Chinese New Year for the City of Sydney since 2000. Cindy is a Patron for the Bonnie Babes Foundation, Heartkids Australia. She is an Ambassador for the National Breast Cancer Foundation, Breast Cancer Network Australia, Northcott Disability Services and an Ambassador Mentor for the Make-A-Wish Foundation. Cindy was appointed to the Trust in January 2002.

Mr David Sherley
B.Ec, MBus

David is the General Manager of Bathurst Regional Council, and a board member of both the Central West Area Consultative Committee and Museums & Galleries NSW. David was an integral part of the team which coordinated Band Town in Bathurst during the 2000 Sydney Olympics, and has been involved with the establishment and running of the Australian Fossil and Mineral Museum. As General Manager of the Bathurst Regional Council, he has also been involved with the operation of the Chifley House Museum, the world famous Mt Panorama Racing Circuit and the National Motor Racing Museum. David was appointed to the Trust in January 2009.

Ms Julie Walton, OAM
BA, LLB, MT&CP

Julie Walton is a qualified lawyer and urban planner, and a non-practising solicitor of the Supreme Court of NSW. Julie began her career as a policy officer with the NSW Local Government and Shires Associations before moving into government as a ministerial adviser and a consultant to government on legislation review, planning policy, public policy and regulatory systems. From 1991 to 1999, Julie was a Sydney City Councillor. From 1997 to 2000 she served as Chair of the Fair Trading Advisory Council and of the Property Services Advisory Council. Julie is a part-time member of the Consumer, Trader and Tenancy Tribunal and Senior Associate at O’Connor Marsden & Associates, a firm that provides governance, probity and assurance services to the public and private sector. Julie was appointed to the Trust in January 2000.

TRUST ACTIVITIES AND COMMITTEES

TRUST MEETINGS

The Trust met on five occasions during the 2008–09 financial year.

Attendance record of Trustees

<table>
<thead>
<tr>
<th>Trustee</th>
<th>Number of meetings attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brian Sherman AM</td>
<td>5</td>
</tr>
<tr>
<td>(President)</td>
<td></td>
</tr>
<tr>
<td>Michael Seyffer</td>
<td>3</td>
</tr>
<tr>
<td>(retired April 2009)</td>
<td></td>
</tr>
<tr>
<td>Michael Alscher</td>
<td>4</td>
</tr>
<tr>
<td>Cate Blanchett</td>
<td>0</td>
</tr>
<tr>
<td>David Handley</td>
<td>1</td>
</tr>
<tr>
<td>Dr Ronnie Harding</td>
<td>5</td>
</tr>
<tr>
<td>Sam Mostyn</td>
<td>4</td>
</tr>
<tr>
<td>Julie Walton OAM</td>
<td>4</td>
</tr>
<tr>
<td>David Sherley</td>
<td>1</td>
</tr>
<tr>
<td>(appointed Jan 2009)</td>
<td></td>
</tr>
<tr>
<td>Michael Chaaya</td>
<td>1</td>
</tr>
<tr>
<td>(appointed Jan 2009)</td>
<td></td>
</tr>
<tr>
<td>Alison Page</td>
<td>1</td>
</tr>
<tr>
<td>(appointed Jan 2009)</td>
<td></td>
</tr>
</tbody>
</table>

TRUST COMMITTEES

Finance and Audit Committee

This committee ensures the sound financial position of the Museum through regular reviews of its financial position, budget, finance and business decisions and policies that have an impact on these areas. The committee also has an important role in risk management and audit through
endorsement of internal and external audit plans, review of audit reports and the review of risk assessment and management. Trustees on the Finance and Audit Committee at 30 June 2009 were Mr Brian Sherman AM (Chair), Mr Michael Alscher and Dr Cindy Pan.

Research and Collections Advisory Committee
This committee advises on the direction of research and collections management in the Museum. The committee’s members were:
- Dr Ronnie Harding, Chair (Museum Trustee and Visiting Associate Professor, Institute of Environmental Studies, University of New South Wales)
- Professor Maria Byrne (School of Biological Sciences, University of Sydney)
- Dr Leslie Christidis (Assistant Director Research and Collections, Australian Museum) (resigned April 2009)
- Dr Hal Cogger (John Evans Memorial Fellow, Australian Museum)
- Mr Frank Howarth (Director, Australian Museum)
- Dr Klaus Koop (Director, Environmental and Conservation Sciences, NSW Department of Environment, Climate Change & Water)
- Professor Margaret Rose (Director, Research Management, South Eastern Sydney and Illawarra Area Health Service, University of New South Wales)
- Dr Gaynor Macdonald (Senior Lecturer, Department of Anthropology, University of Sydney)
- Mr Brian Sherman (President, Australian Museum Trust)
- Dr Brett Summerell (Director, Science and Public Programs, Botanic Gardens Trust)
- Professor John Talent (Department of Planetary Sciences, Division of Environmental and Life Sciences, Macquarie University)

Ms Rebecca Hancock, Secretary (Special Projects Officer, Research and Collections, Australian Museum).

TRUST REPRESENTATION

Lizard Island Reef Research Foundation
The Trust has two members on the Lizard Island Reef Research Foundation: Dr Ronnie Harding and Mr Michael Seyffer (retired April 2009).

APPENDIX C EXECUTIVE PROFILES AND MANAGEMENT ACTIVITIES

Frank Howarth
Director
Frank Howarth trained as a geologist, completing a Geology degree at Macquarie University, and followed that with a Master of Science and Society from the University of NSW, focusing on science and biotechnology policy. Frank joined the NSW Government in 1981 and has held positions with the Department of Industrial Development and Decentralisation, NSW Science and Technology Council, the Public Service Board, and the Roads and Traffic Authority. In 1996 he became Director and Chief Executive of the Royal Botanic Gardens and Domain Trust. In September 2003 Frank spent six months as Executive Director, Policy and Science at the NSW Department of Environment and Conservation, before taking up his current role in February 2004 as Director of the Australian Museum.

Janet Carding
Assistant Director, Public Programs & Operations
Janet was appointed Assistant Director, Public Programs and Operations in August 2004. She holds a degree from Cambridge University in History and Philosophy of Science, and a Masters from the University of London in History of Science and Medicine. A museum professional for 22 years, Janet began her career at the Science Museum in London, initially as a curator and later in exhibition and programs development. For five years Janet worked on the development of the Wellcome Wing extension, including leading several exhibition development teams. Janet subsequently coordinated a major review of the National Museum of Science and Industry (NMSI) that resulted in a new strategic direction and organisational changes. For the three years prior to joining the Australian Museum, Janet held the post of Head of Planning and Development and led the strategic planning, major projects and forward program for NMSI’s three museums. Janet currently teaches the Museums and Galleries Administration segment of Sydney University’s Museum Studies program.

Dr Les Christidis
Assistant Director, Research & Collections
After completing a Bachelor of Science (Honours) degree from the University of Melbourne in 1980, Les Christidis undertook a PhD at the Australian National University where he focused on the evolutionary genetics of Australian finches. He was one of the first to apply genetic-based approaches to understanding the evolution of Australian birds. From 1987 to 1996, Les was the Senior Curator of Ornithology at Museum Victoria and in 1997 he became the Science Program Director and later Head of the Department of Sciences. During this time (1997–2004), Dr Christidis led teams that produced major exhibitions for the Melbourne Museum and also led the team developing shows for Australia’s first Digital Planetarium at Science Works. Beginning in 2004, Les was the Assistant Director, Research and Collections until he resigned from the Museum in April 2009.
Michael Harvey
Head, Exhibitions and Creative Services

Michael Harvey has worked in the science communication field for over 15 years, primarily in museums and science centres. He has studied zoology and the history and philosophy of science (BSc, University of Sydney), Scientific Communication (Graduate Diploma, Australian National University) and Museum Studies (M.Litt, University of Sydney). He has worked at Questacon as coordinator of the Shell Questacon Science Circus and as the manager of science programs for the British Council in Australia. Most recently, Michael spent over six years working at the Natural History Museum, London. There he occupied two posts, establishing and running the Darwin Centre Live program of scientist talks and webcasts, and carrying out strategic planning and concept development for new permanent galleries. He also worked as a distance learning tutor and occasional guest lecturer at the Department of Museum Studies at the University of Leicester. Michael is also a former staff member at the Australian Museum – working here as an Information Officer in Search & Discover and contributing to the development of the successful Spiders exhibition. He returned to the Museum after an absence of over nine years to take up his current post in February 2009.

Rosemary Swift
Manager, Development

Rosemary Swift was appointed Development Manager in July 2008. The Development Unit is responsible for individual philanthropic donations, community and direct fundraising, corporate sponsorships and bequests. Rosemary has more than 20 years experience in communications, marketing and fundraising. Before joining the Australian Museum, she was Public Appeals Manager at the Taronga Foundation, which raises funds to support Taronga Zoo and Taronga Western Plains Zoo. Her background includes marketing positions with ABC Local Radio and ABC Classic FM and senior client service positions at marketing and promotional agencies. Rosemary has also worked as a freelance communications consultant with education, environmental, arts and corporate clients and is a member of the Fundraising Institute of Australia.

Dr Penny Berents
Head, Natural Science Collections

Penny Berents was appointed Head, Natural Science Collections, in 2005 and has extensive experience in collections management and research at the Australian Museum. Penny’s museum career of more than 30 years has included all aspects of collections management including database development, commercial projects, public programs, field work, teaching and collections development and maintenance. Penny was responsible for collections and database enhancement as a part of the NSW State Biodiversity Strategy, the implementation of the KE EMu database and science input to the Biodiversity: Life Supporting Life gallery. Penny has a research interest in crustacean systematics and is working on the systematics of cerapodine amphipods.

Christine Callen
Manager, Marketing

Christine Callen was appointed as the Marketing Manager in October 2004 and is responsible for the Museum’s media, tourism and marketing activities. Christine has over 16 years experience in cultural and academic environments, including work with publications, graphic design and marketing. Before joining the Australian Museum, Christine was Marketing Manager at the Historic Houses Trust of NSW. Academic qualifications include a Bachelor of Graphic Design, and a Graduate Diploma in Art History and Curatorship from the Australian National University. Christine is currently a committee member of the Tourism Industry Council’s attractions and activities working group and a member of the Australian Marketing Institute, as well as member of the Marketing Association of Australia and New Zealand.

Vinod Daniel
Head, Cultural Heritage and Science Initiatives

Vinod Daniel is an internationally recognised materials conservation professional and was appointed as Head, Cultural Heritage and Science Initiatives, in 2005. He is currently responsible for the DNA Laboratory, Scanning Electron Microscopy, Scientific Publications, Materials Conservation, Cultural Collections and Community Engagement and Australian Museum Business Services. Vinod is the Chairman of AusHeritage, Australia’s international heritage network established by the Australian Government. He is also a Board Member of the Australia-India Council (Department of Foreign Affairs and Trade) and Vice-Chairman of the International Council of Museums Committee for Conservation. Before joining the Australian Museum, he worked for the J Paul Getty Trust (USA). He has managed a number of major projects in the Australasia-Pacific region and has published over 40 technical papers.

Julie Garradd
Head, Visitor Programs & Services

Julie Garradd has an extensive background in visitor programs and services in a number of settings including sport and recreation, tourism, local council and the arts sector. Prior to joining the Museum, Julie was Head of Visitor Programs and Services at the Powerhouse Museum, where she was responsible for introducing...
their highly successful and innovative public programs for children, families and adults. Other management positions Julie held included Manager, Regional Programs; Manager, Student and Volunteer Programs and Olympics Coordinator. Julie has worked on various special projects, the most recent being a new exhibition commissioning process. Julie’s background also includes staff training and development, recreation facilities planning, and community development at a number of government departments including Sport and Recreation, Tourism, Education, and Minerals and Energy. She has a degree in Applied Social Science and a Diploma in Leisure Studies. Julie commenced her position with the Australian Museum in January 2006.

Dr Lynda Kelly  
A/Head, Australian Museum Eureka Prizes, Web & Audience Research

Lynda Kelly has been working in the audience research and evaluation field since 1994. Lynda has extensive experience in planning and conducting quantitative and qualitative research for a variety of programs and clients – both inside and outside the Australian Museum. Lynda has written widely, presented many conference papers and facilitated workshops in evaluation and visitor research. She is particularly interested in visitor experiences and learning outcomes and how these can be measured.

Dr Brian Lassig  
Head, Research

Brian Lassig has a background in coral reef-fish research with extensive field experience on the Great Barrier Reef through his post-graduate projects based at the Heron Island and Lizard Island Research Stations. Following his PhD from Macquarie University Brian worked as an account manager and market research consultant in the computer industry before moving to the Great Barrier Reef Marine Park Authority in Townsville where he led the multi-disciplinary Crown-of-Thorns Starfish research program. While based in Townsville Brian was a member of the team responsible for the establishment of the Cooperative Research Centre (CRC) for Ecologically Sustainable Development of the Great Barrier Reef. He continued his participation in fieldwork through involvement in surveys and research on the Great Barrier Reef, in Torres Strait and in the Red Sea. Before joining the Museum in 2005 Brian held a variety of positions in the Department of the Environment and Heritage in Canberra with responsibilities including development of coastal monitoring programs, coordination of scientific input into Australia’s Oceans Policy, leadership of environmental decision support system teams and management of workforce performance. Brian has been a member of national and state committees and advisory groups in the areas of marine science, environmental management and climate change.

Noella Lopez  
Head, Commercial Services

Noella Lopez has a background in the commercial sector in Europe and in Australia with extensive experience in the management of small and large teams and growing businesses, both in hospitality and retail. Noella trained as a manager specialising in the hospitality industry, completing a Diploma of Management at the Lycée Hotelier de Bordeaux in France. She recently completed a Master of Business Administration majoring in Arts Management at the University of Technology, Sydney and the College of Fine Arts. Before joining the Museum, Noella was Marketing and Development Manager with a large Australian retail chain dedicated to art, graphic and craft supplies. She was responsible for all marketing and development aspects of the company including supplier negotiations, product management, sourcing and development, store merchandising and the creation of a retail concept. Noella joined the Museum in November 2005.

Ken Pope  
Head, Corporate and Knowledge Services

Ken Pope has a background in senior administration with both the State Government and Australian Government. Before joining the Museum, Ken spent six months with the Olympic Coordination Authority delivering sponsor-related showcasing, media, retailing and general services at Sydney Olympic Park during the Sydney 2000 Olympics and Paralympics. Between 1997 and 2000, Ken held the position of Director, Corporate Services with the Department of Ageing and Disability where he was responsible for a number of corporate reforms including implementing the department’s data rationalisation project, implementing a new finance system and departmental structural change. From 1986 to 1992, Ken was Administration Manager with the Civil Aviation Authority. Ken took up his current position in October 2001.

MANAGEMENT ACTIVITIES

The following contains information on management activities, significant corporate committees, internal management audits and risk management.

Management activities

The Museum’s Executive met monthly to plan and monitor the Museum’s service delivery and performance.

During 2008–09, the Museum completed the Renewal Project, Stage 1 with the opening of the new Collections & Research Building.

The Executive also dealt with a range of matters including:
the annual review and revisions of the Corporate Strategic Plan
boosting income, improving cost-recovery and reducing operating expenses
managing the relocation of staff into the new Collections & Research Building as well as the relocation of other staff into refurbished accommodation
planning for the next stage of the Museum’s Renewal Project which focuses on the eastern end of the Museum site
development of several strategic plans and policies including an IT Strategic Plan, a Disability Action Plan, a Fieldwork Policy and a three-year Occupational Health & Safety Strategic Plan
revision of the Code of Conduct to reflect the NSW Government’s establishment of a Register of Lobbyists and a Lobbyist Code of Conduct
da draft energy audit as input to an Environmental Sustainability Plan
input to the annual survey of the Council of Australasian Museum Directors
a review of the admissions booking system
development of emergency plans in the event of a swine flu pandemic.

The Museum provided administrative support to the Australian Museum Trust and its sub-committees.

Management communicated with staff via general staff meetings and with the Public Sector Association via the Joint Consultative Committee.

Museum committees

Significant committees of the Australian Museum that were active during the reporting year are set out below.

Project Control Group

The Project Control Group was responsible for overseeing the management of the capital works program under the Museum’s Revitalisation Project – Stage 1. The group reported to the Museum Trust on progress and important issues. The Group’s work was completed with the opening of the new Collections & Research Building in November 2008 and was abolished. Its members were Michael Seyffer (Trustee), Frank Howarth (Director), Janet Carding (Assistant Director, Public Programs and Operations), Les Christidis (Assistant Director, Research and Collections), Penny Berents (Head, Collections), John Gale (Gale Planning Group), Phill Andrew (Savills Australia) and Trish McDonald and Jacquie Recsei (Project Officers).

Animal Care and Ethics Committee

As a registered user of animals for scientific purposes, the Australian Museum must comply with the requirements of the Animal Research Act 1985 and the current Australian code of practice for the care and use of animals for scientific purposes. In accord with the requirements of the Act and the Code, the Museum has established the Australian Museum Animal Care and Ethics Committee to apply principles that govern the ethical conduct of persons whose work on behalf of the Museum involves the use of animals for scientific purposes. The committee must ensure that the use of animals is justified, provides for the welfare of those animals and incorporates the principles of replacement, reduction and refinement.

Its members were Richard Major (Chair); Glenn Shea, Damien Higgins and David Vella (veterinary representatives); Walter Boles, Fara Pelarek and Liz Romer (staff representatives); Daniel Large and Storm Stanford (welfare representatives); Val Hutt and Karen Lambert (community representatives) and Greg Gowing (Committee Executive Officer).

Editorial Committee,
Records of the Australian Museum

Members of the Editorial Committee are experts in their fields. They offer the editor advice on the scientific quality and suitability of manuscripts submitted for publication in the Records of the Australian Museum.

Its members were Shane McEvey (Editor, ex officio), and Associate Editors Val Attenbrow (Anthropology), Dan Bickel (Invertebrate Zoology), Don Colgan (Zoology/Genetics), Mark Eldridge (Zoology/Genetics), Sandy Ingleby (Vertebrate Zoology), Jeff Leis (Vertebrate Zoology), Chris Reid (Invertebrate Zoology) and George Wilson (Invertebrate Zoology).

Program Review Committee

The Program Review Committee is responsible for developing and initiating the Museum’s forward strategic program of exhibitions and public programs in alignment with the Museum’s Corporate Strategic Plan. This work includes identifying and evaluating concepts and proposals, setting the program schedule and developing briefs for exhibition and program development.

Its members were Michael Harvey (Chair and Head, Exhibitions & Creative Services), Penny Berents (Head, Natural Science Collections Branch), Rosemary Swift (Manager, Development), Christine Callen (Manager, Marketing & Publicity), Janet Carding (Assistant Director, Public Programs & Operations), Mark Eldridge (Research Scientist), Glenn Ferguson (Manager, Exhibitions), Julie Garradd (Head, Visitor & Learning Services), Lynda Kelly (A/Head, Australian Museum Eureka Prizes, Web & Audience Research), Noella Lopez (Head, Commercial Services) and Shelley Truskett (minutes secretary).
Income Generation Steering Committee
The Income Generation Steering Committee was responsible for generating and facilitating ideas for new income streams and for making our current income generating activities more effective. This work includes creating financial templates to understand costs and net income for the Museum, testing ideas and implementing them.

Its members were Noella Lopez (Chair and Head, Commercial Services), Mark Connolly (Manager, Venues), Sue Lindsay (Manager, Microscopy & Microanalysis Unit, Siddharth Samant (Finance), Shail Patel (Financial Coordinator, Public Programs and Operations), Fara Pelarek (Manager, Visitor Services), David Bock (Visitor Services), Jenny Horder (Manager, Learning Services), Elizabeth Phegan (Development), Kate Murray (Executive Officer, Australian Museum Members), and Bliss Jensen (Exhibitions).

Australian Museum’s Environmental Sustainability Committee
In 2008–09 the Australian Museum’s Environmental Sustainability Committee (AMESC) reconvened incorporating a number of groups into a formal committee. AMESC’s objective is the development, implementation, and maintenance of environmental sustainability at the Museum, including the Museum’s Environmental Sustainability Action Plan. The Museum has established a vision and goals, available on the Museum’s website http://australianmuseum.net.au/Environmental-Sustainability-at-the-Australian-Museum, and realised a number of achievements including: introduction of Fairtrade organic coffee, replacement of printers and faxes with energy-rated multi-function devices, completion of an energy audit, carbon offsets purchased for all air travel, and installation of water-saving devices in public and staff amenities.

Members were: Ken Pope (Chair), Frank Howarth (Director), Philippa Ardlie (Executive Officer), Ben Carceller, David Child, Mark Connolly, Catherine Cooper, Michael Harvey, Glenn Hodges, Mike Kent, Sue Lewis, Colin Macgregor, Melissa Murray, George Notman, Tim Ralph, Jacqui Recsei and Steve Vogel.

Internal management audits
The Museum undertakes an internal audit program to improve its management practice. The program was funded by the Department of the Arts, Sport and Recreation and undertaken by Deloitte Touche Tohmatsu.

Four audits were completed in the reporting year:
- Staff Performance and Development
- Public Programs (Events & Holiday Programs)
- Information Technology (IT) Security
- Building Maintenance

The Museum is implementing the agreed recommendations from these audits.

Risk management
The Museum’s Executive actively monitors its programs to identify and manage risks consistent with Government guidelines and policy. Risk management aims to safeguard the public, staff, collections, buildings and related assets. Risk control entails:
- surveying financial record-keeping (undertaken by the Treasury Managed Fund)
- assessing corporate risk and conducting management audits (undertaken by Deloitte Touche Tohmatsu)
- managing ongoing risk, including maintaining asset registers for various classes of assets, and conducting fire and safety audits
- valuing the collections and building assets, developing risk strategies for public exhibitions and spaces, and conducting fire drills
- monitoring the Museum’s buildings and site by full-time security staff and security-support systems
- maintaining appropriate insurance cover with the Treasury Managed Fund that covers all classes of risk.
APPENDIX D
GUARANTEE OF SERVICE
The Australian Museum is committed to:

- gathering and communicating accurate information and providing high quality activities and services supportive of our mission and relevant to the community
- ensuring that the Museum’s public environment is comfortable and our staff are friendly, reliable and respectful of the interests and needs of visitors and other Museum customers
- providing visitors with a fair and reasonable opportunity to be heard regarding any aspect of the running of the Museum
- providing innovative public programs using a variety of media
- to give entertaining, stimulating and educational experiences
- maintaining and improving our scientific collections including their documentation, conservation and accessibility
- conducting excellent and significant research and making the results available to the scientific community through publication in scientific journals and books, and to the public through public programs, print and electronic media.

APPENDIX E
STAFF, EEO AND OHS STATISTICS
Senior Executive Service
There are currently three Senior Executive Service (SES) positions within the Museum (Tables E1 and E2). The Director, Frank Howarth, commenced duties in February 2004. The Assistant Director, Public Programs & Operations, Janet Carding, commenced duties in August 2004. The Assistant Director, Research & Collections, Dr Les Christidis, commenced duties in June 2004 and resigned in April 2009.

Table E1 SES positions
Table E1 shows the number of SES positions at 30 June for the reporting and previous four years.

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>SES 4</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>SES 2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>SES 1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Table E2 Female SES positions
Table E2 shows the number of female SES officers at 30 June for the reporting and previous four years.

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female SES</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Staff statistics
Table E3 shows the number of non-casual employees by salary level and status.
Table E4 shows the number of employees by employment basis and status.
Table E5 shows the number of non-casual employees by salary.
Table E6 shows trends in the representation of non-casual employees by EEO status (as % of Total Staff).
Table E7 shows trends in the distribution of non-casual employees by EEO status (as a distribution index).
Table E8 shows full-time equivalent staff by major occupation group.

Disability Action Plan
The Museum drafted a new Disability Action Plan during 2009 in accordance with the NSW Government’s Guidelines for disability action planning by NSW Government agencies (September 2008). When finalised, the Plan will be submitted to the Department of Ageing, Disability and Home Care by the due date of 30 November 2009. The Museum continues to review physical access issues with a view to improving the level of access for people with a disability. The Museum provides free parking for groups of people with disabilities, free admission to carers, and physical ramping where appropriate.

Occupational health and safety
In 2008–09 there were 12 lost-time injuries reported to the Museum’s insurer. Of these claims, 33 per cent were deemed a ‘significant injury’ under section 42 of the Workplace Injury Management & Workers Compensation Act 1998 – namely that the injured worker was absent from work for a continuous period of more than seven days. Of the remaining workers compensation claims:

- 17 per cent arose from falls at work/or falls while on a journey
- 33 per cent were the result of ergonomics/work practices
- none were the result of faulty equipment/mechanics.

Following necessary workplace investigations, assessments, and support, all employees have successfully resumed their pre-injury duties.
Table E3 Non-casual employees by salary level and status at 30 June 2009.

* equivalent salary scale in 2009

<table>
<thead>
<tr>
<th>Level*</th>
<th>Total Staff (number)</th>
<th>Respondents</th>
<th>Men</th>
<th>Women</th>
<th>Aboriginal People &amp; Torres Strait Islanders</th>
<th>People from racial, ethnic, ethno-religious minority groups</th>
<th>People whose language first spoken as a child was not English</th>
<th>People with a disability requiring work-related adjustment</th>
<th>People with a disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; $36,677</td>
<td>26</td>
<td>26</td>
<td>5</td>
<td>21</td>
<td>0</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>$36,677 – $48,172</td>
<td>17</td>
<td>17</td>
<td>0</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>$48,173 – $53,854</td>
<td>32</td>
<td>32</td>
<td>18</td>
<td>14</td>
<td>1</td>
<td>6</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>$53,855 – $68,147</td>
<td>62</td>
<td>62</td>
<td>22</td>
<td>40</td>
<td>1</td>
<td>12</td>
<td>10</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>$68,148 – $88,127</td>
<td>81</td>
<td>81</td>
<td>48</td>
<td>33</td>
<td>1</td>
<td>15</td>
<td>11</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>$88,128 – $110,160</td>
<td>27</td>
<td>27</td>
<td>17</td>
<td>10</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>&gt; $110,160 (non-SES)</td>
<td>11</td>
<td>11</td>
<td>8</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>&gt; $110,160 (SES)</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>258</td>
<td>258</td>
<td>119</td>
<td>139</td>
<td>3</td>
<td>41</td>
<td>29</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

Table E4 Employees by employment basis and status at 30 June 2009.

<table>
<thead>
<tr>
<th>Employment Basis</th>
<th>Total Staff (number)</th>
<th>Respondents</th>
<th>Men</th>
<th>Women</th>
<th>Aboriginal People &amp; Torres Strait Islanders</th>
<th>People from racial, ethnic, ethno-religious minority groups</th>
<th>People whose language first spoken as a child was not English</th>
<th>People with a disability requiring work-related adjustment</th>
<th>People with a disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent full-time</td>
<td>150</td>
<td>150</td>
<td>150</td>
<td>89</td>
<td>1</td>
<td>26</td>
<td>21</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Permanent part-time</td>
<td>25</td>
<td>25</td>
<td>25</td>
<td>5</td>
<td>1</td>
<td>4</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Temporary full-time</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>22</td>
<td>1</td>
<td>9</td>
<td>7</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Temporary part-time</td>
<td>30</td>
<td>30</td>
<td>30</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Contract – SES</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Contract – non-SES</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Training positions</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retained staff</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>49</td>
<td>49</td>
<td>18</td>
<td>31</td>
<td>0</td>
<td>8</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>308</td>
<td>308</td>
<td>137</td>
<td>171</td>
<td>3</td>
<td>49</td>
<td>33</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

Note: Includes casuals not working at 30 June 2009 but considered part of the agency
Table E5 Non-casual employees by salary at 30 June 2009.

* equivalent salary scale in 2009

<table>
<thead>
<tr>
<th>Level*</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; $36,667</td>
<td>3</td>
<td>29</td>
<td>1</td>
<td>0</td>
<td>26</td>
</tr>
<tr>
<td>$36,667 – $48,172</td>
<td>14</td>
<td>28</td>
<td>9</td>
<td>7</td>
<td>17</td>
</tr>
<tr>
<td>$48,173 – $53,854</td>
<td>25</td>
<td>77</td>
<td>31</td>
<td>25</td>
<td>32</td>
</tr>
<tr>
<td>$53,855 – $68,147</td>
<td>62</td>
<td>52</td>
<td>78</td>
<td>71</td>
<td>62</td>
</tr>
<tr>
<td>$68,148 – $88,127</td>
<td>77</td>
<td>26</td>
<td>91</td>
<td>91</td>
<td>81</td>
</tr>
<tr>
<td>$88,128 – $111,160</td>
<td>27</td>
<td>8</td>
<td>30</td>
<td>29</td>
<td>27</td>
</tr>
<tr>
<td>&gt; $111,160 (non-SES)</td>
<td>15</td>
<td>13</td>
<td>12</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>&gt; $111,160 (SES)</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>226</td>
<td>236</td>
<td>255</td>
<td>237</td>
<td>258</td>
</tr>
</tbody>
</table>

Table E6 Trends in the representation of non-casual employees by EEO status at 30 June 2009 (as % of Total Staff).

<table>
<thead>
<tr>
<th>EEO Status</th>
<th>Benchmark or Target (%)</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>50</td>
<td>50</td>
<td>57</td>
<td>57</td>
<td>52</td>
<td>54</td>
</tr>
<tr>
<td>Aboriginal People &amp; Torres Strait Islanders</td>
<td>2</td>
<td>1.8</td>
<td>1.5</td>
<td>2</td>
<td>0.8</td>
<td>1.2</td>
</tr>
<tr>
<td>People whose language first spoken as a child was not English</td>
<td>20</td>
<td>29</td>
<td>3</td>
<td>12</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>People with a disability</td>
<td>12</td>
<td>7</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>People with a disability requiring work-related adjustment</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
Table E7 Trends in the distribution of non-casual employees by EEO status at 30 June 2009 (as a distribution index)\(^1\).

<table>
<thead>
<tr>
<th>EEO Status</th>
<th>Benchmark or Target</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>100</td>
<td>87</td>
<td>86</td>
<td>92</td>
<td>94</td>
<td>79</td>
</tr>
<tr>
<td>Aboriginal People &amp; Torres Strait Islanders</td>
<td>100</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
</tr>
<tr>
<td>People whose language first spoken as a child was not English</td>
<td>100</td>
<td>97</td>
<td>NA(^2)</td>
<td>97</td>
<td>93</td>
<td>106</td>
</tr>
<tr>
<td>People with a disability</td>
<td>100</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
</tr>
<tr>
<td>People with a disability requiring work-related adjustment</td>
<td>100</td>
<td>NA(^2)</td>
<td>0</td>
<td>NA(^2)</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Notes:
1. A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The distribution index is automatically calculated by the software provided by ODEPFE.
2. The distribution index is not calculated where EEO group or non-EEO group numbers are less than 20.

Table E8 Full-time equivalent staff at June 2009 by major occupation group.

<table>
<thead>
<tr>
<th>Occupation Group</th>
<th>Total Staff (number)</th>
<th>Respondents</th>
<th>Men</th>
<th>Women</th>
<th>Aboriginal People &amp; Torres Strait Islanders</th>
<th>People from racial, ethnic, ethno-religious minority groups</th>
<th>People whose language first spoken as a child was not English</th>
<th>People with a disability requiring work-related adjustment</th>
<th>People with a disability</th>
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</thead>
<tbody>
<tr>
<td>Managers</td>
<td>43</td>
<td>43</td>
<td>22</td>
<td>21</td>
<td>1</td>
<td>6</td>
<td>4</td>
<td>1</td>
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<tr>
<td>Professionals</td>
<td>96</td>
<td>96</td>
<td>44</td>
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<td>Technicians and Trades Workers</td>
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<td>13</td>
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<td>Community and Personal Service Workers</td>
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<td>18</td>
<td>12</td>
<td>6</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Clerical and Administrative Workers</td>
<td>32</td>
<td>32</td>
<td>12</td>
<td>20</td>
<td>0</td>
<td>7</td>
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<td>Sales Workers</td>
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<td>1</td>
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<tr>
<td>Machinery Operators and Drivers</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Labourers</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>Total</td>
<td>258</td>
<td>258</td>
<td>119</td>
<td>139</td>
<td>3</td>
<td>41</td>
<td>29</td>
<td>3</td>
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</tbody>
</table>

Source: 2009 Q2FTE
APPENDIX F
AUSTRALIAN MUSEUM VOLUNTEERS

Directorate volunteers
Margaret Killin
Angela Perou
Philipp Schorch

Corporate and Knowledge Services volunteers
Karin Brown
Susan Clinch
Katherine Hopkins
Lorelle McIntyre
Susan Myatt
John Radkin
Jill Riley
Prue Walker

Visitor Programs and Services volunteers
Peter Andrews
Sylvie Bandrand
Michael Barnes
Les Bessett
Carole Bennetts
Warren Bennetts
Ray Biddle
Wendy Bishop
Alastair Bragg
David Brawn
Val Bower
Marsha Canning
Kyoung Hee (Anna) Chang
Douglas Cham
Helen Clark
Maureen Haydon
Andrew King
Alan Leishman
Peter Mallesch
Robin Marsh
Graham McLean
Maia Macrae
Pam Mudford
Janet Pagan
Nick Philips
John Pollak
Rosemary Pryor
Penelope Ralph
Ainslie Robinson
Hazel Ronay
Felicity Roos
Sharn Rose
Phillip Russo

Natural Science Collections volunteers
Noelia Araya
Michael Batley
Nicholas Bishop
Peter Blackwell
David Bray
Linda Brown
Gordon Campbell
Emily Cave
Jim Clark
Russell Cox
Christine Crowther
Lawrie Davis
Anja Divljan
Radka Dostal
Jan Fisher
Gabor Foldvary
Eduardo Gallo
Adrienne Gatt
Anne Gilling
Rosemary Golding
Dennis Hackett
Carmilla Hardjo
Barbara Harvey
Kerinne Harvey
Maureen Haydon
Andrew King
Alan Leishman
Peter Mallesch
Robin Marsh
Graham McLean

Research volunteers
Lyne Chamberlain
Pamela Da Costa
Katherine Daly
Margaret Dell’Oro
Vindhya Hettige
Brian Lobb
Heidi Macklin
Anne Murray
Margot O’Donoghue
Shui Phang
Cheryl Stanborough
Hugh Watt
Gillian Whitney

Cultural Heritage and Science Initiatives volunteers
Jelena Bojicic
Budyanto
Peter Dadswell
Heather Johnes
Matthew Kofler
David Lind
Megan McFarlaine
Abigail Maxwell-Bowen
Tessa De Romp
Mark Rowden
Rohman
Penny Zylstra

Research Library volunteers
Susan Clinch
Jill Riley
Cynthia Young
Lorelle McIntyre
APPENDIX G
KEY ACQUISITIONS AND DONATIONS TO RESEARCH AND COLLECTIONS

NATURAL SCIENCE COLLECTIONS

KEY ACQUISITIONS FROM FIELD WORK 2008–09

Arachnology
Graham Milledge, Helen Smith and Australian Museum fellowship holder Pawel Szymkowiak visited south-east New South Wales (NSW) to collect fresh spider specimens for DNA analysis and to collect new material for the Arachnology Collection.

Entomology
Dave Britton attended a multi-institutional pilot biodiversity survey in the newly established Charles Darwin Reserve, Western Australia. Dave collected mainly nocturnal flying insects, especially moths.

Herpetology
Ross Sadlier and Research Associate Glenn Shea collected water skinks from the Barrington region, NSW, for a project describing a new species in the group.

Jodi Rowley travelled to Vietnam and Cambodia to conduct amphibian and reptile surveys. Her research in South East Asia has added considerably to the representation of amphibian species from this region held in the Museum’s collection, and is accompanied by valuable tissue samples used in determining species diversity. Over 90 per cent of the collection specimens deposited by Jodi are taxa previously unrepresented in the Museum’s collection.

Malacology
Janet Waterhouse and Alison Miller collected land snails in the Blue Mountains areas of Colo and Kanangara.

Don Colgan and Mike Shea collected leaf litter for micro land snails, for their Gyrocochlea project, from northern NSW.

Rosemary Golding, the Museum’s Chadwick Biodiversity Fellow, undertook field work in South East Asia to collect snails from a range of mangrove areas.

Marine invertebrates
Kate Attwood, Anna Murray, Roger Springthorpe and Stephen Keable assisted researchers Maria Capa and Lauren Hughes in collecting polychaete and amphipod material for morphological and molecular study.

A successful field trip, undertaken with Ornithology staff, to the Swansea and Lake Macquarie area of the NSW central coast collecting approximately 180 samples of marine invertebrates using the Museum’s research vessel.

Jim Lowry, Lauren Hughes and Kate Attwood spent three weeks at Cocos (Keeling) Islands and Christmas Island in the Indian Ocean, collecting marine amphipod crustaceans for the Circum-Australian Amphipod Project (CAAP) funded by Department of the Environment, Water, Heritage and the Arts (DEWHA). This project will produce the first comprehensive set of distribution data for shallow-water amphipod crustaceans that will contribute to national conservation values.

Pat Hutchings, Maria Capa and Lauren Hughes participated in the CReefs Ningaloo 2009 expedition as invited attendees. They spent two weeks around the Coral Bay region of Ningaloo Reef, Western Australia collecting small marine invertebrates as part of a major coral reef biodiversity assessment study.

Mineralogy
Ross Pogson and Lin Sutherland collected zeolite minerals from basalts at Toowoomba and Laidley, Queensland, as part of the Joint Mineralogical Societies of Australia 32nd Annual Seminar in Brisbane.

Ross Pogson collected cave minerals from Jenolan Caves, NSW.

Lin Sutherland collected andesite and volcanic secondary minerals from Allandale Quarry, upper Hunter Valley, NSW, on a joint field trip with NSW Department of Mineral Resources.

Palaeontology
Yong Yi Zhen collected Late Cambrian–Early Ordovician conodonts in western NSW with colleagues from Macquarie University.

KEY ACQUISITIONS FROM DONATION 2008–09

Arachnology
Cathy Car (Charles Sturt University) donated several hundred lots of millipedes from her PhD project, including many new species.

Entomology
Over 2000 pinned Australian orthorrhaphan Diptera (flies) collected, identified and databased by Greg Daniels. The donation includes holotype and paratype specimens. Scott Ginn and Greg Gowing have successfully imported Greg’s data into EMu (the Museum’s collections database). Also included were several spectacular northern Queensland beetle species, including some excellent specimens of the King Stag Beetle, Phalacrognathus muelleri.

Graeme Cocks donated approximately 1000 various dry and pinned insect specimens collected from the Townsville region, Queensland. Graeme is an amateur collector who has been contributing to
the iBOL project. The donated specimens represent vouchers of specimens submitted for barcoding.

Henry Disney (University of Cambridge) donated six slides of holotype specimens of Australian phorid flies.

John Gollan (Australian Museum), Mick Ashcroft (Australian Museum), Michael Batley and Natalie Sullivan collected over 1000 beetles as part of research funded by the Scott Charitable Trust. They extended the known range of the exotic bee, *Halictus smaragdulus*, previously known only from the Hunter Valley. It has now been found at Tamworth, and along the Goulburn River as far as Wellington. Another native species captured was previously known only in South Australia. A volunteer program was established where additional bees were captured and mailed to the Museum.

Lotte von Richter donated 118 vials and 221 pinned specimens of the very small marine gastropods and siphonophores from Mount Annan Botanical Garden and Bushland Reserve.

Graham Pyke (Australian Museum) donated his voucher collections of insect pollinators from the Snowy Mountains.

Michael Shackleton (Environmental Protection Authority, Victoria) donated specimens of a newly described caddis fly.

Brent Turner (North Gosford, Sydney) donated 40 specimens of PNG and New Britain butterflies and moths collected by his grandfather during the Second World War.

Alan Watts (Sydney) donated a live female specimen of a titan stick insect, *Acrophylla titan*.

Alan York (University of Melbourne) gave over 1500 pinned specimens of beetles from the Bulls Ground Frequent Burning Study, Lorne State Forest, Victoria.

**Ichthyology**

Martin Angle (NSW Department of Primary Industries) donated an unusual mullet specimen from Wallis Lake, NSW.

Derek Gerkin (Australian New Guinea Fishes Association) donated two lots of freshwater fish.

Ian Kerr (Lord Howe Island) sent a number of specimens for the collection including a specimen of a giant kahawai, *Arripis xylabion*.

Jamie Knight (NSW Department of Primary Industries) donated an Australian Bass specimen and an introduced cichlid (freshwater fish).

**Malacology**

Phil Colman donated a suite of pelagic molluscs and siphonophores from Collaroy, Sydney.

Vince Kessner (Adelaide River) donated about 100 lots of estuarine molluscs from Northern Territory (NT) and the Kimberleys, Western Australia (WA).

Mr Vince Kessner donated 53 lots of land snails from WA and NT.

Frank Koehler (Department of Environment and Conservation WA) donated 21 lots of marine gastropods and 1 lot of marine bivalve from two islands off the Kimberley Coast (WA).

Robert McCormack (Australian Aquatic Biological Pty Ltd, NSW) donated two lots of freshwater snails from Norfolk Island.

Te Papa donated a paratype pair of the large bivalve, *Acesta maui*.

**Mammals**

Received a specimen of a Southern Brown Bandicoot from the very small population known from Ku-ring-gai Chase National Park.

Mark Eldridge donated approximately 200 kangaroo skulls and approximately 1000 marsupial tissues from Macquarie University.

Macquarie University donated a New Guinea echidna specimen along with various Australian mammal species.

The Department of Environment, Climate Change & Water donated a Pygmy Killer Whale.

Taronga Zoo donated 2 Bottle-nosed Dolphins, 2 New Zealand Fur Seals, 1 Pilot Whale, 1 Kodiak Bear skull and 12 native marine specimens (cetaceans).

**Marine invertebrates**

Helen Smith (University of Sydney) donated crustaceans (amphipods, isopods, shrimp) collected from baited traps set at approximately 200 metre depth at oil drilling rigs north west of Dampier, Western Australia, representing undescribed species and new distribution records.

Hannelore Paxton (Macquarie University) donated 28 lots of polychaetes (marine worms) representing voucher material from various studies including new species being described from British Columbia and Atlantic deep-sea hydrothermal vents.

Danny Tang (University of Western Australia) donated 47 lots of cyclopoid and harpacticoide copepods (Crustacea) from Gnangara Mound region, Western Australia, including primary type material for four new species.

Jane Fromont, (Western Australian Museum) donated a paratype specimen of a new species of sponge from Western Australia.

Ashley Miskelly (private collector, Sydney) donated echinoid (sea urchin) specimens and a specimen of a giant sea Slater, *Bathynomus*, from the Philippines.
Robin Wilson (Museum Victoria) donated type material of a new species of polychaete (marine worm) from NSW.

Peter Teske (Macquarie University) donated crab specimens of material he is studying the distribution of, using DNA analysis.

Pan Pan Chung (University of NSW) donated material of a species of amphipod.

Kristine Klebba (Gulf Coast Research Lab, USA) donated type material of a new species of amphipod (beach hopper) from Lizard Island.

Jiroh Nishi (Yokohama National University, Japan) donated type material of a new species of polychaete from Japan.

Brian Timms (Newcastle University) donated material of a new species of branchiopod (clam shrimp) from Queensland.

Alex Zeigler, Freie Universitat Berlin, Germany, donated three lots of identified echinoid (sea urchin) specimens from Antarctica.

Craig Humphreys (Australian Institute of Marine Science) donated 85 lots of identified and published amphipods (beach hoppers) from ecological studies at Magnetic Island, Queensland.

Robert McCormack (Australian Aquatic Biological Pty Ltd NSW) donated five lots of crustacea from Norfolk Island and Queensland including one species of freshwater crayfish not previously held in collections.

Adriana Giangrande (University of Salento, Italy) donated four paratypes of a new species of Antarctic polychaete (marine worm).

Peter Teske (Macquarie University) donated one lot of spider crabs (Majidae).

Thomas Claverie (University of California, USA) donated 10 samples of mantis shrimp (Stomatopoda) from Lizard Island Queensland including several species not previously held there.

Melissa Walker (NSW Department of Primary Industries) donated one lot of suspected Asian Paddle Crab. Roger Springthorpe (Australian Museum) determined that this was actually a new southern record for a native species, based on comparison to material in the collection and use of the literature, much to the comfort of the Fisheries Officers.

Mineralogy

Donation by Errol Hagelstein (Coffs Harbour) of unusual carbonised wood from Lismore, from logs caught up in one of the last lava flows from the Mount Warning volcano.

The Royal Scottish Museum, Edinburgh, donated zeolite minerals from the Isle of Skye, Scotland.

John Tottenham (Mineralogical Society of NSW) donated an unusual and valuable cassiterite (tin oxide) specimen from Pine Ridge, near Inverell NSW, on behalf of the late John Hume of Bingara.

Alun Baines (Dunedin, New Zealand) donated a specimen of ulrichite and a new mineral, coombsite.

Bev Mortenson (Mineralogical Society of Qld) donated quartz with hematite inclusions from Crystal Mountain, near Mount Isa, Qld and quartz with limonite/hematite inclusions from Kuridala, Qld.

Ornithology

The family of Gordon Alford donated a series of eggs and nicely mounted waterbirds. It is hoped that some mounts will replace those in the current bird gallery.

Mike Fisher donated some British eggs, including a hen’s egg from World War II, the shell of which has a Ministry for Food stamp, used during food rationing.

Near-adult and juvenile cassowaries from Queensland National Parks and Wildlife Service.

An egg collection in a glass cabinet was donated by Helen Thompson on behalf of her father.

Palaeontology

Steven Avery (Silverdale) donated seven Triassic xenacanth shark specimens and one Triassic amphibian skull. This collection is to be valued for the purpose of a donation under the Philanthropy Program.

Other

Identifications and registrations as outlined in the two Australian Museum mini-grant proposals to the Ocean Biogeographic Information System (OBIS) were completed. With the resources provided we exceeded expectations providing 1056 non-polychaete invertebrates (proposal indicates 813) and 530 polychaetes (proposal indicates 402).

CULTURAL COLLECTIONS

Acquisition and donations to the Cultural Collections are made in accordance with the Australian Museum Collection Development Strategy, Ethnographic Collections 2008–2012. New collections may be acquired through donation, purchase and field work.

KEY ACQUISITIONS BY DONATION 2008–09 – CULTURAL GIFTS

Sam and Louise Dawson (Field collector: David Baker)

Three junior Rom masks
Rammily family, north Ambrym, Vanuatu
Joachin Kilfan, Halhal, north Ambrym, Vanuatu
Chief Tofor, Lonyokwon, north Ambrym, Vanuatu.
Slit drum
Tebal Ignace of Newea for Norbert Napong of Olal, north Ambrym, Vanuatu

Tree fern figure, Tabu Chief House
Joachin Kilfan, Halhal, north Ambrym, Vanuatu

Two figurines
from Batasur, north Ambrym, Vanuatu

The above collection was donated under the Australian Government Cultural Gifts program.

Ms M Gibbs
Three lime spatulas collected by Sir Harry Gibbs from the Massim people of Papua New Guinea.

Professor Paul Scully Power
One decorated cooking pot from the Eastern Highlands of Papua New Guinea.

Mr Trevor Shearston
161 artefacts including weapons and utilities collected by Trevor Shearston from 1968 to 1970 from the Southern Highlands of Papua New Guinea.

This unique collection was selected for inclusion in the Museum’s Intangible Cultural Heritage program and several hours of audiovisual footage was recorded.

KEY PURCHASES
Zugubal, 2007
Lino print by Alick Tipoti, Torres Strait Islander

Slit drum
Made by Freddy Bule, north Ambrym

Rom mask
Made by Kepu Narcisse of Bogur

Above objects purchased with assistance from the Australian Museum Foundation.

Rom Mask
Mansak’s family, Ranpupupre, north Ambrym

Spirit figure (Temar ne aru)
Mansak’s family, Ranpupupre, north Ambrym

Two magic figurines
Mansak’s family, Ranpupupre, north Ambrym

Above purchased with assistance of the Gwendoline West Bequest.

KEY ACQUISITION FROM FIELD WORK 2008–09

Museum staff field collector:
Yvonne Carrillo-Huffman

26 bark cloths and 2 baskets
from the people of Erromango, Vanuatu.

This unique collection was selected for inclusion in the Museum’s Intangible Cultural Heritage program and audiovisual footage was recorded.

16 decorated bark cloths, 3 bark cloth masks, 3 bark cloth and grass skirts, 4 decorated penis gourds, 2 textiles
from the people of Lake Sentani, West Papua, (Irian Jaya), Indonesia.

This unique collection was selected for inclusion in the Museum’s Intangible Cultural Heritage program and audiovisual footage was recorded.

Materials Conservation:
Katrina McCormick

Katrina carried out the flensing (stripping) of an extremely rare Andrew’s Beaked Whale that washed up on Wairo Beach on the NSW south coast in June. Katrina recovered the skeletal elements that are now being prepared for accession to the Mammals Collection.

APPENDIX H
RECOGNISING RESEARCH AND COLLECTIONS DIVISION STAFF ACHIEVEMENTS

EXTERNAL COMMITTEE REPRESENTATION
Research and Collections Division staff are members of 24 external committees of both national and international importance (see Table H1).

RESEARCH AND COLLECTIONS STAFF AWARDS, APPOINTMENTS AND RECOGNITION

RESEARCH BRANCH
Visiting researcher from Brazil – Fabiane Gallucci

Completed six months of research, funded by an Australian Endeavour Fellowship, on the distribution of nematodes in a variety of estuarine habitats including areas infested with the introduced Caulerpa (a genus of seaweed).

Val Attenbrow
Awarded with colleagues, the Best Overall Paper prize for, The Multiplicity of Uses of Backed Artefacts in the NSW Central Coast, presented at Australian Archaeological Association Conference, Queensland, December 2008.

Dan Bickel
Re-appointed for three years as an Associate in Science at the Bishop Museum, Honolulu, a position that recognises significant collaboration with the Australian Museum’s Research and Collections Division.

Dan Faith
Co-established a new NEScent (National Evolutionary Synthesis Center) Catalysis group that involves a network of about 30 scientists worldwide. The group adds...
major value to the contributions of individual scientists over the past decade to data acquisition and phylogenetics by demonstrating how this can link to practical biodiversity conservation planning (including addressing the 2010 biodiversity target).

Invited as an ‘eminent conservation biologist’ to be a member of the eight member jury for the Conservation Biology Award within the international BBVA Foundation Frontiers of Knowledge Awards. A new award scheme ‘comparable only to the Nobel Prizes’.

Invited international speaker at Darwin Day (marking of Charles Darwin’s birthday), hosted by the National Evolutionary Synthesis Center and Society Sigma Xi in the USA. The symposium, Darwin’s Legacy: Evolutionary Approaches to World Challenges was filmed and will be part of an online teaching resource.

Invited to be a biodiversity adviser for the Group on Earth Observations (GEO), which promotes the coordination of Earth observations across its member organisations and encourages the use of the observations for societal benefits.

Joined the steering committee to develop a global biodiversity observation network (GEO BON). The Convention on Biological Diversity (CBD) meeting in Bonn recognised the importance of GEO BON and recommended continuing collaboration.

Jeff Leis
Appointed as Honorary Research Fellow in the Tasmanian Aquaculture and Fisheries Institute (TAFI), University of Tasmania, and will collaborate on larval fish behaviour research with TAFI staff.

Promoted to Senior Principal Research Scientist at the Museum from 1 July 2009, one of only 12 in the NSW public sector.

Appointed Adjunct Professor in the Faculty of Science, University of Technology, Sydney for three years from February 2009.

Richard Major
Received the Eureka Prize for Sustainability Education on behalf of the Birds in Backyards team in August 2008.

Winston Ponder
Awarded the Silver Jubilee Prize for lifetime achievement at the New Zealand Marine Sciences Society and the Australian Marine Sciences Association joint conference in New Zealand.

Robin Torrence
Chaired the session, at the 6th World Archaeological Conference, that was selected for the School for Advanced Research (SAR) award. Reviewers noted that the topic, Unpacking the Collection is ‘incredibly significant’, ‘very timely’ and especially identified the discussion as highly productive.

Pat Hutchings
Appointed as Adjunct Associate Professor at Queensland University.

Ross Pogson
Honoured with an invitation to deliver the annual Betty Mayne Memorial Lecture to the Mineralogical Society of NSW in August 2008, speaking on Mineral icons of the Australian Museum – and the stories behind them.

CULTURAL HERITAGE AND SCIENCE INITIATIVES BRANCH

Phil Gordon
Awarded a 2009 Visiting Fellowship at the National Museum of Australia, Canberra regarding the history of repatriation in Australia. This will provide a comprehensive history of repatriation of both objects and ancestral remains to traditional owners in Australia, 30 years on from the first formal repatriation of Aboriginal remains to Wallaga Lake in NSW. This project will provide the first overview of not only the history of repatriation but also the personal experiences of those associated with the process.

Sue Lindsay
Two scanning electron microscope images were accepted in the 2009 Australian and New Zealand Microscopy and Microanalysis calendar.
### Table H1: External committee representation

* TDWG: Taxonomic Database Working Group
** GBIF: Global Biodiversity Information Facility

<table>
<thead>
<tr>
<th>External committee</th>
<th>Research and Collections Division staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>AusHeritage</td>
<td>Vinod Daniel (Chair)</td>
</tr>
<tr>
<td>Australia India Council</td>
<td>Vinod Daniel</td>
</tr>
<tr>
<td>Australian Aviation Wildlife Hazard Group</td>
<td>Rebecca Johnson</td>
</tr>
<tr>
<td>Australian Barcode of Life Network Steering Committee</td>
<td>Les Christidis (to April 09) Rebecca Hancock (Secretary) Dan Faith</td>
</tr>
<tr>
<td>Australian Institute for the Conservation of Cultural Material (Treasurer)</td>
<td>Colin Macgregor (NSW Division)</td>
</tr>
<tr>
<td>Biodiversity Information Standards (TDWG)* Executive</td>
<td>Paul Flemons (Oceania representative)</td>
</tr>
<tr>
<td>Birds in Backyards Steering Committee</td>
<td>Richard Major</td>
</tr>
<tr>
<td>Committee on Tax Incentives for the Arts</td>
<td>Pat Hutchings</td>
</tr>
<tr>
<td>Conservation, Heritage &amp; Indigenous Partnerships Reef Advisory Committee</td>
<td>Pat Hutchings</td>
</tr>
<tr>
<td>Council of Heads of Australian Faunal Collections</td>
<td>Penny Berents (Chair)</td>
</tr>
<tr>
<td>Council of Heads of Entomological Collections</td>
<td>Dave Britton</td>
</tr>
<tr>
<td>EarthWatch ClimateWatch Technical Advisory Committee</td>
<td>Paul Flemons</td>
</tr>
<tr>
<td>GBIF** Global Strategy and Action Plan for Mobilisation of Natural History Collections Data (GSAP-NHC) Task Group</td>
<td>Penny Berents</td>
</tr>
<tr>
<td>International Council for Museums (ICOM) Committee for Conservation</td>
<td>Vinod Daniel (Vice Chair)</td>
</tr>
<tr>
<td>Legal Aid Advisory Committee, NSW</td>
<td>Richard Major</td>
</tr>
<tr>
<td>Malacological Society of Australasia</td>
<td>Don Colgan (Treasurer &amp; Secretary)</td>
</tr>
<tr>
<td>National Cultural Heritage Committee</td>
<td>Phil Gordon</td>
</tr>
<tr>
<td>National Trust Australia, NSW – Industrial Heritage Committee</td>
<td>Jennie Lindbergh</td>
</tr>
<tr>
<td>Non-native Animals Advisory Committee</td>
<td>Sandy Ingleby</td>
</tr>
<tr>
<td>NSW Committee for the Coordination of Government Geoscience Programs</td>
<td>Robert Jones</td>
</tr>
<tr>
<td>NSW Repatriation Working Group</td>
<td>Phil Gordon</td>
</tr>
<tr>
<td>NSW Scientific Committee</td>
<td>Richard Major (Chair)</td>
</tr>
<tr>
<td>Sydney Institute of Marine Sciences Scientific Advisory Committee</td>
<td>Brian Lassig Penny Berents</td>
</tr>
</tbody>
</table>
APPENDIX I
HONORARY APPOINTMENTS 2008–09

The Australian Museum has a long history of making honorary appointments as a way of recognising individuals who have contributed to the advancement of the Museum. The following people hold honorary appointments:

HONORARY ASSOCIATES
His Imperial Majesty Emperor Akihito of Japan
Dr Hal Cogger, John Evans Memorial Fellow
Dr Desmond Griffin, AM, Gerard Krefft Memorial Fellow
Dr Ronald Strahan, AM
Professor Frank Talbot
Dr Robyn Williams, AM, President Emeritus, Australian Museum Trust

SENIOR FELLOWS
Mr Desmond Beechey
Dr Michael Gray
Dr Douglass Hoese
Dr Alan Jones
Dr Kate Khan
Dr David McAlpine
Dr Max Moulds
Dr John Paxton
Dr Winston Ponder
Dr Graham Pyke
Dr Harry Recher
Dr Alex Ritchie
Dr Frank Rowe
Dr William Rudman
Dr Courtenay Smithers
Dr Jim Specht
Dr Lin Sutherland

RESEARCH ASSOCIATES
Dr Larry Barron
Dr Michael Batley
Dr Peter Bayliss
Dr Katherine Belov
Mr Andrew Cody
Mr David Colchester
Mr Neville Coleman
Ms Tessa Corkill
Dr Lyndall Dawson
Mr Roger de Keyser
Mr H John Disney
Mr Brian England
Mr Joseph Forshaw
Emeritus Professor Richard Frankham
Dr Richard Fullagar
Dr Lorraine Gibson
Dr Barry Goldman
Dr Ian Graham
Mr Ken Graham
Mr Owen Griffiths
Mr Randolph Griffiths
Prof Colin Groves
Mr Sebastine Haraha
Dr Peter Hiscock
Mr Kirk Huffman
Dr Margaret Humphrey
Dr Isabel Hyman
Dr Walter Ivantsoff
Ms Patricia Kailola

Mr Vince Kessner
Dr Nina Kononenko
Mr Robert Lachlan
Dr Nathan Lo
Mr Wayne Longmore
Associate Professor Peter Matthews
Mr Katsusuke Meguro
Dr Hiroyuki Motomura
Dr Anne Musser
Dr Armstrong Osborne
Dr Harry Parnaby
Dr Hanelore Paxton
Dr John Pickett
Dr David Pollard
Mr Tony Rose
Dr Glenn Shea
Ms Elizabeth Smith
Mr Roger Steene
Dr Jeffrey Stilwell
Dr Desmond Strusz
Professor Glenn Summerhayes
Dr Pamela Swadling
Mr Günther Theischinger
Dr Brian Timms
Dr Eren Turak
Mr Gary Watson
Mr Jean Weiner
Dr Arthur White
Dr Geoff Williams, OAM
Ms Lois Wilson
Mr Graham Wishart
Dr Gavin Young
# APPENDIX J OVERSEAS TRAVEL

Australian Museum staff members often travel overseas as a requirement of grants to the Museum and to plan and curate travelling exhibitions consistent with contractual obligations. Overseas travel includes international meetings and field trips by Research and Collections staff.

<table>
<thead>
<tr>
<th>Staff member</th>
<th>Purpose</th>
<th>Country</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kate Attwood</td>
<td>Field work to catalogue marine amphipod biodiversity.</td>
<td>Christmas Island &amp; Cocos Island</td>
<td>5–28 October 2008</td>
</tr>
<tr>
<td>Carole Betts</td>
<td>Attend Tourism NSW New Product USA workshop and research on American inbound tourist marketing and Indigenous program research with USA American Indian Museums for current Indigenous Aboriginal programs at the Museum and possible Indigenous cultural centre in Sydney. Showcase our new Indigenous Australian adult tourism products to a ready-made market.</td>
<td>USA</td>
<td>25–31 March 2009</td>
</tr>
<tr>
<td>Robert Buhler</td>
<td>Place orders with manufacturers and suppliers for the importation of goods related to two upcoming major exhibitions. Import general merchandise for the Museum shop and source suppliers for Museum-branded products. Attend the Guanzhou toy trade fair.</td>
<td>China</td>
<td>18–26 October 2008</td>
</tr>
<tr>
<td>Robert Buhler</td>
<td>Place orders with manufacturers and suppliers for the importation of merchandise related to the upcoming exhibition <em>Egyptian Treasures: Art of the Pharoahs.</em></td>
<td>Egypt</td>
<td>3–15 May 2009</td>
</tr>
<tr>
<td>Elliott Cole</td>
<td>Meet with curators and conservation managers during the installation of the <em>Egyptian Treasures</em> exhibition in Korea, observe, assist and photograph the object installation.</td>
<td>South Korea</td>
<td>20–25 April 2009</td>
</tr>
<tr>
<td>Elizabeth Cowell</td>
<td>Make the final object selection for the <em>Egyptian Treasures: Art of the Pharoahs</em> exhibition in collaboration with Kunsthistorisches Museum, Vienna and National Museum, Singapore, and establish the exhibition narrative and key exhibits for promotion in Australia and coordinate exhibition display with our Singapore colleagues so that all parties can present a cohesive and powerful travelling exhibition.</td>
<td>Austria and Singapore</td>
<td>26 Oct – 5 November 2008</td>
</tr>
<tr>
<td>Staff member</td>
<td>Purpose</td>
<td>Country</td>
<td>Dates</td>
</tr>
<tr>
<td>--------------</td>
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<td>---------</td>
<td>----------------</td>
</tr>
<tr>
<td>Elizabeth Cowell</td>
<td>As Exhibition Project Manager, present the ongoing contributions from Macquarie University Department of Archaeology and other researchers and content specialists to the Steering Committee and staff and managers of Te Papa Museum involved in the <em>Alexandria and the Last Pharaoh</em> exhibition. Fulfill other obligations under terms of a Memorandum of Understanding between three museum collaborators; Australian Museum, Melbourne Museum and Te Papa Tongarewa: Museum of New Zealand.</td>
<td>New Zealand</td>
<td>21–25 March 2009</td>
</tr>
<tr>
<td>Vinod Daniel</td>
<td>Attend the meeting of the Directory Board of the International Council of Museums – Committee for Conservation in Lisbon. Mr Daniel is Vice-Chairman of the Board</td>
<td>Portugal and UK</td>
<td>10–19 March 2009</td>
</tr>
<tr>
<td>Fran Dorey</td>
<td>Visit Auckland Museum and Museum of New Zealand, Wellington to establish relationships with senior staff for the development and touring of exhibitions; examine the use and interpretation of museum collections in exhibitions and public programs with a particular focus on indigenous and pacific cultural material; examine use of technology and interactives in museums for ongoing development of Australian Museum programs.</td>
<td>New Zealand</td>
<td>24–29 May 2009</td>
</tr>
<tr>
<td>Michael Elliott</td>
<td>Attend the EMu User Group Meeting and present a paper on the use of Microsoft Access 2007 for reporting within the collections database EMu.</td>
<td>New Zealand</td>
<td>8–11 September 2008</td>
</tr>
<tr>
<td>Dan Faith</td>
<td>An invited speaker at the symposium ‘Evolutionary Biology and Biodiversity Conservation: Scientific and Social Aspects’ and attended the Biogenesis Annual Science Meeting in Sao Paulo.</td>
<td>Sao Paulo</td>
<td>10–14 November 2008</td>
</tr>
<tr>
<td>Dan Faith</td>
<td>Invited to speak at the EDIT biodiversity conference, Brussels.</td>
<td>Brussels</td>
<td>4–5 November 2008</td>
</tr>
<tr>
<td>Dan Faith</td>
<td>An invited international speaker for the marking of Darwin's birthday – at 'Darwin Day' hosted by the National Evolutionary Synthesis Center and Society Sigma Xi. The symposium was titled, 'Darwin's Legacy: Evolutionary Approaches to World Challenges'. Dan was also the invited speaker on conservation challenges. His lecture was filmed and will be part of an online teaching resource.</td>
<td>USA</td>
<td>21 February 2009</td>
</tr>
<tr>
<td>Dan Faith</td>
<td>An invited speaker at the 15th governing Board meeting of the Global Biodiversity Information Facility.</td>
<td>Arusha, Tanzania</td>
<td>1–7 November 2008</td>
</tr>
<tr>
<td>Staff member</td>
<td>Purpose</td>
<td>Country</td>
<td>Dates</td>
</tr>
<tr>
<td>----------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>Dan Faith</td>
<td>Was the invited guest of WWF at the workshop, ‘Arctic conservation in times of rapid climate change’, and partly focused on transferring ideas and methods from his WWF-linked biodiversity work in south-west Australia to this challenging context.</td>
<td>Abisko, Sweden</td>
<td>18–22 March 2009</td>
</tr>
<tr>
<td>Glenn Ferguson</td>
<td>Hold initial meetings with potential project partners working towards the development and touring of collaborative exhibition projects for the Australian Museum.</td>
<td>Hong Kong, China &amp; Korea</td>
<td>30 May–6 June 2009</td>
</tr>
<tr>
<td>Glenn Ferguson</td>
<td>As a member of the Project Steering Committee, meet to manage the ongoing planning and negotiation for the development and distributed production of a major international exhibition (Alexandria and the Last Pharaoh), under terms of a Memorandum of Understanding between three museum collaborators; Australian Museum, Melbourne Museum and Te Papa Tongarewa: Museum of New Zealand.</td>
<td>New Zealand</td>
<td>21–25 March 2009</td>
</tr>
<tr>
<td>Paul Flemons &amp; Ajay Ranipeta</td>
<td>Attended a project meeting for the BioGeoBif project that Paul is a Principal Investigator. The project aims to develop and implement a process for automated georeferencing of records held within the Global Biodiversity Information Facility data cache.</td>
<td>Boulder, Colorado</td>
<td>1–8 August 2008</td>
</tr>
<tr>
<td>Paul Flemons</td>
<td>Represent the Australian Museum and Atlas of Living Australia at the e-Biosphere 09 International Conference on Biodiversity Informatics.</td>
<td>UK</td>
<td>30 May–8 June</td>
</tr>
<tr>
<td>Rosemary Golding</td>
<td>Collect undescribed species of gastropods (snails) from mangrove habitat, identify known species and collect samples for use in a molecular phylogeny of the group.</td>
<td>Thailand, Singapore, Philippines, Hong Kong</td>
<td>30 May–5 June 2009</td>
</tr>
<tr>
<td>Frank Howarth</td>
<td>Hold initial meetings to set up a new international collaborative exhibition project with project partners in China and Hong Kong. It also encompassed meetings with key stakeholders for commercial tours of exhibition projects for the Australian Museum.</td>
<td>Hong Kong, China &amp; Korea</td>
<td>1–5 June 2009</td>
</tr>
<tr>
<td>Staff member</td>
<td>Purpose</td>
<td>Country</td>
<td>Dates</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>Rebecca Johnson</td>
<td>Attended the Consortium for the Barcode Of Life (CBOL), Leading Laboratories meeting in San Diego.</td>
<td>San Diego</td>
<td>23–25 June 2008</td>
</tr>
<tr>
<td>Paul Monaghan</td>
<td>Deliver on key aspects of an International Council of Museums (ICOM) Australia grant for developing and testing an intangible cultural heritage field kit in the Solomon Islands.</td>
<td>Solomon Islands</td>
<td>16–26 August 2008</td>
</tr>
<tr>
<td>Chris Reid</td>
<td>Provide training and assistance to the Solomons Islands Agriculture Department in agricultural entomology. Collect entomological material for research in the Australian Museum.</td>
<td>Solomon Islands</td>
<td>4–15 May 2009</td>
</tr>
<tr>
<td>Jodi Rowley</td>
<td>Investigate the diversity and conservation of the amphibian and reptile fauna of Southeast Asia, and build on data collected during 13 previous surveys led by Dr Rowley in Indochina. Fulfill external grant obligations for 2009.</td>
<td>Vietnam &amp; Cambodia</td>
<td>17 May – 5 June 2009</td>
</tr>
<tr>
<td>Robin Torrence</td>
<td>Travel to Vladivostok in order to make extensive measurements on ancient stone tools acquired through her previous fieldwork.</td>
<td>Russia</td>
<td>24 May – 14 June 2009</td>
</tr>
</tbody>
</table>
APPENDIX K
PUBLICATIONS, CONFERENCE PAPERS, CHAIRED SESSIONS AND PRESENTATIONS

PUBLICATIONS BY AUSTRALIAN MUSEUM RESEARCH STAFF AND SENIOR FELLOWS (indicated in bold type), July 2008 – June 2009

Publications include refereed journals, books and book chapters, non-refereed/other, abstracts, published conference papers, web publications, commissioned reports, and films.


Gibson, L., 2008. We don’t do dots – ours is lines: asserting a Barkindji Style Oceania, 78(3): 280–298.


For the content of this page, please refer to the text provided in the image.


RESEARCH AND COLLECTIONS DIVISION – CONFERENCE PAPERS, CHAIRMED SESSIONS AND PRESENTATIONS

Conference papers, chaired sessions and presentations by Australian Museum research staff and Research Associates.

Research Branch


Eldridge, M.D.B., 2008. Member of the judging panel for the best student presentation at the 55th Annual Meeting of the Genetics Society of Australasia, University of Adelaide, July 2008. The following papers were presented. ‘Development of MHC-linked microsatellite markers in the tammar wallaby (Macropus eugeni)’, Cheng Y, Wakefield M, Siddle H, Cogill PC, Herbert C, Beck S, Belov K & Eldridge M. ‘Phylogeography and population genetics of rock-wallabies in the Kimberley, WA’: Potter S, Taggart D, Cooper S & Eldridge M.


Natural Science Collections Branch


Tann J., Flemons P. & Kelly L., 2008. As part of the Atlas of Living Australia project two ‘user needs assessment’ workshops were conducted to analyse the needs of those who use biodiversity data, September 2008.

Cultural Heritage and Science Initiatives Branch


Other publications

Explore, the Australian Museum magazine
vol 30 issue 3, Spring, September to November 2008
vol 30 issue 4, Summer, December 2008 to February 2009
vol 31 issue 1, Autumn, March to May 2009
vol 31 issue 2, Winter, June to August 2009

What’s On
Spring, September to November 2008
Summer, December 2008 to February 2009
Autumn, March to May 2009
Winter, June to August 2009

Our research, new knowledge, your future
booklet, November 2008

Annual report 2007–08
October 2008

Australian Museum 2007–08
highlights and snapshots, November 2008
### APPENDIX L GRANTS

Tables L.1 and L.2 set out the details of grant-funded projects administered by the Museum, and other institutions where a Museum scientist was nominated as either a chief or principal investigator.

#### Table L.1 Grant-funded projects administered by the Australian Museum

The table below sets out details of grant-funding projects administered by the Museum that received funding during the financial year. The total value of these grants was $806,760 (previous year: $698,418), with an average value of $31,029 (previous year: $26,860).

(Australian Museum staff shown in bold type.)

<table>
<thead>
<tr>
<th>Principal Investigator(s)</th>
<th>Title of project</th>
<th>Granting body</th>
</tr>
</thead>
<tbody>
<tr>
<td>D Britton</td>
<td>Biodiversity Blitz on Charles Darwin Reserve – Pilot Project</td>
<td>Department of the Environment, Water, Heritage and the Arts (ABRS)</td>
</tr>
<tr>
<td>D Colgan, J Stanisic</td>
<td>Morphological and molecular investigations of the systematics and biogeography of the speciose landsnail genus Gyrocochlea</td>
<td>Department of the Environment, Water, Heritage and the Arts (ABRS)</td>
</tr>
<tr>
<td>D Colgan</td>
<td>Monitoring the response of NSW bivalves to changed environments</td>
<td>NSW Environmental Trust, research grant</td>
</tr>
<tr>
<td>M Eldridge, R Johnson, P Meek</td>
<td>Investigation of the Taxonomy of the Christmas Island Shrew</td>
<td>Department of the Environment, Water, Heritage and the Arts – through Southern Cross University</td>
</tr>
<tr>
<td>P Flemons</td>
<td>Digital Stories for Taxonomic Databases Working Group</td>
<td>Global Biodiversity Information Facility</td>
</tr>
<tr>
<td>P Flemons, L Kelly, J Tann</td>
<td>Atlas of Living Australia User Needs Analysis</td>
<td>CSIRO</td>
</tr>
<tr>
<td>P Flemons</td>
<td>BioMaps: Strategic Directions</td>
<td>Rio Tinto</td>
</tr>
<tr>
<td>J Gollan, M Ashcroft</td>
<td>Piloting Fine-Scale Climate Data Collection in the Hunter Valley</td>
<td>Department of Environment, Climate Change &amp; Water (NSW)</td>
</tr>
<tr>
<td>R Golding, W Ponder</td>
<td>Exploring the diversity and biogeography of Australasian mangrove snails</td>
<td>James N Kirby Foundation</td>
</tr>
<tr>
<td>R Golding</td>
<td>Chadwick Biodiversity Fellowship: position co-funded by the Australian Museum Trust</td>
<td>Australian Museum Foundation</td>
</tr>
<tr>
<td>P Hutchings, M Capa</td>
<td>Phylogeny of Sabelida: Postdoctoral Fellowship</td>
<td>Jointly funded Australian Museum and Department of the Environment, Water, Heritage and the Arts (ABRS)</td>
</tr>
<tr>
<td>Principal Investigator(s)</td>
<td>Title of project</td>
<td>Granting body</td>
</tr>
<tr>
<td>---------------------------</td>
<td>------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>P Hutchings, M Capa, C Glasby, C Watson, V Wei, K Gibb</td>
<td>Polychaete fauna of coral reefs: morphological and molecular characterisation and keys to species</td>
<td>Department of the Environment, Water, Heritage and the Arts (ABRS)</td>
</tr>
<tr>
<td>S Keable</td>
<td>Identification and Data Capture for Arafura Sea Polychaeta &amp; Arafura Sea Invertebrata</td>
<td>Ocean Biogeographic Information System (OBIS)</td>
</tr>
<tr>
<td>J Leis, C Paris</td>
<td>How do baby fish find a home?</td>
<td>Hermon Slade Foundation</td>
</tr>
<tr>
<td>J Lowry</td>
<td>Description of the Australian Lysianassoid Amphipod Fauna (Crustacea: Malacostraca)</td>
<td>Department of the Environment, Water, Heritage and the Arts (ABRS)</td>
</tr>
<tr>
<td>J Lowry</td>
<td>Circum Amphipoda Australia Project in the Kimberley</td>
<td>Department of the Environment, Water, Heritage and the Arts (Natural Heritage Trust)</td>
</tr>
<tr>
<td>J Lowry</td>
<td>Circum Amphipoda Australia Project in Tasmania</td>
<td>Department of the Environment, Water, Heritage and the Arts (Natural Heritage Trust)</td>
</tr>
<tr>
<td>H Smith</td>
<td>The systematics of Australian comb-footed spiders in the subfamily Hadrotarsiinae (Araneae: Theridiidae)</td>
<td>Australian Biological Resources Study</td>
</tr>
<tr>
<td>J Rowley</td>
<td>Amphibian Conservation in Vietnam</td>
<td>Ocean Park Conservation Fund, Hong Kong</td>
</tr>
<tr>
<td>J Rowley</td>
<td>Amphibian Conservation in Indo-Burma</td>
<td>ADM Capital Foundation, Hong Kong</td>
</tr>
</tbody>
</table>
Table L.2  Museum staff engaged with a number of grants not administered by the Museum

The table below sets out the grants on which Museum staff worked during the financial year for which they were listed as chief or principal investigators.

<table>
<thead>
<tr>
<th>Principal Investigator(s)</th>
<th>Title of project</th>
<th>Granting body</th>
</tr>
</thead>
<tbody>
<tr>
<td>S Ulm, V Attenbrow</td>
<td>Marine carbon reservoir variability along the NSW Coast</td>
<td>Australian Institute of Nuclear Science and Engineering (AINSE)</td>
</tr>
<tr>
<td>P Hiscock, V Attenbrow</td>
<td>Evolution of technology and tool use in 10,000 years of Aboriginal History – ANU</td>
<td>Australian Research Council (Discovery Project)</td>
</tr>
<tr>
<td>A Vickers, L Christidis</td>
<td>Understanding Balinese paintings: collections, narrative, aesthetics and society</td>
<td>Australian Research Council (Linkage Project)</td>
</tr>
<tr>
<td>(until April 2009); P</td>
<td>through University of Sydney</td>
<td></td>
</tr>
<tr>
<td>Monaghan until April 2009</td>
<td></td>
<td></td>
</tr>
<tr>
<td>V Daniel (from April 2009)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D Pieta (from April 2009), P Worsley, S Diamond</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A Lawson, L Christidis</td>
<td>The application of concept lattices to digital museum collection management and</td>
<td>Australian Research Council (Linkage Project)</td>
</tr>
<tr>
<td>(until April 2009); V</td>
<td>Access – through University of Wollongong</td>
<td></td>
</tr>
<tr>
<td>Daniel; P Eklund, B Bunt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>K Belov, M Eldridge, S Beck</td>
<td>Characterisation of the tammar wallaby MHC</td>
<td>Australian Research Council (Discovery Project)</td>
</tr>
<tr>
<td>LA Hughes, AJ Beattie;</td>
<td>A new phylogenetic framework for estimating local, regional and global biodiversi-</td>
<td>Australian Research Council (Discovery Project)</td>
</tr>
<tr>
<td>DP Faith; RL Kitching</td>
<td>ty</td>
<td></td>
</tr>
<tr>
<td>SG Dove; WP Leggat; D Yellowlees; JM Lough; PA Hutchings; KG Caldeira</td>
<td>Assessing the risk of ocean acidification for the Great Barrier Reef</td>
<td>Australian Research Council (Linkage Project)</td>
</tr>
<tr>
<td>JN Marshall; SP Collin; RD McCauley; KA Fritsches; NS Hart; BM Degnan; SM Degnan; MD Norman; JN Hooper; PA Hutchings; MG Meekan; EA Widder; T Frank; JC Partridge; CE Diebel; EJ Warrant; S Johnsen; G Worheide; DJ Lindsay</td>
<td>Deep Downunder: designing a deep-sea exploration and discovery capability for Australia</td>
<td>Australian Research Council (Linkage Project)</td>
</tr>
<tr>
<td>S Hand, M Archer, DJ Bickel, ME Dettmann</td>
<td>Precious time-capsule: discovery of fossil-rich amber from Australia. (With the University of NSW and University of Queensland.)</td>
<td>Australian Research Council – (Discovery Project)</td>
</tr>
<tr>
<td>AF Clarke, JP Philp, R Torrence</td>
<td>Producers and Collectors: Uncovering the Role of Indigenous agency in the Formation of Museum</td>
<td>Australian Research Council (Linkage Project)</td>
</tr>
<tr>
<td>J Leis, L Mason, GP Jones (Project Leader for Program B: T Hughes)</td>
<td>Resilience and connectivity: development of and test of realistic larval-fish dispersal models for the Great Barrier Reef (project within Program B: Sustainable use and Management of Marine resources of the GBR)</td>
<td>Marine &amp; Tropical Sciences Research Facility, through James Cook University</td>
</tr>
<tr>
<td>R Torrence, E Carter, N Konomenko</td>
<td>Valuing Stones: obsidian stemmed tools in the creation of social complexity in PNG (University of Sydney)</td>
<td>Australian Research Council (Discovery Project)</td>
</tr>
<tr>
<td>Principal Investigator(s)</td>
<td>Title of project</td>
<td>Granting body</td>
</tr>
<tr>
<td>--------------------------</td>
<td>------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>D Faith, R Torrence, H Cogger, G Wilson (Network of 50 individuals – includes above Museum staff – administered by University of Adelaide.)</td>
<td>Discovering the past and present to shape the future: networking environmental sciences for understanding and Managing Australian biodiversity</td>
<td>Australian Research Council (Research Networks Grant)</td>
</tr>
<tr>
<td>D Faith, S Ferrier, C Brown, J Soberon, T Peterson, D Yeates, C Slabyer, J West, V Savolainen</td>
<td>GBIF for 2010</td>
<td>Project lead by United Nations Environment Programme-World Conservation Monitoring Centre (UNEP-WCMC) to develop proposals for involvement in the GBIF campaign to significantly reduce by 2010 the current rate of biodiversity loss at the global, regional and national level</td>
</tr>
<tr>
<td>P Flemons, R Beaman, R Guralnick, A Hill, A Stewart</td>
<td>BiogeoBIF: A system for increasing the georeferencing quantity and quality of all GBIF-mediated occurrence records</td>
<td>University of Florida</td>
</tr>
</tbody>
</table>
APPENDIX M

DISABILITY ACTION PLAN


The Museum reviewed its Disability Action Plan 2002 and has prepared a new draft Plan. The Museum was ably assisted in the process by Accessible Arts NSW who provided expertise in planning for people with a disability.

The draft Disability Action Plan 2010–12 is based on the NSW Government’s framework. It will be finalised and submitted before the extended deadline. The plan will be available on the Museum’s website www.australianmuseum.net.au.

APPENDIX N

ETHNIC AFFAIRS PRIORITY STATEMENT

RESEARCH AND COLLECTIONS

The Australian Museum prioritises supporting Aboriginal and Torres Strait Islander and Pacific Islander researchers and communities involved in programs aiming to strengthen cultural identity. The Australian Museum also plays an important role in exploring and promoting the rich diversity of Aboriginal and Torres Strait Islander cultures, Pacific Islander cultures and South East Asian cultures through collection development, interpretation and management. Support includes facilitating access to collections, supplying photographs and documentation, sharing skills, and providing advice and contacts.

In 2008–09:

- Members of the Boolarng Nagamai Aboriginal Art and Culture Studio (NSW south coast) used the Museum collections as a significant resource when revitalising the production of shell fishhooks, tools and other cultural materials in their community.
- The Dharrwaa Elders Group accessed the Museum collections to develop an exhibition Wugan Gaay featuring photographs of wooden materials from the Australian Museum collection.
- A group of 22 Tongan women living in Hawaii and Australia accessed the collections during a major cultural gathering held at the Queen Salote College Association in Sydney.
- The Erromango Cultural Association is including collection images and archival information provided by the Museum in the development of an education booklet for schools.
- The Vanuatu Cultural Centre’s 33 field workers requested copies of the film Nelokompne rises again, a documentary about the cultural revival that resulted when Sophie Nemban and Jerry Taki worked with the Museum’s Erromangan collections.
- A diverse range of Indigenous researchers and practitioners accessed the collection for cultural purposes.

The Ethnographic Collection Development Strategy 2008–12 targets Aboriginal, Torres Strait Islander, Melanesian, Polynesian, Micronesian, and South East Asian materials, including materials created by Pacific and Indonesian diasporas living in New South Wales (see Appendix G Acquisitions and donations).

The Intangible Cultural Heritage program recognises and supports Indigenous knowledge traditions by collecting stories, songs and cultural expressions, particularly those relating to material culture.

A range of collection tours are provided for target audiences including Indigenous community groups, VIPs, university students and professionals working in the cultural heritage field, for example, Asei Sando (intern from Papua New Guinea National Museum) provided a tour of the New Ireland Malangan Collections to art students from Newcastle TAFE.

Collections are loaned to a range of museums and other organisations, for example, gamelan orchestras are on long-term loan to the University of Sydney so they can be used by community groups for rehearsals and performances.

LEARNING SERVICES

Learning Services continued to focus on incorporating multicultural services throughout 2008–09, including the following:

- Pacific Island Heritage workshop 20 November 2008
- Involved Pacific Islander high-school students in a full-day program, including access to the Museum’s Pacific Island collection
- Provided educational material for ESL teachers who bring classes to the Museum
- Provided Aboriginal Studies programs for primary and high-school students
- Provided Indigenous Art workshops for school students
- Studio artist Richard Campbell in the Indigenous Australians exhibition leading up to and including NAIDOC Week
- Contiki Tours through the Indigenous Australians exhibition for overseas students from different cultures.
- Museum educational programs were provided to students from all cultural backgrounds on a daily basis during school term times, including students from Islamic, Greek and Jewish schools, among others.
VISITOR SERVICES

Visitor Services organised a one-off free music and dance performance by the PNG Canberra Cultural Group choir (enjoyed by 250 visitors), to coincide with their visit to 
Frank Hurley – Journeys into Papua

exhibition.

APPENDIX O

USE OF CONSULTANTS

There was one consultant engaged during the year where the fee was over $30,000.

Consultant

Let’s Think Pty Ltd

Purpose

Development of licensing strategies for using the Museum’s intellectual property

Cost

$211,970

There were no consultants engaged where the fee was less than $30,000.

APPENDIX P

ENERGY MANAGEMENT

The aim of the Government Energy Management policy is to achieve sustainable energy and cost reduction across the NSW Public Service. The policy uses energy use and greenhouse gas emissions in 1995–96 as a baseline against which savings are assessed. During 2008–09, the Museum commenced occupation of the new Collections & Research Building at its College Street site. This provided in excess of 7000 m² of air-conditioned premises for the storage of natural history collections together with associated laboratories and work areas. This new building is responsible for the increase in energy use.

Figure P1. Energy consumption by fuel type (GJ)

<table>
<thead>
<tr>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy use (GJ)</td>
<td>21,519</td>
<td>22,915</td>
<td>22,500</td>
<td>23,012</td>
<td>29,354</td>
</tr>
<tr>
<td>Greenhouse gas (tonnes)</td>
<td>4037</td>
<td>4209</td>
<td>4157</td>
<td>4251</td>
<td>5415</td>
</tr>
</tbody>
</table>

Table P1 Energy usage 2005–09

Note: Base year energy use was 25,107 GJ and greenhouse gas emission was 5128 tonnes.

APPENDIX Q

HERITAGE MANAGEMENT

The Australian Museum has a responsibility to identify and manage the items of heritage which are in its ownership, care or control. Under Section 170A of the Heritage Act 1977, the Museum is required to provide a statement on the condition of items on its register in the Annual Report.

The entire site bordered by College, William and Yurong streets is included on the State Heritage Register (No. 805). In addition, the buildings are listed on the Register of the National Estate, Register of the National Trust and in the Central Sydney Heritage Local Environmental Plan 2000. Within this site are a number of buildings that are classified as being of State significance. They are:

- Lewis Wing
- Barnet Wing
- Vernon Wing (including Hallstrom Theatre)
- William Street (Farmer) Wing
- National School Building

These buildings are maintained in good condition. The National School Building is considered in fair condition.

Items of regional significance include:

- Still Addition
- Spirit House
- Old School Building
- Collections & Research Building.

These buildings are in good condition, except for the Old School Building, which is in fair condition.

All other buildings on the site are considered to be of local significance. They are considered to be in fair condition.
Table R1 Waste generated by the Australian Museum from July 2008 to 30 June 2009.

Table: Waste generated by the Australian Museum from July 2008 to 30 June 2009.

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volume collected (m³)</td>
<td>519.2</td>
<td>na</td>
<td>na</td>
</tr>
<tr>
<td>Weight collected (tonnes)</td>
<td>46.7</td>
<td>92.1</td>
<td>100.5</td>
</tr>
<tr>
<td>Weight to landfill (tonnes)</td>
<td>15.5</td>
<td>38.9</td>
<td>15.8</td>
</tr>
<tr>
<td>Percentage recycled</td>
<td>67%</td>
<td>58%</td>
<td>84%</td>
</tr>
</tbody>
</table>

APPENDIX R
WASTE REDUCTION AND RECYCLING

The Museum’s Waste Reduction and Purchasing Policy was drafted in 1998 in liaison with the NSW Environment Protection Authority. The Museum’s recycling and waste system was implemented in April 2001. The Museum aims to reduce the level of waste generated in both public and non-public areas of the Museum. Significant improvements have been made to the amount of waste that is recycled.

The Museum ceased onsite sorting of recyclable materials from November 2006. It is now undertaken by its waste contractor Environmental Solutions Australia (WSN).

The table indicates increases in waste output for the year. This increase can be attributed to the following factors:
- relocating staff into the completed Collection & Research Building generated an increase in waste due to the decanting of old offices and collection areas.
- an increase in the number of visitors and contractors onsite.

APPENDIX S
PRIVACY AND PERSONAL INFORMATION

The Australian Museum’s Privacy Management Plan outlines how the Museum complies with the NSW Privacy and Personal Information Protection Act 1998 and the standards outlined in its Information Protection Principles. The plan outlines the personal information held by the Museum and strategies to ensure the Museum effectively meets its responsibilities under the Act.

The plan is available to staff on the Museum’s intranet. Copies may be obtained by contacting the Privacy Contact Officer, Archives and Records Unit, Australian Museum, 6 College Street, Sydney NSW 2010, phone: 02 9320 6224, fax: 02 9320 6050. The Museum’s website privacy statement is published online at www.australianmuseum.net.au.

There were no applications for internal review during the year.

APPENDIX T
FREEDOM OF INFORMATION

STATEMENT OF AFFAIRS

The following Statement of Affairs for the Australian Museum is presented in accordance with the Freedom of Information Act 1989, Section 14 (1) (b) and 3. The Museum’s Statement (FOI Agency No 377) is correct as at 30 June 2009.

The Australian Museum had its inception as the Colonial Museum in 1827 and was subsequently incorporated by Act of Parliament as the Australian Museum in 1853. The Australian Museum Trust Act 1975, No.95 defines the powers, authorities, duties and functions of the Australian Museum Trust. All officers and employees of the Museum are appointed or employed under the Public Sector Management Act 2002.

The organisation chart (see page 71) outlines the formal structure and responsibilities of the Museum’s various divisions.

The purpose of the Museum is ‘to inspire the exploration of nature and cultures’. Its vision is ‘a beautiful and sustainable natural world with vibrant and diverse cultures’.

The Museum will provide visitors and the wider audience with a fair and reasonable opportunity to be heard regarding any aspect of the running of this Museum. The Museum regularly surveys and monitors community opinions and involves itself in a wide range of public discussion and liaison with various groups.

The Australian Museum website provides much online information about the Museum, including its public programs, research work and current projects, and it also offers online information products and services. The address is www.australianmuseum.net.au.
DOCUMENTS HELD BY THE AUSTRALIAN MUSEUM

As might be expected from an institution of its age and nature, the Australian Museum holds many documents, mainly onsite. The categories of documents held are described below, as are the ways in which they may be accessed and whether or not a charge is involved. Some of the documents listed below are freely available. For various reasons, such as personal privacy, commercial confidentiality or cultural restrictions, some documents may not be made available informally without the need for a formal Freedom Of Information (FOI) application. These documents are not generally open for inspection and requests for access to them should be made to the FOI Coordinator (see page 116 for contact details).

ARCHIVES

The extant records of the Australian Museum date from 1836 and form a unique collection of source material for students of natural history, science, Australian history, and the changing role of museums in our society.

In conjunction with the acquisition of large collections of specimens and artefacts, there developed a correspondingly large group of supporting documentation, such as accession schedules, purchase and exchange records, correspondence, minutes of various committees, personal papers etc., all of which are part of the Archives holdings.

A large body of official inward and outward correspondence from 1837 onwards is held and the majority of this is indexed. In addition the Archives also holds Minute Books, reports, files, exhibition files, research notes and papers, news cuttings, photographs, drawings and illustrations, material archives, maps, plans, and publications.

Access to items held in the Archives is available through the Australian Museum Archives. A Guide to the Australian Museum Archives 1989 is available for consultation. The Museum's institutional archives are public records and come under the NSW State Records Act 1998 and are managed and accessed in accordance with that Act. Acquired archives are accessed in accordance with donor conditions.

STAFF RECORDS

All records relating to staff, selection, appraisal, recruitment and training are held in the Human Resources Unit. Staff of the Museum may gain access to their own files by contacting this unit. Other records are generally not available for inspection.

ADMINISTRATIVE RECORDS

These records cover all aspects of the Museum's decision-making and administrative functions, and are registered in the central records system or held in local office areas.

SCIENTIFIC RECORDS

The functions of the Research and Collections Division include: management of the collections, research, contributing to public programs, and disseminating information. The records created and maintained reflect these functions: collection records (documenting the acquisition, registration, use, conservation and management of the collections); research records (notes, data, field trips, pictorial material, manuscripts, conferences and committee, professional societies); information files; publications; correspondence files; and administrative records (budgets, corporate plans, grant applications, annual reports, correspondence).

PUBLIC PROGRAM RECORDS

Records documenting the Museum's public program functions include exhibition files, education files, teaching materials, public relations and marketing files, public program planning papers and reports, audience research surveys and reports, and publications.

PLANNING AND POLICY DOCUMENTS

The following documents may be accessed through the Australian Museum Archives:
- The Australian Museum Corporate Strategic Plan (also available online www.australianmuseum.net.au).
- Aboriginal Cultural Protocols for Public Events
- Alcohol and Drugs
- Anti-bullying Policy
- Asset Disposal 2000
- Asset Management Guide 2000
- Business Accounts Policy
- Charges for Loans to Other Cultural Institutions Policy
- Code of Conduct 2004
- Collections Conservation Policy
- Collection Management Policy 2008
- Communication Devices
- Conflict of Interest 1988
- Corporate Sponsorship Guidelines 1992
- Corrupt Conduct Reporting 2004
- Corruption Prevention Policy and Procedures 2005
- Credit Card Use 2001
- Display and Use of Live Animals
- Employee Related Concerns and Grievances
- Emergency Response Procedures Manual 2005
- Evacuation diagram
- Family and Friends on Field Trips 1995
- Flexible Working Hours Agreement 2005
Guidelines For Purchasing Goods and Services 2001
Guidelines on Research Practice 1998
Harassment Free Workplace 1999
Honorary Appointments at the Australian Museum
Image and Photographic Management Information Technology Security Policy 2005 (PDF)
Information Technology Security Policy 2005 (HTML)
Intellectual Property
Intellectual Property – Frequently Asked Questions
Legislation and External Policy Requirements 2006
Library Collection Management Policy Media 2008
Motor Vehicles 2001
Occupational Health and Safety (OH&S) 2007
Outreach Strategy 2008–09 to 2012–13
Policy and Procedures for the Aboriginal Heritage Unit and Related Issues 2000
Privacy Management Plan 2000
Privacy Procedures
Procedures for the Receipt and Opening of Tenders 2001
Procurement Guidelines 2001
Procurement Guidelines Checklist 2001
Procurement Policy and Best Practice Guidelines 2001
Records Management 1999
Repatriation Policy
SEM Unit Policy for New Personnel, Visitors and Volunteers 1997
Service of Alcohol at Staff Functions
Sick Leave 1996
Sleepover Policy
Smoking in the Workplace
Study Time 1999
TAMS Excursions – Leave Provisions for Staff Leaders 1988
Tender Audit 2001
Use of Equipment Outside the Museum 1995
Volunteers and Field Trips Policy
Waste Reduction and Purchasing 1998
Web Privacy Statement
Workplace Surveillance by use of CCTV equipment within the Australian Museum

PUBLICATIONS

The Australian Museum produces a wide range of publications. It is possible to access these in the Australian Museum Research Library, the State Library of NSW, and university libraries in Australia. Publications may be purchased through the Australian Museum Shop.

ACCESS ARRANGEMENTS, PROCEDURES AND POINTS OF CONTACT

Documents published by the Australian Museum All of the Museum’s published books, serials and reports may be accessed through the Australian Museum Research Library, open by appointment, phone 02 9320 6152.

Personnel files Staff do not need to use FOI to access their personnel files. A request to access one’s file should be directed to the Human Resources Unit.

Policy and planning documents These may all be accessed through the Australian Museum Archives, open by appointment, phone 02 9320 6148.

Archives These may be accessed through the Australian Museum Archives, open by appointment, phone 02 9320 6148.

All other documents To access all other records, applications in writing or in person must be made to the FOI Coordinator, Australian Museum, 6 College Street, Sydney NSW 2010, phone 02 9320 6224. Requests for access under the FOI Act must be accompanied by a $30 application fee.

FREEDOM OF INFORMATION REQUESTS

The Museum received no requests for information in 2008–09.

APPENDIX U

CODE OF CONDUCT


APPENDIX V

CREDIT CARD CERTIFICATION

The Australian Museum has a policy for the use of corporate credit cards by staff that is in accordance with the Premier’s Memorandum 99-05 and the Treasurer’s Directions 205.01 to 08.

No irregularities in the use of corporate credit cards have been recorded during the year.

In accordance with Treasurer’s Direction 205.01, I certify that credit card usage in the reporting period by officers of the Australian Museum was in line with NSW Government requirements.

Frank Howarth
Director
APPENDIX W
BENEFACtors AND SPONSORS

The Australian Museum is pleased to recognise the generosity and passion of our benefactors and sponsors. We thank those listed here and all our supporters for their contribution to the educational services, public programs and scientific research conducted by the Australian Museum.

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Ursula Burgoyne
Louise and Sam Dawson
The late John Hume
Paul Scully-Power
Trevor Shearston
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