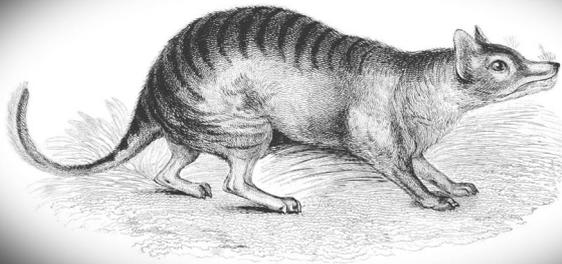


Australian Museum
Annual Report
2001/2002



AUSTRALIAN
MUSEUM
1827-2002

175

YEARS OF DISCOVERY

TO THE HON. BOB CARR MP
Premier, Minister for the Arts and Minister for Citizenship

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 2002, for presentation to Parliament.

On behalf of the Australian Museum Trust,



BRIAN SHERMAN
President of the Trust



PROFESSOR MICHAEL ARCHER
Secretary of the Trust



YEARS OF DISCOVERY

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The Australian Museum is open from 9.30am to 5pm seven days a week (except Christmas Day).
Business hours are 9am to 5pm Monday to Friday.

GENERAL ADMISSION CHARGES

Family \$19, Child \$3, Adult \$8, Concession card holder \$4
Australian Seniors, TAMS members and children under 5s free
Additional charges may apply to special exhibitions and activities.

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PRINT COMMUNICATIONS

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ABOUT THE AUSTRALIAN MUSEUM

The Australian Museum is a leader in natural science and cultural research, community programs and exhibitions. Established in 1827, we are Australia's first museum and have one of the most remarkable and extensive collections of natural and cultural specimens in the country.

LEGISLATIVE BASIS

The Australian Museum is a NSW Government statutory body administered by the Ministry for the Arts. The Museum operates under the *Australian Museum Trust Act 1975* and *Australian Museum Trust Regulation 1998*.

The Australian Museum Trust Act 1975 No 95. (NSW)

Under this act, a corporation with the name 'Australian Museum Trust' is constituted. The objects of the Trust are defined as:

- '1. To propagate knowledge about the natural environment of Australia and to increase that knowledge**
- 2. ... the Trust shall give particular emphasis to propagating and increasing knowledge in the natural sciences of biology, anthropology and geology.'**

The powers of the Trust are defined (in part) as:

- '... procure from within or outside the State, and preserve, specimens and scientific data relating to the natural sciences;
- promote and provide exhibits, lectures, films, publications and other educational instruction relating to the natural sciences;
- provide scientific information to the public and to any museum or scientific body, whether within or outside the state;
- undertake scientific research in the natural sciences, including research outside the state, in pursuance of its objects;
- carry out surveys and other research for statutory bodies ...'

MUSEUM VISION

Sustainable environments and cultures for future generations achieved through documenting and understanding the past and present.

MUSEUM MISSION

To research, interpret, communicate and apply understanding of the environments and cultures of the Australian region to increase their long-term sustainability.

KEY OBJECTIVES

- To produce excellent research;
- to respond to identified user and stakeholder needs;
- to develop cooperative and collaborative programs, both with other government agencies and the commercial sector;
- to develop the Australian Museum as a 'distributed' organisation, reaching users wherever they may be – main site/s, regional and online;
- to be sustainable in the way that the museum is managed and in its research focus;
- to be flexible and responsive to change;
- to be science and collections-based to achieve three goals: learning from the past, understanding the present and shaping a sustainable future;

- to be financially viable with a diverse range of funding sources;
- to focus on the Australasian region;
- to be an instantly recognisable brand;
- to provide access to our information and expertise to a wide variety of users/stakeholders;
- to nurture and develop our staff.

KEY RESULT AREAS

- Corporate and Commercial Services
- Public Programs
- Science
- Strategic Initiatives and Information Management

OUR COLLECTIONS

Our collections form the backbone of all that we do. Their scientific value and content (comprising invertebrate and vertebrate animal specimens, minerals, fossils and anthropological artefacts) are an invaluable and irreplaceable resource.

Providing access to these collections is one of our most important functions. We participate in an active loan program with research and educational institutions around the world. Members of the public experience the collections through exhibitions and community programs, and collection information is available on our website. We also provide access to our collections for cultural reasons (especially for Indigenous people) and have a strong record in undertaking repatriation programs within Australia and overseas.

OUR RESEARCH

Australian Museum scientists undertake an active and innovative program of ongoing research which focuses on:

- the origins, development and diversification of Australia's environments and cultures;
- contemporary biodiversity;
- geodiversity;
- cultural diversity;
- maximising the sustainability of Australia's environments and cultures.

Staff at the Museum collaborate and cooperate with a wide range of groups, including economic and political bodies, universities, agricultural and ecological scientists, and local communities.

OUR COMMUNICATIONS

The Australian Museum aims to allow greater access to research and knowledge; to encourage learning; and to enhance the visitor experience. This is facilitated through the activities of the Public Programs Division, which incorporates all exhibition development, management of front-of-house, travelling exhibitions, services for schools and visitor services; the Publishing Unit, whose output includes *Nature Australia* magazine, MUSE, scientific publications, as well as a wide range of corporate and commercial publishing; the Science Communications Group which was established with the express aim of promoting the Australian Museum's

ABOUT THE AUSTRALIAN MUSEUM

research and collections; and Australian Museum online, the Museum's increasingly popular website. The Australian Museum Audience Research Centre (AMARC) monitors visitor responses, which enables us to further improve all forms of interaction with our target audiences.

OUR BUSINESS

The Australian Museum's commercial initiatives allow people to access a range of unique services and facilities, including our scientific, education and exhibition development expertise, our photographic collections and function venue. Through Australian Museum Business Services (AMBS) Consulting we offer independent environmental and archaeological advice and expertise in exhibition design and production.

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.



YEAR IN REVIEW OUR SPONSORS

AUSTRALIAN MUSEUM SPONSORS

Australia Council
Australian Skeptics Inc.
BG Group
Discovery Channel
Lexmark Asia Pacific Corporation Inc.

2002 AUSTRALIAN MUSEUM EUREKA PRIZES SPONSORS

Abbey's Bookshop
Adam Spencer
Australian Catholic University
Australian Computer Society
Australian Skeptics Inc.
Brian Sherman
Department of Industry, Science and Training
Environment Australia
Faculty of Science and the School of Biological Science,
University of Sydney
Institution of Engineers, Australia
Macquarie University
Microsoft
New Holland Publishers
New Scientist
NSW Environment Protection Authority
Pages Hire Centre
Petaluma Australia
Pfizer
Qantas
Royal Botanic Gardens, Sydney
School of Physics, University of Sydney
Sydney Marriott Hotel
University of New South Wales

PATRONS OF LIZARD ISLAND REEF RESEARCH FOUNDATION:

Lord Catto of Cairncatto
Dr Des Griffin AM
Mr and Mrs R Kirby
Mr and Mrs H Loomis
Lady Laurine Proud
Mr R E Purves
Dr C H Warman AM, Hon. DSc

PRESIDENT'S MESSAGE

This year, the Australian Museum celebrates its 175th birthday. As the oldest in Australia, the Museum has a unique position as the pioneer not only of Australian museums but also as the cradle of Australian scientific research. The staff of the Museum and the community at large can justly feel proud of the Museum's past, present and future contributions to the scientific discovery, interpretation, communication and understanding of the natural history and cultures of the Australian region.

The founding premise of the Australian Museum, based on the Victorian European model of encyclopaedic collections, has endowed the Museum with great advantages and opportunities, but also challenges. The concept of what a museum is and does has changed radically over the last two centuries, presenting us with the challenge of thinking 'outside the box' of inherited functions and structures.

The pioneering work of the Australian Museum's scientists over the last 175 years has given us an increased understanding of the flora and fauna of our region. This in turn has shown the urgent need for and wisdom of conservation, biodiversity and sustainability. The Australian Museum's mission: 'to research, interpret, communicate and apply understanding of the environments and cultures of the Australian region to increase their long term sustainability' is at the heart of such investigative programs as the Future of Australia's Threatened Ecosystems (FATE) project, the ongoing biodiversity survey of Lord Howe Island, the work of the Lizard Island Research Station and the many conservation and biodiversity studies and reviews undertaken by the Museum. This year, the Centre for Evolutionary Research named over 130 new species as part of the NSW Biodiversity Strategy.

The Museum's Evolutionary Biology unit has made headlines around the world with its Thylacine Project, the subject of a Discovery Channel documentary and of much media interest around the world. The Thylacine Project is just one of a hundred ongoing research projects that make up the day to day work of the Museum's scientific staff, who began over 60 new projects this year and completed 75. New projects include research involving scientists from a number of institutions to investigate the role of Asia in human evolution during the past 500,000 years.

Australia's premier national science awards, the Australian Museum Eureka Prizes, continue to increase in scope and size. The 2002 Prizes grew to a record 18 prizes worth almost \$180,000. The Prizes are administered by the Museum as a unique partnership between government, educational institutions and private sector companies and organisations to increase public awareness of outstanding Australian science. Science in the City, the Museum's National Science Week program of events, planned for May 2002 but now taking place in August, has also seen a significant increase in scale. Both these major Museum events are set to achieve still greater success in future years.

The Museum is still in the process of restructure and review and 2002 saw the start of the implementation of a new structure for the Scientific Research function of the Museum. The Ministry for the Arts together with the Australian Museum Trust and in conjunction with the Museum, initiated a review of the strategic direction of the Australian Museum. Ongoing discussion with the government and all sections of the Museum continue to bring us closer to a form which better reflects the modern attitudes of Australian Government and society to museums, science and research.

This year we welcomed Dr Cindy Pan and David Handley to the Trust, following the departure of Mr Tuong Quang Luu and Ms Deeta Colvin. I would like to take this opportunity to thank the latter for their years of service with the Trust. Quang served the trust for three years, and Deeta for four. Both Cindy Pan and David Handley offer the Australian Museum Trust a fresh approach; they are lateral thinkers and will bring a different perspective on Museum activities. Cindy is a general practitioner who also works in media. She is the author of the recently published book *Pandora's Box*. David Handley qualified as a lawyer, and initiated and directed 'Sculpture by the Sea'. I look forward to their valuable input, particularly as we continue to debate the vision for the 'new Australian Museum'.

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. As President, I look forward to participating in the continued evolution and growth of the Museum, driven by its dedicated, loyal and highly skilled workforce. I believe that the reputation of the Museum will continue from strength to strength, and that the place of the Australian Museum in defining new concepts and challenging received wisdom will remain pivotal. We bear a responsibility to NSW, the Australian community and the world at large to ensure that the Australian Museum is equipped to serve the future as it well as it has the past.



BRIAN SHERMAN



YEAR IN REVIEW

DIRECTOR'S REPORT

The 175th anniversary of the founding of the Australian Museum occurred on the 30th March 2002. The Museum has fulfilled a unique scientific function in Australia and has seen many triumphs and challenges over those years. It has been open to the public for 145 years, interpreting and sharing knowledge for the delight and education of NSW, Australia and indeed the world at large.

In the wake of last year's internal structural reforms and growing recognition that there are space, staffing and resource issues limiting the functionality of the Museum, the Ministry for the Arts has begun a review process that is to address nine Terms of Reference. The outcome of this Review should clarify what is required to enable the Museum to best provide appropriate services to its diverse stakeholders in a changing world. This is a Review focused on the future as well as the present, and is long overdue.

The Museum's activities broaden in scope from year to year, providing services through many channels to all sections of the community – from kindergarten children to world-renowned researchers and scientists. The highlights of any year are many and varied, as the following examples indicate.

- The Museum hosted 22 exhibitions over the year that attracted approximately 240,000 visitors, and four Museum exhibitions toured both nationally and in New Zealand.
- The Museum won a National Trust Heritage Award in 2002 with the CDROM 'Keeping Culture: Achieving Self Determination through the Development of Aboriginal Cultural Centres and Keeping Places'. This was produced by the Aboriginal Heritage Unit, in conjunction with the Museum's Multimedia Unit.
- Museum-in-a-Box and Museum-on-the-Road continued to reach schools and urban communities. Museum-in-a-Box was enjoyed by 58,729 children in 257 schools and Museum-on-the-Road reached 13 regional communities in NSW with two exhibitions: *More than Dinosaurs* and *Indigenous Australians*.
- The Museum's focus on biodiversity continued with 150 participants on National Tree Planting Day and approximately 500 visitors to presentations on Threatened Species Day. World Food Day saw a total of 280 participants in the Museum's native food tasting event.
- The Museum's FATE (Future of Australia's Threatened Ecosystems) project achieved successful outcomes in many areas, including significant grant funding for an economic analysis component, positive responses from land-holder consultations and enthusiastic public support for native produce, demonstrated during the Museum's participation in the World's Longest Buffet.
- Museum scientists obtained \$1.4 million in external research grants, published 160 scientific papers and 29 books and book chapters, added over 126,000 specimens to the collections and, significantly, sat on 33 state, national and international policy advisory committees. Robin Torrence (ARC Research Fellow, Anthropology) was awarded the Society for American Archaeologists' Excellence in Archaeological Analysis Award.

In addition, many other achievements and special projects deserve attention. The Research Library began a three-year project to migrate information from 85,000 index cards onto the Library's online catalogue. This project will enable greater access to and more effective searches of the Library's resources, and will assist their continued commitment to increase public awareness of the Library's many treasures.

The number of awards on offer this year from the Museum's annual Eureka Prizes increased by almost 40%, and were worth almost \$180,000. The Museum again organised the Science in the City program as part of National Science Week in collaboration with the University of Sydney, the University of New South Wales and the University of Technology, Sydney. Though planned to take place in May 2002, the event is due to take place in August 2002 and bookings made by the end of June 2002 indicate a projected increase in visitor numbers of 20% above 2001.

The Museum's range of educational programs was further enhanced with the introduction of many new features, including an e-newsletter service enabling educators to be informed directly of new events, programs, exhibitions and resources. Four school holiday programs were attended by over 82,000 visitors, and more than 34,000 school students visited the Museum for self-guided visits and staffed programs.

Plans for the new regional museum at Bathurst to house the Somerville collection are progressing steadily and positively, and the Museum acquired significant collections of opalised fossils from Lightning Ridge via the Cultural Gifts Program. This year also saw the initiation of a new human evolution research project to investigate the role of Asia in the last 500,000 years of human evolution, a project which involves scientists from a number of communities. The RICP (Return of Indigenous Cultural Property) program was initiated in 2002, and aims to return both Ancestral Remains and Secret or Sacred material in English and Australian museums. The Museum worked closely with the Aboriginal Heritage Unit, National Parks and La Perouse LALC to repatriate the first group of remains in two incredible ceremonies held at Towra Point and Little Bay Cemetery.

This year has also seen the Museum attract unprecedented world-wide media attention with the groundbreaking advances made in the Thylacine cloning project. The global importance of the work of the Museum's scientific staff was reported widely in the world's media, and the project was the subject of the documentary *End of Extinction* screened in 155 countries. As the Museum debates new strategies in the way it presents itself in the community, this level of interest is extremely positive.

The Museum's website once again proved spectacularly successful, increasing traffic to over 320,000 users per month, or over 3 million users and 79.5 million visits annually. Two new major web projects aim to further improve the service, focusing respectively on the animals, environments and Indigenous history of Sydney Harbour and on the wildlife of Sydney.

As the Museum moves into the last quarter of its second century, it continues to evolve in terms of scope, direction, form and fields of expertise. The staff, Trust, government and others are charged with the exciting and rewarding task of continuing the Museum's long record of achievement, resolving issues and creating opportunities which will ensure the place of the Australian Museum among future Australian – and world – innovative and valued institutions.



PROFESSOR MICHAEL ARCHER

YEAR IN REVIEW

OUR ORGANISATION

CORPORATE GOVERNANCE

The Australian Museum exists in a framework of corporate governance that includes general public sector statutory requirements and regulations together with the Australian Museum Trust. The Trust is constituted under the *Australian Museum Trust Act 1975* and the *Australian Museum Trust Regulation 1998*. The Act states that the object of the Trust is to propagate and increase knowledge about the natural environment of Australia with particular emphasis on the natural sciences of biology, anthropology and geology (sections 7(1) and (2)).

TRUSTEES

The Australian Museum Trust consists of nine trustees appointed by the Governor on the nomination of the Minister. The trustees must include at least one person who has a knowledge of, or experience in, science and at least one person who has a knowledge of, or experience in, education. A Trustee is appointed for three years and is eligible for reappointment, but is not to hold office for four consecutive terms. The Governor may, on the nomination of the Minister, appoint a person to fill any vacancy that occurs for the remainder of the term of office of his or her predecessor and the appointment takes effect on 1 January of the following year. The President of the Trust is nominated by the Minister and the Director of the Australian Museum is Secretary to the Trust.

Brian Sherman (President) B Comm, CTA, SIA(Aff) is Chairman of Sonic Communications Pty Limited and Pulse International Pty Limited. He is a Director of Channel Ten and a Director of The Sherman Galleries and of Ocean Pictures Pty limited. He is also a Director of a number of investment companies listed on the American, Canadian and Australian stock exchanges and is a member of IIBAB which advises the NSW Government on policies for IT companies in NSW. Brian Sherman is the former Chairman and Joint Managing Director of the EquitiLink Group, was previously a Director of the Sydney Organising Committee for the Olympic Games (SOCOG) and Chairman of SOCOG's Finance Committee. He is also involved in numerous charitable projects. He was appointed to the Australian Museum Trust as President in January 2001.

Professor Judith Kinnear is a Professor of Biological Sciences and Deputy Vice Chancellor (Academic and International) at the University of Sydney. In that position, she has a leading role in the development of international education and exchange programs, particularly in Asia. She has a BSc in zoology and a masters and PhD in genetics, and is a fellow of the Linnean Society (London). She also has qualifications in computer simulation and education, and has worked on campuses in Melbourne, Sydney, London and in the USA. Professor Kinnear joined the Trust in January 1998.

Brian Schwartz is Chief Executive of Ernst and Young, Australia. Mr Schwartz is also Oceania Area Managing Partner and a member of the Australian and New Zealand Board of Partners and a Global Executive Board Member. He was Chairman of the Jewish Community Appeal Allocation Committee, Treasurer and Vice President of Moriah College, Trustee of the Israeli Government Maccabi Bridge Disaster Fund, Treasurer of Australian Maccabi and Treasurer and Director of the World Wheelchair Basketball Championships. He is also a Fellow of the Institute of Company Directors and the Business Council of Australia. He was appointed to the Trust in March 2001.

David Handley BA, LLB (University of Sydney), LLM (Kings College, University of London) is an Arts Producer. He is the founding director of Sculpture by the Sea and is Managing Director of Bathtub Productions Pty Ltd – an arts, film production and sales company. He was appointed to the Trust in January 2002.

Associate Professor Margaret Rose (Deputy President) is Director of Animal Care for the South Eastern Sydney Area Health Service, and is an Associate Professor of the Clinical School of the University of NSW. She is a veterinarian with over 20 years experience in biomedical research. For most of that time, she has been involved in issues relating to science and public policy, particularly with regard to the use of animals in research and teaching. She is Chair of the Animal Research Review Panel and also serves as a member of the NSW Government Animal Welfare Advisory Council. She has recently been appointed to the NSW Bioethics Advisory Panel. She joined the Trust in January 1995.

Tuong Quang Luu BA, LLB (Saigon), LLB (ANU) is Head of SBS Radio, a Director of MSTL Ltd, a subsidiary company of the SBS Corporation and alternate Director of PAN TV Ltd. He was admitted as a Barrister-at-law of the Supreme Court of NSW in 1982. Mr Luu is a former South Vietnamese career Diplomat and State Director of the Federal Department of Immigration and Ethnic Affairs in NSW. He has been widely involved in community and philanthropic work, including as a Board Member of the Refugee Council of Australia and a Trustee of the Charitable Trust of the Australian Chinese Medical Association. Mr Luu was also the Founding President of the Vietnamese Community in Australia. He was appointed to the Trust in October 1998, and resigned in December 2001.

Andrew Roberts BCom, MBA (UNSW) is Deputy Managing Director of Multiplex Constructions Pty Ltd. He holds directorships with various companies within the Multiplex group, MTM Funds Management and Danae Resources NL. Mr Roberts is a member of the Australian Society of Accountants and has undertaken postgraduate studies in property finance at the University of California, Berkeley. He was appointed to the Trust in January 2000.

Associate Professor Stephan Schnierer is Director of the College of Indigenous Australian Peoples at Southern Cross University, Lismore. He holds an MSc in marine biology and has experience in teaching and consulting in aquaculture and fisheries management. He has worked with Indigenous communities on issues relating to the environment and resource management, Indigenous knowledge systems and cultural heritage. He is an Indigenous Australian and joined the Trust in January 1998.

Julianna Walton BA, LLB (Sydney), MT&CP (Sydney) is a qualified lawyer and urban planner, and a non-practising Solicitor of the Supreme Court of NSW. Ms Walton 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 in a range of areas, including legislation review, planning policy, public policy and regulatory systems. From September 1991 to September 1999, Ms Walton was a Sydney City Councillor. From September 1997 to March 2000 she served as Chairman of the Fair Trading Advisory Council and of the Property Services Advisory Council. Ms Walton is currently Harbour Projects Manager at the Sydney Harbour Foreshore Authority and a Director of the State Transit Authority. She was appointed to the Trust in January 2000.

YEAR IN REVIEW

OUR ORGANISATION

Dr Cindy Pan MBBS, FRACGP is a sex and relationships expert and is the author of *Pandora's Box: lifting the lid on life's little nasties*. Dr Pan is a family GP and has made appearances on such shows as *The Panel*, *Big Brother Uncut*, *Beauty and the Beast*, *The Super Debates* and the travel documentary *The Ties that Bind*. She writes regularly on relationships, health and sex in *Good Medicine*, *Girlfriend* and *Big Brother* magazine. Dr Pan was Ambassador for Chinese New Year for the City of Sydney in 2000, 2001 and 2002, is a patron of 'Bonnie Babes Foundation Inc.' (Perinatal Medicine research) and is a member of the Ethics Committee, FPA Health (formerly 'Family Planning Australia'). She is a former Chair of Social and Sports, Education and Publications for the Australian Chinese Medical Association. She was appointed to the Trust in January 2002.

TRUST MEETINGS

The Trust meets every two months. There were six meetings of the Australian Museum Trust in 2001/02. Attendances were as follows:

TRUSTEE NO. OF MEETINGS

<u>Mr Brian Sherman, President</u>	6
<u>Associate Professor Margaret Rose, Deputy President</u>	6
<u>Ms Deeta Colvin (resigned December 2001)</u>	0
<u>Mr David Handley (appointed January 2002)</u>	3
<u>Professor Judith Kinnear</u>	5
<u>Mr Tuong Quang Luu (resigned December 2001)</u>	3
<u>Dr Cindy Pan (appointed January 2002)</u>	3
<u>Mr Andrew Roberts</u>	4
<u>Associate Professor Stephan Schnierer</u>	6
<u>Mr Brian Schwartz</u>	3
<u>Ms Julianna Walton</u>	4

TRUST COMMITTEES

Trust Marketing committee

Brian Sherman (Chair), Brian Schwartz, David Handley, Cindy Pan and David Roberts.

Financial Audit and Review Committee

Ms Vanessa Hudson, Mr Tuong Quang Luu, (resigned December 2001), Ms Julianna Walton, Mr Brian Sherman (appointed January 2002) and Mr Brian Schwartz (Chair).

Lizard Island Reef Research Foundation

Associate Professor Margaret Rose and Julianna Walton.

EXECUTIVE PROFILES

Professor Michael Archer BA, PhD

Director

Appointed Director of the Australian Museum in 1999, Professor Archer is a vertebrate palaeontologist and maintains a formal appointment at the University of New South Wales. He is a Fellow of the Royal Zoological Society of New South Wales, Director of the Riversleigh Fossil Interpretive Centre and Australian Tropical Research Foundation and Chairman of the External Environmental Advisory Group, Minerals Council of Australia. He was awarded a New Fellow, Australian Academy of Science in May 2002.

Patrick Filmer-Sankey

Deputy Director

Patrick Filmer-Sankey is the Deputy Director of the Australian Museum and has a long history of service in scientific and cultural organisations. Prior to joining the Australian Museum in November 2000, Patrick was Director of the Museum and Art Galleries of the Northern Territory (MAGNT) from 1998. His achievements at MAGNT included the opening of the Museum of Central Australia. From 1992–1998 Patrick was Director of the Newcastle Regional Museum, where he was responsible for the revitalisation of the organisation and increasing its profile. Patrick started his career in museums in 1985 in the Australian Museum's Marine Invertebrates Division. Educated in the UK and Australia, Patrick has published articles concerning both biology and museology.

Gwen Baker BA, ALIA,

Associate Director

Gwen Baker has been employed at the Australian Museum since 1979 when she was employed as Manager, Research Library. Ten years later she became Head of the Division of Information Science at the Museum and maintained that role until May 2001 when she was appointed Associate Director. As Associate Director, Gwen Baker is the head of the Strategic Initiatives and Information Management Division of the Museum. Ms Baker is on the Australian Museum's Board of Management, Budget Committee and Trust Marketing Committee.

Dr Doug Hoese

Head, Science

Appointed to the Australian Museum in 1971 and Head of Science in 2001, Dr Hoese received a PhD from Scripps Institution of Oceanography and Marine Biology. He is a taxonomist interested in the biology of shorefishes of the Australasian region. He has been involved in a management role in the Museum for over 20 years, most recently as the Head of the Division of Vertebrate Zoology. He serves on various state whole-of-government committees (Biodiversity Strategy Implementation Group, Aquatic Biodiversity Strategy Working Group and Natural Resources Information Management Steering Group) and is Chair of the Council of the Heads of Australian Faunal Collections. He also has observer status on the Australian Museum's online Working Party and the Australian Biological Resources Study Council.

Jan Barnett Dip. Spec. Ed Grad. Dip. Env. Educ.

Head, Public Programs

Jan Barnett was appointed Head, Public Programs in 2001 and is responsible for exhibitions, education and house services at the Australian Museum. Previously, she was Head, Community Relations Division 1993–2000, which encompassed marketing, public relations, special events and functions, publishing and merchandising. She is a member of the Council of the Australian Museum Society, a previous member of the executive of the Australian Museum Shops Association and a member of the Italian Institute of Culture.

Ken Pope

Head, Corporate and Commercial Services

Mr Pope has a background in senior administration with both the State and Federal Governments. He was appointed to the current position in October 2001. Prior to his appointment, Mr Pope spent six months with the

YEAR IN REVIEW

OUR ORGANISATION

Olympic Co-ordination Authority delivering sponsor related showcasing, media, retailing and general services at Sydney Olympic Park during the Olympics and Paralympics. Between 1997 and 2000, he held the position of Director, Corporate Services with the Ageing and Disability Department where he was responsible for a number of corporate reforms including implementation of the Department's Data Rationalisation project, implementing a new finance system and Departmental structural change. Mr Pope also spent six years, from 1986 to 1992 as the Administration Manager with the Civil Aviation Authority. He is a member of the Board of Management and is responsible for financial services, organisational development, multimedia services, facility management, the Museum shop, Museum as a Venue and Australian Museum Business Services.

SENIOR EXECUTIVE SERVICE

There are two SES positions within the Museum, the Director (SES Level 3) and Deputy Director (SES Level 2). The Museum's Director, Professor Michael Archer, has occupied this position since January 1999. The Deputy Director, Mr Patrick Filmer-Sankey, commenced in November 2000.

MANAGEMENT REFORM

The Museum completed its Management Reform Agenda in the first quarter of 2001/02. During the year, the Museum's achievements in management reform included:

- completing a review of the Science Division, its function and structure;
- completing the review of major service contracts;
- contributing to the Ministry for the Arts corporate services reform program.

MANAGEMENT ACTIVITIES

The major focus of management activities and achievements included:

- a review of the strategic direction of the Museum (see Future Directions), initiated by the The Ministry for the Arts and the Museum;
- a draft Corporate Strategic Plan which was submitted to the Trust in February (see Future Directions)
- a review of the Museum's scientific research function was completed and the implementation of a new structure commenced;
- a contribution to the implementation of the government's corporate services reform program for the Ministry for the Arts;
- the review and re-let of two contracts for services over \$100,000 in value:
 - printing of *Nature Australia* including design, mailing, distribution and postage overseas;
 - sponsorship services;
- two internal management reviews with the Internal Audit Bureau along with an Audit Strategic Planning and Risk Assessment exercise:
 - temporary exhibitions;
 - Natural History Collection Management;
- Management support of the Australian Museum Trust and its sub-committees.

FUTURE DIRECTIONS

Management completed the development of a set of Key Result Areas that were incorporated into a draft Strategic Corporate Plan. The draft was presented to Trust for its comments in February 2002.

The strategic corporate planning process was affected by the joint decision of the Ministry for the Arts and the Museum to undertake a review of the strategic direction of the Museum with the aid of consultants. The review commenced late in the financial year.

RISK MANAGEMENT

The Australian Museum monitors its program for risk identification and management internally by surveys conducted by the Treasury Managed Fund. It undertakes risk management in ways consistent with government guidelines and policy in order to safeguard the public, staff, collections, buildings and related assets. The control environment includes:

- corporate risk assessments and management audits undertaken by the Internal Audit Bureau;
- ongoing risk-management functions, including maintenance of asset registers for various classes of assets;
- discrete risk-management activities, including fire and safety audits, valuation of the collections and building assets, development of risk strategies for public exhibitions and spaces as well as fire drills;
- constant monitoring of Museum buildings and site by full-time security staff;
- appropriate insurance cover with the Treasury Managed Fund covering all classes of risk.

LEGAL CHANGE AND DEPARTURES FROM SUBORDINATE LEGISLATION

Neither the Australian Museum Trust Act (1975) nor the Australian Museum Trust Regulation (1998) were altered during the year and, as a result there were no departures from the Subordinate Legislation Act.

THE AUSTRALIAN MUSEUM SOCIETY (TAMS)

Membership of the Australian Museum Society remains constant at approximately 8,700 individuals (3,000 memberships). The recently introduced membership structure continues to be successful, with considerable interest from members in renewing at one of the higher level membership packages. Donations from members increased, with continued increases expected over the coming year through improved donation campaigns.

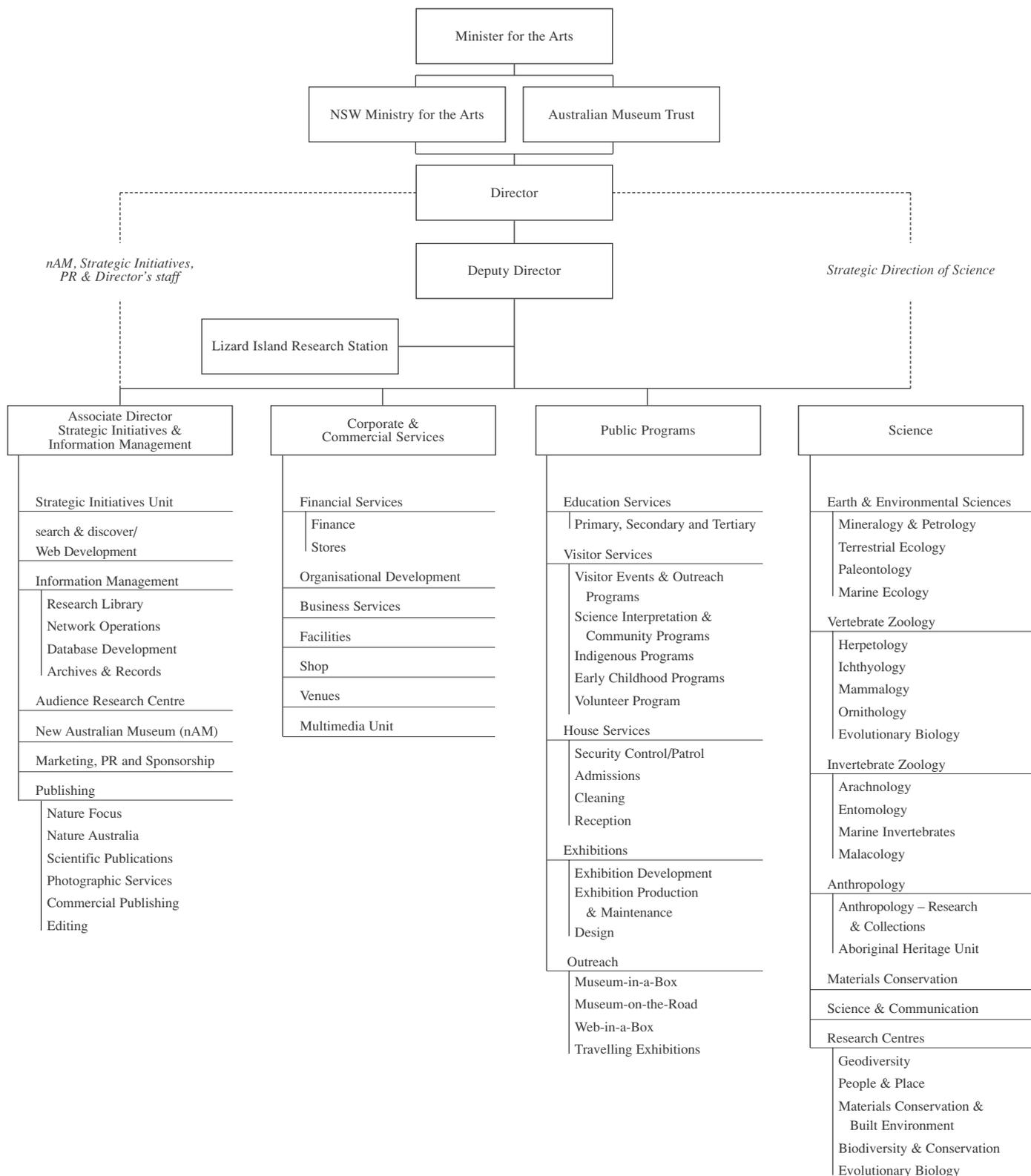
The Society's events program remains strong. Over 4,500 people attended 92 events, an increase over the previous year's attendance. Lectures, walks, tours, behind-the-scenes tours of the museum collections, weekend tours and overseas tours are the backbone of the events program. Some highlights were:

- lectures by award winning physicist and author Professor Paul Davies, UK medical leader Lord Professor Robert Winston and many local experts including anthropologist Alan Thorne, Professor Ian Lowe and many presentations by the Museum's Director and scientists;
- collaboration with the Australian Museum Science Communications Unit on the school holiday program 'Scientist for a Day' which continues to be highly successful;
- sell-out tours to Peru and Easter Island, Madagascar, Burma, digging for dinosaurs in Canada, diving in Papua New Guinea and, closer to home, a walking tour of Wilsons Promontory.

YEAR IN REVIEW

OUR ORGANISATION

ORGANISATION CHART
Structure as at 30 June, 2002



YEAR IN REVIEW

CORPORATE & COMMERCIAL SERVICES

The Corporate and Commercial Division consists of Financial Services, Facilities Management (see Appendix G), Organisational Development, Australian Museum Business Services, the Australian Museum Shop, Museum as a Venue and the Multimedia Unit.

ORGANISATIONAL DEVELOPMENT

The restructure of the Australian Museum, which began in 2000/01, was completed in 2001/02. The key outcomes of the restructure included:

- the implementation of the revised, four Division structure (Science, Public Programs, Strategic Initiatives and Information Management, and Corporate and Commercial Services) and recruitment to all of the senior management positions;
- loss of 47 staff as part of a voluntary redundancy program;
- the creation of a number of new positions, while other positions were modified to better support the revised structure;
- the completion of a job evaluation process for 62 positions identified under the restructure.

The Museum continued to explore opportunities for improved management controls and is continuing to reform its management information systems. The Museum participated in the Government's Shared Corporate Services Strategy, although the final outcome of this participation is still to be finalised.

EQUAL EMPLOYMENT OPPORTUNITY

The Museum has continued to implement outcomes identified in its 1999 EEO Plan. Key achievements in 2001/02 include:

- the incorporation of EEO strategies into the Museum's corporate planning processes;
- the inclusion of clear accountability requirements for EEO in all management position descriptions, including accountability measures in SES performance contracts;
- the continued review and development of Human Resources policies to ensure equity and fairness in employment practices. Copies of relevant policies are available to all staff on the Australian Museum's intranet;
- the recognition and implementation of EEO requirements in all of the Museum's recruitment activities;
- regular meetings between the Senior Executive and staff as well as regular meetings of the Joint Consultative Committee, providing an effective means to resolve employee and EEO issues.

OCCUPATIONAL HEALTH AND SAFETY

An Occupational Health and Safety Policy was developed and progressively implemented during 2001/02. The Museum aims to reintroduce a functional Occupational Health and Safety Committee during 2002/03.

Total number of claims submitted for the reporting period	9
Number of claims per employee	0.21
Number of work related illnesses	0
Average cost per workers compensation claim	\$3666.66
Average workers compensation claim per employee	\$76.39

CODE OF CONDUCT

The Museum has a Code of Conduct which is available electronically to all staff on its intranet. It is intended that the Code be reviewed in 2002/03 to ensure that it is consistent with the current aims of the Museum and the expected conduct of its staff.

DISABILITY PLAN REPORT

The Museum's Disability Plan was forwarded to the Department of Ageing, Disability and Home Care in June 2000. The Museum progressively reviews physical access issues with a view to improving the level of access for the disabled. Some of these physical access issues include free parking for disabled groups, free admission to carers and physical ramping where appropriate.

The Museum also focuses on increasing access to its collections and research by continuing development of its website, Australian Museum online. This site is consistently reviewed with a view to maximising access and usability to a wide range of users.

AGEING ACTION PLAN

The Museum is still to develop an Ageing Action Plan. However, feedback provided by seniors on the Australian Museum's public programs is taken into account when planning exhibitions and visitor programs. The Museum participates in the NSW Seniors Card Scheme and free entry is provided for all Seniors Card Holders.

Additionally, a high proportion of the Museum's volunteers are seniors, and the Museum develops programs and activities to suit their needs.

NSW ACTION PLAN FOR WOMEN

An Action Plan for Women is still to be developed by the Australian Museum. The Museum will be resurrecting its Spokeswoman Program in early 2002/03 and this will be a key activity area within the Action Plan.

AUSTRALIAN MUSEUM BUSINESS SERVICES

Overall Financial Position:

Total Income:	1,652,214
Operating Profit:	123,608

In addition to the above Income and Operating Profit figures, there was a distribution of participation fees to Museum sections totalling \$150,000 and AMBS staff provided non-commercial support to a number of major museum programs, such as the *Chinese Dinosaurs* exhibition, to the value of \$180,000. The total 2001/02 financial outputs of all AMBS activities therefore exceeded \$1,982,214.

YEAR IN REVIEW

CORPORATE & COMMERCIAL SERVICES

SIGNIFICANT ISSUES – PROJECTS WON:

Ecology Unit:

AMBS Ecology Unit works closely with Science Division staff. Some of the more notable projects of 2001/02 include:

- monitoring and management of the Green and Golden Bell Frogs at Sydney Olympic Park – Sydney Olympic Park Authority;
- ongoing monitoring of the Cumberland Plain Land Snail (*Meridolum corneovirens*) within Chifley Senior College conservation area – Department of Public Works and Services;
- research on the Southern Bell Frog in the Colleambally Region – Colleambally Irrigation;
- western Sydney Orbital Underpasses – Roads and Traffic Authority;
- Eastern Creek Strategic Land Use Studies – Blacktown City Council.

Heritage Unit:

AMBS Heritage Unit has input from Anthropology Division staff. Some of the more notable projects of 2001/02 include:

- archaeological assessment for Warkworth Mines – Coal & Allied;
- Plumpton Ridge archaeological testing – Roads and Traffic Authority;
- Orphan School Creek test excavation – Roads and Traffic Authority.

Exhibitions Unit:

AMBS Exhibitions Unit is, among other functions, responsible for the touring of all Australian Museum exhibitions throughout Australia and internationally. This activity and all other projects involve substantial input from the Public Programs Division and the Audience Research Centre. Some of the more notable projects of 2001/02 include:

- exhibition services for Ayers Rock Resort Visitors Centre – Bovis Lend Lease;
- Townsville Aboriginal Cultural Centre – ATSIC;
- project management for *Belonging* exhibition – State Library of Victoria;
- project negotiation and contract management for the Museum's presentation of the *Chinese Dinosaurs* exhibition;
- Australia and New Zealand tour management for the *Chinese Dinosaurs* exhibition.

Strategic Alliances:

Closer links between the Exhibitions Unit and with Australian science centres and museums have formed due to the initial success of the *Chinese Dinosaurs* exhibition tour. In addition, at a recent National Association of Museum Exhibitors (NAME) conference, AMBS representatives presented the concept of joint marketing of museum and science centre international touring exhibitions. The concept was warmly received and a paper is to be presented to the Council of Australian Museum Directors (CAMD) in 2002/03 for ratification.

MUSEUM SHOP

In 2001/02 the Australian Museum shop improved sales performance by 22% over the previous year. This was due largely to three months of record trading following the release of the Australian Museum Shop Catalogue, launched in September 2001. Seventy-five per cent of sales were attributable to personal shoppers who made their way to the Museum for specific purchases. Some 50,000 copies of the catalogue were distributed, mostly as magazine inserts. The quality and scope of the catalogue attracted high praise from the public and from the retail industry and opened the door for further catalogue productions (see below). Other highlights of the year include:

- securing financial support from publishers and suppliers to produce the first *National Natural History Catalogue* in 2002, which will represent all major natural history museums in Australia and will have a distribution of more than 750,000 nationwide;
- establishing a fully interactive 'shopping cart' website, which is proving increasingly popular and will be specifically promoted in the 2002 catalogue;
- winning a gold medal at the National Print Awards with the 'Langouste' sealife product created for the *Catching ... the harbour* exhibition;
- continuing the successful development of museum-developed products.

MUSEUM AS A VENUE

The Museum continued to be regarded as a venue of choice, both for the general public and corporate sector and other government organisations. The Museum's galleries and public spaces were used by 21,000 people for events and functions during 2001/02. During 2001/02 the Museum also subsidised a number of community-based organisations, science groups and charities with complementary venue hire to a level of \$36,000.

Income raised from venue-based activities contributed to the maintenance of the Museum public spaces and other Museum programs.

MULTIMEDIA

The Multimedia Unit provided computer maintenance and support for all permanent, semi-permanent, travelling and temporary exhibitions and worked with a wide range of internal and external clients on a variety of important projects throughout 2001/02. Key achievements during the year include:

- production of the *Keeping Culture* CDROM, which aims to assist Aboriginal communities in identifying their specific cultural heritage needs and objectives through the development of Aboriginal cultural centres and keeping places. The CDROM was launched by the Honourable Bob Debus at the Australian Museum on 11 September, 2001, and is being distributed to all Aboriginal communities in Australia free of charge. Additional copies will be sold to libraries, educational institutions and international Indigenous organisations.
- winning first place in the Electronic Corporate/Government Category of the Energy Australia National Trust Heritage Awards 2002 for the *Keeping Culture* CDROM;
- production of the Museum's *Shaping the Future* Corporate Video;
- engineering a program to access data provided by the Schools Booking System across the Museum's intranet;

YEAR IN REVIEW

CORPORATE & COMMERCIAL SERVICES

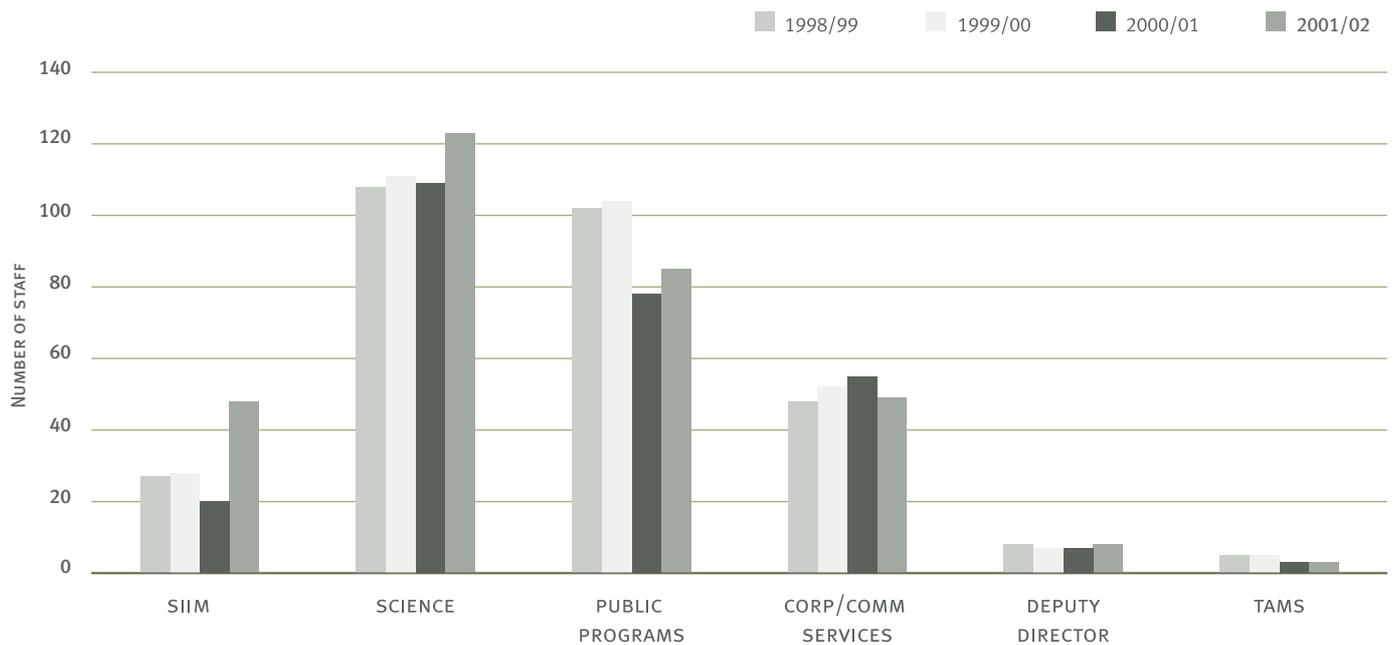
- providing technical support for a number of travelling exhibitions including:
 - *Australia's Lost Kingdoms*, (computer support, purchasing and technical consultation for computer interactives in the exhibition's Lab Site and video; technical engineering for the Dig Site);
 - *Museum-in-a-Box* (maintenance, archiving and support; engineering, development and upgrading of an Access database and preparation of the *Museum-in-a-Box* database manual and handover documentation);
 - *Colour and Body Art* (maintenance and support);
- completing projects for the *Catching ... the harbour* exhibition, including camera, editing and design for *Harbour Life* DVD; editing for *Periscope* and *Eddy Fevyer Manly Home Movies* DVDs and transfer to DVD of *Tribal Footage* video;
- design and production of a DVD video display for Ayers Rock Resort Redevelopment Stage (client: Desmond Freeman Associates);
- production of presentation graphics and digital video for the Eureka Prizes 2001;
- completion of a Multimedia Unit Showreel for corporate and commercial use;
- development of exhibition proposals for five multimedia displays for *Human Evolution* and five multimedia projects for *Showroom*;
- completion of training in: Directing and Introduction to Scriptwriting, After Effects and Java Programming and Script.

STAFFING, SALARIES AND WAGES STATISTICS

The Staffing Statistics graph shows correct totals for 1998/99, although due to the museum's restructure numbers for specific divisions are estimates only. 1999/00, 2000/01 and 2001/02 figures are correct as per the new structure. The figures are correct as at 30 June.

There were no exceptional movements in salaries and wages this year. The staff list (Appendix Q) is available online at <http://www.amonline.net.au/about/report/>.

STAFFING STATISTICS



YEAR IN REVIEW

CORPORATE & COMMERCIAL SERVICES

TABLE 1 PERCENTAGE OF TOTAL STAFF BY LEVEL

LEVEL	TOTAL STAFF (NUMBER)	SURVEY RESPONDENTS	MEN	WOMEN	ABORIGINAL PEOPLE & TORRES STRAIT ISLANDERS	PEOPLE FROM RACIAL, ETHNIC, ETHNO-RELIGIOUS MINORITY GROUPS	PEOPLE WHOSE LANGUAGE FIRST SPOKEN AS A CHILD WAS NOT ENGLISH	PEOPLE WITH A DISABILITY	PEOPLE WITH A DISABILITY REQUIRING WORK-RELATED ADJUSTMENT
< \$27,606	53	35%	29%	71%		3.1%	0%	0%	
\$27,606 - \$36,258	24	23%	55%	45%				40%	
\$36,259 - \$40,535	49	48%	40%	60%	4.3%	13%	9%	17%	
\$40,536 - \$51,293	86	45%	34%	66%	5.3%	29%	18%	5%	
\$51,294 - \$66,332	91	37%	48%	52%	2.9%	6%	6%	6%	
\$66,333 - \$82,914	23	22%	78%	22%					
> \$82,914 (non-SES)	16	19%	81%	19%					
> \$82,914 (SES)	2	50%	100%					100%	
TOTAL	344	37%	45%	55%	3.3%	16%	10%	10%	
Subgroup totals		128	155	189	4	20	13	13	0

TABLE 2 PERCENTAGE OF TOTAL STAFF BY EMPLOYMENT BASIS

EMPLOYMENT BASIS	TOTAL STAFF (NUMBER)	SURVEY RESPONDENTS	MEN	WOMEN	ABORIGINAL PEOPLE & TORRES STRAIT ISLANDERS	PEOPLE FROM RACIAL, ETHNIC, ETHNO-RELIGIOUS MINORITY GROUPS	PEOPLE WHOSE LANGUAGE FIRST SPOKEN AS A CHILD WAS NOT ENGLISH	PEOPLE WITH A DISABILITY	PEOPLE WITH A DISABILITY REQUIRING WORK-RELATED ADJUSTMENT
PERMANENT									
Full-time	172		32%	61%	39%	5.5%	16%	9%	7%
Part-time	26		38%	15%	85%		20%	20%	20%
TEMPORARY									
Full-time	74		47%	35%	65%	2.9%	14%	11%	9%
Part-time	15		53%	13%	87%				13%
Contract SES	2		50%	100%					100%
Non SES	0	0%	0%	0%	0%	0%	0%	0%	0%
Training Positions									
Retained Staff									
Casual	55	35%	29%	71%		21%	11%	11%	
TOTAL	344	37%	45%	55%	3.3%	16%	10%	10%	
Subgroup totals (number)		128	155	189	4	20	13	13	0

YEAR IN REVIEW

PUBLIC PROGRAMS

The Public Programs Division consists of Education and Visitor Services, Exhibition Development and Production, Museum Outreach Services and House Services. The Focus of Public Programs is to further develop the use of Museum facilities and allow greater access to research and knowledge; to facilitate learning; and to enhance the visitor experience both at the Australian Museum and through its regional and outreach programs.

TEMPORARY EXHIBITIONS

Kids' Earth Program – tapestry, 1 June – 23 July 2001
Sisters of Charity 1838–2001, 30 June – 14 October 2001
Catching ... the harbour, 21 July – 2 December 2001
BG Wildlife Photographer of the Year 2000, 20 October – 2 December 2001
Super Croc. National Geographic Channel (Atrium), 2 November – 18 November 2001
BG Wildlife Photographer of the Year 2001, 20 December 2001 – 10 March 2002
Mission Earthling, 24 December 2001 – 5 May 2002
A Worm's Eye View – The Wilbur Worm National Environmental Art Competition, 1 January – 1 April 2002
New Traditions, 22 December 2001 – 13 March 2002
Body Art II, 13 April – 28 July 2002

BIODIVERSITY CHANGING DISPLAY

Friends of the Brush-tailed Rock Wallaby, 1–31 July 2001
Dragon Search and the Marine & Coastal Community Network, 1–31 August 2001
Community Biodiversity Network, 1–30 September 2001
Earth Sanctuaries Foundation, 1–31 October 2001
Getting Kids Involved in Biodiversity, 1–30 November 2001
Community Space 2001, 1–31 December 2001
Solarch Sustainable Living Competition, 1–31 January 2002
Australian and New Guinea Fish Association, 1–28 February 2002
Conservation Volunteers Australia, 1–31 March
Australian Conservation Foundation, 1–30 April 2002
AQIS Australian Quarantine and Inspection Services, 1–31 May 2002
The Greens, 1–30 June 2002

TAMS BIODIVERSITY EVENTS 2001/02

The following events were run through TAMS:

Forests, 29 July, 2001
Waterwise, 26 August, 2001
Threatened species, 8 September, 2001
Mammals, 30 September, 2001
Birds, 21 October, 2001
Recycling, 24 November, 2001
Oceans, 9 December, 2001
Wetlands, 23 February, 2002
Creepy Crawlies, 31 March, 2002
Reptiles, 28 April, 2002
Ecosystems, 25 May, 2002
Oceans, 30 June, 2002

TOURING EXHIBITIONS

Body Art II (Queensland, Newcastle, New Zealand)
Living Colour (Queensland, Newcastle, Western Australia)
Australia's Lost Kingdoms (Canberra, Queensland, Newcastle)
BG Wildlife Photographer of the Year (Newcastle, Western Australia, Tasmania, Canberra)

EVENTS

National Tree Planting Day – 29 July 2001: seed planting activities with 150 visitors participating.
Threatened Species Day – 9 September 2001: Australian Wildlife Displays gave two presentations with approximately 250 visitors at each show.
World Food Day – 16 October 2001: Native Food Tasting display with approximately 200 visitors participating. Bush food tours were run in conjunction with this event with approximately 80 visitors participating.
Ocean Care Day Display – 5-30 December 2001.
World Wetlands Day Display – 1-28 February 2002.
Sea Week – 1-31 March 2002 – *Exploring the Deep Display*.

INDIGENOUS AUSTRALIANS CHANGING DISPLAYS

'*Changing Ways*' exhibition space

- *Daphne Wallace and Lavina Cummins: artworks from rural Australia*, 26 August – 20 August 2001
- *Artworks of Bronwyn Bancroft and Euphemia Bostock*, 25 August – 20 October 2001
- *Boomalli Aboriginal Artists' Co-Operative*, 25 October 2001 – 27 January 2002
- *Aedenn Rowen: 'Stolen Generation'*, 2 February – 12 May 2002
- *Eora College permanent collection*, 18 May – 18 August 2002

EDUCATION SERVICES

Approximately 34,000 school students visited the Museum for self-guided visits and staffed programs during this financial year.

Programs for Schools

- Developed resources that cater for the new Stage 6 Science syllabuses. These include:
 - a joint excursion package with Taronga Zoo and the Royal Botanic Gardens called 'Evolution of Australian Biota Study Day' which enjoy popular support and interest from schools;
 - student materials for new Board of Studies courses which have been developed for Stage 6 Biology and Earth and Environmental Sciences.
- Extended and implemented 'Evolution of Australia Biota Study Day' programs to Mt Tomah and Mt Annan Botanic Gardens to supplement and support schools not able to access and visit the Australian Museum.
- Continued to provide information for teachers about our school programs on the Museum's website, together with additional resources now supporting the HSC Biology syllabus: 'The Human Story'.
- Constructed and installed a new display unit and activity station within the *More than Dinosaurs* exhibition, which incorporates *Australia's Lost Kingdoms* content and key messages. This unit has become the focus for a range of activities for schools and general visitors related to the interpretation of fossils. Design, scientific and education staff collaborated on the project.

YEAR IN REVIEW

PUBLIC PROGRAMS

- An 'education e-newsletter' service for educators to subscribe to was initiated. This form of electronic communication allows for educators to be directly informed about relevant new links, exhibitions, events, programs and resources developed at the Museum.
- Developed resources to support the senior science syllabus 'Earth and Environmental Science', called *Learning from fossils*. Demand from schools for these resources has been excellent and feedback has shown record high satisfaction with learning outcomes from both teachers and students.
- Similar resources and support materials for the interpretation of fossils for K-6 are being developed.
- Presented at a number of professional in-services and workshops to promote Education Services and educative resources including Science Teachers in-services and Earth and Environmental Science HSC Year Modules Workshops.

HOLIDAY PROGRAMS FOR JUNE 2001 – JUNE 2002

July National Aboriginal Islander Day Observance Committee (NAIDOC) week 2001

Tool making with Bill Cummins
Art and Crafts with Wayne Krause

October School Holiday Programs 2001

Storytelling with Elders Roy and June Barker
Cultural Activities with Jeff Timbery

January School Holiday Program 2002

Art and craft activities with Wayne Krause

April School Holiday Program 2002

Puzzles, storytelling and other general activities within the *Indigenous Australians* exhibition.

UNDER 5S

The Museum's early childhood program continues to show strong growth. 'Time to Play' workshops were run in October, February and May and provided fun and educational programs for a total of 700 children, each accompanied by one or more adults. The wide variety of themes have included the fauna of Sydney Harbour, bones, dinosaurs, Australian animals as well as Indigenous storytelling and dance. A regular Thursday 'Family Day' program was introduced in January and has been well attended.

Kids' Island continues to be popular with under 5s – both new visitors as well as loyal regulars.

Work has continued on developing prototype loan boxes for preschools. The boxes will be ready for loan by early 2003.

OUTREACH ACTIVITIES

Museum-in-a-Box

There were seven loan periods in the 2001/02 financial year, with 379 boxes loaned to 257 different schools, and 82.5% of these boxes going to regional schools. Nearly 59,000 children in 2146 classes benefitted from the boxes and most sent back favourable evaluation forms.

- The new Dinosaurs box was launched in August 2001 and was instantly fully booked.
- A new Frogs box is due for completion in 4th term of this year.
- A new website is being developed to showcase Museum-in-a-Box to internet users.

Web-in-a-box

This exciting program has attracted a lot of interest from teachers searching the internet. Schools can look at the websites designed for six subjects then be linked by telephone line to a scientist at the Australian Museum. There have been some problems with technology but the concept is still popular.

Museum-on-the-Road (MOTR)

Museum-on-the-Road is an important way for our urban communities to enjoy two exhibitions that travel throughout NSW.

MOTR visited 13 regional areas:

More than Dinosaurs: evolution of life visited:

Wagga Wagga, 15 June – 20 August 2001
Wellington, 23 August – 25 September 2001
Bathurst, 28 September – 27 November 2001
Cooma, 15 February – 25 March 2002
Bowral, 28 March – 21 May 2002
Batemans Bay, 24 May – 2 July 2002

Indigenous Australians visited:

Bathurst, 3 August – 12 September 2001
Goulburn, 15 September – 24 October 2001
Penrith, 27 October – 29 November 2001
Campbelltown, 26 February – 2 April 2002
Cooma, 5 April – 14 May 2002
Bega, 17 May – 25 June 2002
Wallaga Lake, 28 June – 6 August 2002

IMPROVEMENTS IN PROCESSES

- A Program Review Committee was formed to source travelling exhibitions, research and develop museum-produced exhibitions, coordinate a program to upgrade and refurbish existing galleries and permanent exhibitions.
- Financial planning and monitoring for all public programs was centralised and financial planning was included in the remit of the program review committee.
- Several positions were restructured to centralise design and production services.
- Public Program planning and production was reviewed and key recommendations in the Public Program structure and production processes were successfully integrated.
- A revitalised and comprehensive yearly program of school holiday activities was developed.

YEAR IN REVIEW

PUBLIC PROGRAMS

EXHIBITION & PROGRAM PARTNERSHIPS

Outreach programs

The Australian Museum continues its strong partnership links with regional museums:

- Lord Howe Island: consulting, planning and development of exhibitions
Bathurst: major development of the Somerville Collection.
- Canowindra: ongoing co-operation and development of the Age of Fishes Museum.

Biodiversity exhibition

The Australian Museum has worked with a variety of environmental and community organisations to present displays in the *Biodiversity* exhibition.

Touring exhibitions

The Museum is represented on a number of international exchange forums as well as maintaining active exhibition information exchange with other Australian and New Zealand Natural History Museums.

HOUSE SERVICES

A new Admission System was installed in time for *Chinese Dinosaurs*. Major benefits include improved reports and an admission point established at the William Street entrance.

William Street was appropriately refitted as an admission point. This has improved the security and working environment for the staff in the area.

The level of security for collection areas of the Museum has been upgraded by increasing the level of physical security and monitoring of the areas.

The Museum's recycling program has been streamlined, with excellent results (see Appendix E).

ADDITIONAL SERVICES FOR VISITORS AT THE COLLEGE STREET SITE

The Public Programs division has recently contracted the Royal Blind Society to develop an Audio Description Program for the Australian Museum exhibitions. This program involves developing specialised tours, training guides, as well as monitoring and reviewing the training of program participants. Training of front-of-house staff will commence on 20 August.

YEAR IN REVIEW

SCIENCE

Science at the Australian Museum is about ideas, discovering and communicating new knowledge, and gaining insights into the world and its cultures. The Science Division achieves these goals through research and the maintenance of collections that are essential to that research. It also strives to communicate knowledge more effectively to government, the community and other stakeholders and to participate in influencing debate about conservation and sustainability. The Division consists of Anthropology, Invertebrate Zoology, Vertebrate Zoology, Earth and Environmental Sciences, Centre for Biodiversity and Conservation Research, Centre for Geodiversity Research, People and Place Research, Centre for Evolutionary Research, Materials Conservation, Centre for Materials Conservation and the Built Environment and the Science Communications Group.

SCIENCE COMMUNICATIONS GROUP

The Scientific Communications Group (SCG) was established with the express aim of promoting the Australian Museum's research and collections. Much of the SCG's efforts have been in creating a link between the scientific staff and other divisions of the Museum as well as to other organisations, schools and the general public. The SCG regularly facilitates joint activities with Universities, other research organisations and community groups.

The SCG aims to increase awareness of the Australian Museum's scientific pursuits through coordinating and enhancing activities involving the Museum's scientific and information staff, and acting as representatives of the Museum's scientific activities.

The SCG supports, organises and presents activities for the Australian Museum's public programs and thus gives science a regular presence in the 'front of house'. Activities such as Science in the City and Scientist for a Day directly promote the Museum's scientific authority to a range of groups while enhancing the visitor's physical experience. Partnerships have been developed with other science organisations, particularly the three close universities – The University of New South Wales, The University of Sydney and The University of Technology, Sydney.

Highlights of the year's activities include:

- Organising Science in the City – Sydney's major National Science Week program. The SCG was successful in obtaining the National Innovation Awareness Strategic grant for \$30,000. Around 300 timetabled activities, 20,000 visitors and 20 organisations will be involved. By the end of June 2002 approximately 2000 school students had booked for each day. Though fully planned and booked to take place in the 2001/02 financial year, the event will now take place during the next financial year (August 2002).
- Twenty Scientist for a Day programs were attended by 400 students.
- Regular lectures and demonstrations were presented by SCG staff both at the Museum and other venues.
- In addition to the Conference of National Science Week Coordinating Committees, Steve Ford presented papers at three major conferences: Marketing Education by the Institute for International Research, Science Communications for Developing Nations, as a part of the Commonwealth Heads of Government Meeting, Public Relations Industry Summit, by the Institute for International Research.

YEAR IN REVIEW

SCIENCE

LIZARD ISLAND RESEARCH STATION

The Lizard Island Reef Research Foundation (LIRRF) is an independent trust established to raise funds for the Lizard Island Research Station (LIRS) and to support research on the Great Barrier Reef. Its major commitments are to the Doctoral Fellowships program and to capital development of the Station. The Coral Reef and Marine Science Foundation (CRMSF) was established in Massachusetts, USA in January 2001. Its goals are complementary to those of the LIRRF and it will greatly enhance fundraising within the USA.

Highlights for the LIRS this year include:

- Total usage (5,351 user days) and research and educational usage (4,691 user days) were both records for the year ending June 2002.
- A large number of scientific publications continue to be based on work conducted at Lizard Island Research Station. The collection so far includes 40 publications dated 2000, 29 dated 2001 and 10 dated 2002.
- The Research Station featured in many documentaries:
 - BBC series *The Blue Planet* (parts of episode 6 ‘Coral Seas’);
 - ABC series *Island Life* (episode 1 ‘Lizard Island’);
 - Discovery channel series *The Shape of Life* (parts of three episodes);
 - ABC series *Catalyst* (a segment in each of two episodes);
 - Japanese TV series *Global Family* (episode ‘Mystery of White Sand’).
- Donations to the LIRRF enabled the acquisition of a new microscope with digital camera system, two new dinghies, and a new motor for refurbishment of a diesel workboat.
- Publication of *Effect of long-term eradication of crown-of-thorns starfish from patch reef*, a research paper by Dr Lyle Vail and Dr Anne Hoggett (LIRS) assisted by Lance Pearce, Marianne Pearce, Bob Lamb, Chris Findlay, Greer Haworth, Ethan Perlstein and David Randall.

SCIENCE DIVISION RESEARCH HIGHLIGHTS

The Science Division produced a total of 160 scientific papers published in high-profile International and Australian journals, 29 books and book chapters, 7 conference abstracts and 18 articles (see Appendix P, available online at <http://www.amonline.net.au/about/report/>). A staggering 1001 web-based documents were also published, largely due to Bill Rudman’s Sea Slug Forum. The Division collaborated successfully on a wide range of projects with a number of external bodies, including the Sydney Ports Corporation, local universities, Indigenous groups, Environment Australia and the Commonwealth Heritage Commission. Major highlights of the year include:

- Dr Karen Firestone and Dr Don Colgan, of the Australian Museum’s thylacine project, made a number of significant advances over the past year in the use of molecular techniques with ‘ancient’ thylacine DNA. The team found they were not restricted to a single specimen for the source of DNA and in July of 2001, successfully extracted DNA from two additional specimens and a variety of tissue types from both male and female animals. A further breakthrough came in February of 2002 when the team were able to successfully amplify and sequence fragments of thylacine DNA, providing the first confirmation that they actually had thylacine DNA rather than contaminating DNA from other sources. In May of 2002 these amplification products were cloned into bacteria. This is believed to be the first time that thylacine DNA has been cloned. Currently, the team is conducting trials of novel cloning strategies to enable the entire genome to be cloned. The thylacine

project has been the focus of intense media coverage during the past financial year, with world-wide exposure for the project and the Museum, particularly after the Discovery Network launched their documentary *End of Extinction* in May 2002.

- A Museum research team headed by Dr Jeff Leis has discovered that the theoretical basis upon which marine protected area design is based is apparently flawed. As a result, marine reserves may have to be located closer together than has been the case in the past to be fully effective.
- The Australian Museum conducted a survey of introduced marine pests in Sydney Harbour for the Sydney Ports Corporation. The project involved 28 Australian Museum staff and 11 external consultants from 9 different institutions.
- Research was completed on a fossil isopod crustacean, *Protamphisopus wianamattensis* (238 million years old), resulting in a reconstruction of its appearance and a new classification.
- Two years of research and sampling concerning the recovery of amphipod populations on sandy beaches following an oil spill in Sydney Harbour was completed.
- Dr Lin Sutherland was appointed Hon. Secretary, NSW Division, Geological Society of Australia.
- Terrestrial Ecology completed two collaborative projects with the University of Wollongong and Birds Australia, one investigating the distribution of birds and the influence of remnants of native vegetation on urban bird communities in the greater Sydney region, the other a community-based survey of the nesting ecology of birds in urban areas.
- Development of a new concept in the use of biodiversity hotspots for conservation analyses was accepted by the Commonwealth Heritage Commission, a first case study of its type for Australia. A collaborative project is to be developed in 2002/03.
- On 4 February 2002 the Australian Museum renewed a Memorandum of Understanding with the Vanuatu Cultural Centre. The Australian Museum holds extensive and very significant collections from Vanuatu and has a long-standing relationship with the Vanuatu Cultural Centre. The renewed Memorandum of Understanding aims to promote co-operation between our two institutions in fields of mutual interest, including research, training, collection management and access, project and exhibition development and other public programs and activities.
- The signing of the Memorandum of Understanding coincided with the Australian Museum opening of *New Traditions*, a touring exhibition of contemporary art developed by the Vanuatu Cultural Centre. The Prime Minister of Vanuatu, The Honourable Tutafanuariki Edward Nipake Natapei, officially opened the exhibition.
- A new human evolution research project was initiated by Paul Taçon with Alan Thorne (ANU), Mike Smith (National Museum), Colin Pardoe (Adelaide) and Darren Curnoe (ANU). This six-year project investigates the role of Asia in human evolution during the past 500,000 years.

YEAR IN REVIEW

SCIENCE

RESEARCH CENTRES

The Research Centres continued working on several large projects this year.

- The Centre for Evolutionary Research has named over 130 new species as a result of the Invertebrate Taxonomy Project, part of the NSW Biodiversity Strategy.
- Dr Robin Torrence of the People and Place Research Centre was named (on behalf of the Society for American Archaeologists) as the 2002 recipient of SAA's Excellence in Archaeological Analysis Award. The award was collected on 22 March, 2002 in Denver.
- Several new projects were commenced by Paul Taçon in the Wollemi region of the Blue Mountains World Heritage Area, NSW and the Riversleigh/Lawn Hill region, Queensland. These projects are conducted in partnership with Indigenous Australians, national park organisations, universities and heritage organisations. The projects focus on the archaeology of each area, including rock-art in sandstone rockshelters, on open platforms and in limestone caves.
- The Research Centre for Materials Conservation and the Built Environment organised and hosted the 5th International Conference on Biodeterioration of Cultural Property which brought together over 100 biodeterioration specialists, including over 40 people from the Asian region. The Centre was involved in a number of regional leadership activities including a strategic conservation plan for Pacific Island Museums, conservation priorities for tropical libraries and archives, and chairing AusHeritage (Australia's Cultural Heritage Network).
- The Centre for Biodiversity and Conservation Research has been engaged in research on the documentation and modelling of biodiversity across the landscapes of New South Wales and Australia. This has attracted significant funding from Rio Tinto, collaboration with the Commonwealth Heritage Commission, and a commissioned report from the Humane Society International, with support from the World Bank biodiversity advisor, Tom Lovejoy.

RESEARCH ACTIVITIES AND RESOURCE ALLOCATION

Major Projects in 2001/02

Division	Commenced	Ongoing	Completed
Invertebrate	17	28	21
Vertebrate	16	21	12
Earth and Environmental Sciences	11	27	17
Materials Conservation	0	1	0
Science Communication	0	1	0
Research Centres	21	20	27

This work was funded by \$5.819 million of recurrent funds and \$1.413 million from external grants, commercial and other funding sources.

Anthropology projects are included in Research Centres (as People and Place Centre).

Appendix L of this report provides the details of these projects.

CONFERENCES AND WORKSHOPS

- The Centre for Evolutionary Research (CER) held a mollusc course at the Australian Museum in November 2001 for staff, students and some outside delegates. This was a forerunner to the Molluscan Biology course now set up with the University of Wollongong (commencing Feb 2003). The CER is also responsible for the Biosystematics Degree Course run through the University of New England in conjunction with the Australian Museum and the Royal Botanic Gardens. This course is held as two week-long residentials each year.
- The Australian Museum Research Centre for Materials Conservation and the Built Environment hosted the Fifth International Conference on Biodeterioration of Cultural Property from 12 to 14 November 2001. This was the first conference of its kind held in the Southern Hemisphere, with over 110 museum and cultural representatives from twelve countries sharing information on needs and relevant research. The Centre is currently starting a project on Environmental mapping of regional NSW museums for temperature and relative humidity.
- Zerina Johanson and Greg Edgecombe were guests of the Humboldt University and Museum fuer Naturkunde, Berlin, to give a series of lectures in their postgraduate program in evolution.
- Eight Museum scientists contributed to eight papers presented on various aspects of crustacean systematics and ecology at the Fifth International Crustacean Congress held at the University of Melbourne. The congress was attended by 300 delegates.
- The Geodiversity Symposium on 4 December 2001 marked the retirement of Dr Lin Sutherland after 28 years at the Australian Museum. This high-level symposium was hosted by the Museum and was followed by a dinner in Dr Sutherland's honour.

POLICY ADVISORY COMMITTEES

The Australian Museum had representatives on 33 Local, State, National, and International policy advisory committees (2 International, 2 local, 7 National and 22 State). Committee involvement includes:

- Return of Indigenous Cultural Property Committee, Joint Federal and State committee (National);
- Vinod Daniel: Australian Head of Delegation at the 37th meeting of ASEAN Committee on Culture and Information, Hanoi, April 8–12, 2002;
- Winston Ponder: appointed as member of the Prime Minister's advisory group on the conservation of marine biodiversity;
- Gerry Cassis: Deputy Chair of the NSW Biological Diversity Council, which is presently engaged in a review of legislation concerned with biodiversity and a review of the State Biodiversity Strategy;
- Chris Reid: refereed three proposals for listing under the New South Wales Threatened Species Act.
- George (Buz) Wilson: member of the NSW Fisheries Scientific Committee. In a significant determination last year the Aquatic community of the Lower Darling River Drainages was declared in danger of extinction as a provisional determination. In addition, four species of fish and invertebrates were declared threatened or endangered.

YEAR IN REVIEW

SCIENCE

COLLECTIONS

- A total of 126,000 new specimens were added to the collections, including a significant collection of opalised fossils from Lightning Ridge acquired through the Cultural Gifts Program throughout the year.
- The largest faceted fluorite gemstone in Australia was cut for the Mineralogy collection.
- The mineral displays in the *Chapman Mineral Collection* were completely re-lit with fibre optic lighting to enhance the impact of this international-quality exhibition.
- A fossilised diprotodontid (*Palorchestes azael*) skull with attached lower jaw was found for sale in a coin dealer's shop in the city. It is the best skull and the only known specimen of this species to have been found with the lower jaw attached.
- A major non-toxic pest control program was undertaken at the Museum's off-site store at Homebush. Large mounted mammal specimens were flushed with nitrogen in specially constructed bags to asphyxiate insect pests. A freezer was also installed for the treatment of study skins.
- A new Environmental Monitoring System was installed that takes advantage of computer networks, internet, and email to make data accessible. Automated alarms notify of undesirable humidity or temperature by email or phone. This system, developed in conjunction with NeoVista Systems Integrators, allows for expansion to any point where a computer node is installed and can be expanded to monitor light and detect flooding in storage areas.
- A major conservation treatment was undertaken for a mounted horse's head from the Australian Light Horse, 1918, housed at the Australian War Memorial.
- The majority of Ichthyology's dry specimens were rehoused in archival boxes with contoured support, providing protection from dirt, mechanical and light damage.
- Archives and Rare Books Treatment was undertaken on Captain Cook's letters to remove old backings, de-acidify, repair and house in display mounts. Extensive treatment was also carried out on two Scott sisters' notebooks, containing technical notes and illustrations.

ACCESS TO COLLECTIONS

- Commencing in 2001/02, the Museum is leading the collaboration of seven state and territory museums and three CSIRO units to develop internet access to the collection databases of all participants. A budget of \$140,000 has been raised by participants and Environment Australia to develop a prototype to demonstrate the feasibility and the benefits of the Online Zoological Collections of Australian Museums (OZCAM). Future stages of the project will ultimately enable users to access a range of bioinformatic tools to analyse, manipulate and report the data in ways that meet their needs. Access to collection databases will be extended to other government agencies and to the public.
- The EMu Project, an integrated collection management system, is nearing completion of its design phase and is beginning the development phase. This will give the Museum a new system that will improve access to information and improve management of its collections.
- Anthropology is one year into a three-year project aimed at databasing our extensive collections. The project will result in improved access to

the Museum's vast cultural heritage collections for Indigenous communities and stakeholders, and will make collections data available via the internet.

- The Scientific Communications Group provided a greater link to the Museum's science and collections for students and the public through coordination of programs that open up these aspects of the Museum. For example, the SCG coordinates forums involving school students and Museum scientists or collection tours during science week and for senior school students attending workshops. Collection and behind-the-scenes tours by Museum scientists for approximately 4000 people have been facilitated through events and programs.

PLANNING

The second stage of the Science Division Review was completed and recommendations are being implemented where resources are available. An initiative to standardise gathering information throughout the Science Division was implemented this year. This will ensure that reporting remains consistent and of the highest quality. The activities of science have been enhanced in terms of integration and the pursuit of 'Big Science' research projects. This is resulting in cultural change through the development of multidisciplinary research teams and the reallocation of research funding.



STRATEGIC INITIATIVES & INFORMATION MANAGEMENT

All of the component parts of the Strategic Initiatives and Information Management (SIIM) Division have a role in delivering outcomes that meet the Museum's stated Mission and which centre on key themes of information and knowledge management and communication, as well as establishing a strategic focus to fulfil longer term objectives. The users of, and stakeholders in, the products and services generated by SIIM are both internal (across the whole Museum) and external (throughout government, Trust, the general public, the private sector, other government agencies etc.). The component parts of this Division are: the Associate Director's Office, the Australian Museum Research Centre (AMARC), the Marketing and Sponsorship Unit, the Strategic Initiatives Unit, Publishing and the Information Management Branch. The latter comprises: Wide Area Network, Database Development, the Archives and Records Management Unit, the Research Library, search & discover and websites development.

THE STRATEGIC INITIATIVES UNIT (SIU)

The inability to fully staff the Unit constrained the extent to which it was able to give full effect to its mandate to develop, manage, monitor and coordinate major new and existing strategic initiatives and programs which impact on the development of the Museum. By necessity, the Unit focused on a limited number of major ongoing initiatives.

The annual Australian Museum Eureka Prizes

With an increase of almost 40% in the number of prizes on offer in 2002, the Eureka Prizes firmly cemented their position as Australia's most comprehensive and premier national science awards. Prizes worth almost \$180,000 were supported through a unique partnership between government, educational institutions and leading private sector companies and organisations.

FATE (Future of Australia's Threatened Ecosystems)

Support continued to grow for the Museum's innovative FATE project, designed to scientifically test the hypothesis that sustainable use of native resources can produce conservation and economic benefits for rural and regional Australia. Extensive land-holder consultations were undertaken during the year, with positive outcomes. Significant grant funding was secured for an economic analysis component of the project, and public support for native produce enthusiastically demonstrated during the Museum's involvement in a major food festival.

The Somerville Collection

Working with the Bathurst City Council, Charles Sturt University and the Ministry for the Arts, real progress was achieved in the development of the proposed Bathurst museum to house the Museum's Somerville collection of fossils and minerals.

MARKETING AND SPONSORSHIP

The Australian Museum Marketing and Sponsorship Unit had an eventful year developing and executing communications strategies for a series of crowd-pleasing temporary exhibits, scientific research, an internationally released documentary and the preparation for the launch of the 2002 blockbuster, *Chinese Dinosaurs*. In addition, it appointed a specialist sponsorship firm to assist in developing and facilitating mutually beneficial sponsorship relationships with corporations.

The Australian Museum's ground-breaking work on cloning the Thylacine was the subject of *End of Extinction*, a one-hour documentary, which was released worldwide to more than 312 million cable subscribers in 155 countries and territories. It was a collaborative work between the Australian Museum, the Becker Film Group and the Disney Channel. Its preview media launch saw virtually every major Australian newspaper, TV and radio station carry a story about the Museum's pioneering work. According to Reuters news agency, the story was covered by 50% of the world's media, putting the Australian Museum squarely in the international scientific spotlight.

The Museum's 2002 Public Program will be heralded by *Chinese Dinosaurs*. Prior to the July 2002 opening, months of preparation were completed on creative and cost effective strategic marketing initiatives that would deliver the largest share of voice in the market place and to ultimately generate high visitor numbers. This included a full mix of publicity initiatives together with judicious print, radio and TV advertising. New building banner systems and the use of City of Sydney flagpoles were integral to the dynamic visual strategy. Strategic partnerships were also sought, including relationships with the Chinese cultural and business community.

During the year, The Australian Museum was supported by the BG Group, the Australian Skeptics, the Discovery Channel, Lexmark and the Australia Council.

THE AUSTRALIAN MUSEUM AUDIENCE RESEARCH CENTRE

The Australian Museum Audience Research Centre (AMARC) was successful in obtaining a grant from the Australia Council New Audiences program to undertake research into Indigenous youth accessing museums. AMARC entered into a partnership with the Royal Botanic Gardens, Environmetrics and UTS Sydney Faculty of Education (from whom it received a grant), to undertake a study into measuring museum learning. AMARC also collaborated with Museum Studies (The University of Sydney) to present a conference called 'UNCOVER – Graduate Research in the museums sector', attended by over 80 delegates from around Australia.

YEAR IN REVIEW

STRATEGIC INITIATIVES & INFORMATION MANAGEMENT

INFORMATION MANAGEMENT

Australian Museum online – Website Development

Major content areas were developed throughout the year, including two new sites. The Living Harbour website explores the richness of the cultural and natural heritage of the harbour; and a new Birds website was developed. Over 100 new fact sheets went online; Wildlife of Sydney database and activities as part of the FaunaNet project was launched along with an Invertebrate Resources Directory; an enhancement of resources for teachers including Web-in-a-box and science learning activities; and an online Museum Shop went live. The Australian Museum Business Services, Lizard Island and the Materials Conservation and the Built Environment sites were completely rebuilt.

In April 2002, Anne Skates, Web Development Unit Manager, and Peter Firminger, Websites Administrator, presented a workshop on the Museum's websites content management system at the international conference on Museums and the Web in Boston.

The total site visitors for all domains for the period 1 July 2001 – 30 June 2002 were:

- 3.172 million sessions (average: 8689 per day)
- 11.194 million page views (average: 30,668 per day)
- 99.327 million hits (average: 272,128 per day)

Australian Museum websites increased to 11 and comprise:

- Australian Museum online www.amonline.net.au
- Australian Museum Business Services www.ambs.com.au (new)
- Crustacea Net www.crustacea.net
- Indigenous Australia www.dreamtime.net.au
- Future of Australia's Threatened Ecosystems www.fate.net.au (new)
- *Australia's Lost Kingdoms* www.lostkingdoms.com
- *Nature Australia* magazine www.natureaustraliamagazine.com.au
- Nature Focus www.naturefocus.com.au
- Science in the City www.scienceinthecity.net (new)
- Sea Slug Forum www.seaslugforum.net
- FaunaNet www.faanet.gov.au/new

NETWORK

After investigating a number of packages, the collection managers decided to use KE Software's collection management software, EMu. It was decided to run this application on a Sun Solaris platform. This new Sun host has been implemented and, in line with the policy of consolidation, the storage and tape backup has been shared with other network servers. This implementation allowed for the consolidation of a number of collections servers into a single server, which provides higher speed access, ease of management and better reliability.

A Network Operations Manager has been appointed to manage the day-to-day operations of the Museum's network, to build in-house knowledge of IT systems and improve end-user support.

ARCHIVES & RECORDS

The Archives & Records Management Unit has been severely understaffed during 2001/02 as four of the five Unit positions established in the Museum restructure have not been filled.

Temporary archival assistance has helped in handling over 500 internal and external research enquiries. Significant archival assistance was given to Anthropology staff in their collection databasing project, which is recording object documentation, and to the Aboriginal Heritage Unit's Repatriation of Human Remains project, similarly investigating related documentation.

Two new fact sheets were written for the Archives website: *Birth of the Museum* to note the 175th anniversary of Earl Bathurst's letter establishing the Museum in 1827, and *Curators and Directors of the Museum*.

Seahorse drawings held in the Archives were displayed in the major Museum exhibition *Catching ... the harbour* which ran from July to December 2001.

A photographic archives project to preserve anthropologist Frederick McCarthy's photographs (primarily rock art images, many from the 1949 Arnhem Land Expedition) has been made possible through the allocation of capital funds received as part of the Collections Digitisation funding. This collection of images was at risk through film decay known as 'vinegar syndrome'. The project has employed a photographer to copy the images from the original cellulose acetate film to archival quality transparency, and to have them digitally scanned. The Museum has agreed to be part of the National Library of Australia's cellulose acetate strategy to identify such film collections at risk from 'vinegar syndrome' and develop strategies for their long-term survival.

RESEARCH LIBRARY

This year the Research Library continued its commitment to increasing public awareness of the Library's collections and services by developing a range of 'Treasure case' displays for the Museum's Atrium and the display cases in the Library. Examples of these displays include *Die Schmetterlinge – Esper's Butterflies* a magnificently illustrated text on moths and butterflies from the Research Library Rare Book collection; and the highly popular and much publicised *Sharks, Rays and Jenny Hanivers*, which received media coverage in the *Sydney Morning Herald* and *MUSE*. The feedback from these displays has been very positive.

In July 2001, a major three-year project began to migrate the Research Library's holdings from the card catalogue to the Library's online catalogue. The card catalogue contains approximately 85,000 monographic 3 x 5 catalogue cards and some 15,000 serial catalogue cards, and represents library materials acquired and catalogued prior to 1988. When completed, this project will be a major achievement and will provide our clients with a simple and much more effective means of navigating through the Library's collection.

During 2001/02 the Research Library had over 7,168 visitors (including both staff and the public) and dealt with approximately 577 in-depth research enquiries. The Research Library also provided access to its resources via the Inter-library Loans system, and received over 769 requests from other libraries for items from its collection. This was more than double the number of requests received in the previous year and is an indication of the great value of our retrospective cataloguing project.

YEAR IN REVIEW

STRATEGIC INITIATIVES & INFORMATION MANAGEMENT

SEARCH & DISCOVER

During the last financial year we recorded 88,520 visitors and 5202 enquiries. Search & discover staff have worked with the web team to make an increasing amount of information available online to the public, thus reducing the repetitive and paper intensive requests of previous years.

After seven years of operations, search & discover received a face lift – the public space had major overhaul with a new front desk, shelving, display bench and furniture and the office fit-out was completed to accommodate the integration of both search & discover and web staff. A CDROM server was installed to allow visitors easier access to the available CDs and to minimise staff loading, reformatting and resetting after individual use. Internet computers were replaced with new faster and more efficient hardware.

Visitors and remote users continue to praise the service, staff and resources provided by search & discover. As in previous years, seasonal enquiries for information and identifications included spiders; insects such as bees, wasps, bugs and ants; and animals that are pests or pose some threat to our enquirers.

Secondary science and university students continue to use our resources on topics such as: water balance in insects, adaptation to environment and human evolution.

An increase in visits by carers with very young children and visitors and users from regional New South Wales has been recorded.

Four Casual and Temporary Information Officer positions became permanent.

PUBLISHING

Access to the research and collections of the Australian Museum is enhanced by the activities of the Publishing Unit which produces a wide range of publications each year. 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 Bookshop or the Publishing Unit. Access to Scientific Publications is also available through www.amonline.net.au/publications.

An external review of the Publishing Unit was completed during the year and the recommendation submitted to Senior Management. Achievements of the Unit during the year include:

- Publication of a wide variety of corporate and commercial projects including a series of six children's books on marine invertebrates co-published with Macmillan Education and almost 50 Museum corporate brochures, flyers and magazines (see Appendix K).
- Thirty-four scientific papers were produced by the Publishing Unit; the 1250 printed pages are also available online at the Scientific Publications website (see also Appendix P). Major contributions include the archaeology of prehistoric human settlement of Norfolk Island, sapphire-ruby deposits of eastern Australia, an entire catalogue of the invertebrates of NSW World Heritage Areas and the description of 124 new species and 18 new genera.
- Access to the Museum's photographic collections for commercial and non-commercial purposes was coordinated by Nature Focus. Over 350 jobs were undertaken during the year and over 10,000 images were sourced and supplied to customers by Nature Focus.

- Nature Focus continued to work on museum products by providing images for the Biodiversity Gallery, FATE Program, Australian Museum online, FaunaNet, Science in the City, *Nature Australia* and *MUSE* magazines.
- During the year, the Photography department was involved in a wide variety of Museum projects and completed over 600 individual requests.

LEGAL DEPOSIT

In accordance with the requirements of the New South Wales Copyright Act 1879-1952, ss 5-7, copies of all Australian Museum publications are lodged with legal deposit officers at the following institutions: the State Library of New South Wales, the NSW Parliamentary Library, the Fisher Library at the University of Sydney Library, the Ward Library at the University of Western Sydney, the National Library of Australia and the NSW Government Information Service. Copies of all Museum publications are also kept in the Australian Museum Research Library.



FINANCIAL REVIEW OF THE YEAR

FINANCIAL SUMMARY

The Australian Museum's financial operations for 2001/02 resulted in a surplus of \$170,000. Admissions to the Museum were down slightly on the previous year. Some 236,682 people were admitted to the College Street site during the year (245,852 in 2000/01). The visitors average for the previous five years was 299,650. Revenue from admissions was \$1,159,288, a decrease of 10.9 per cent on the 2000/01 return of \$1,301,270. There were no special exhibitions during 2001/02 for which a supplementary entrance fee was charged.

During the year there were no new major exhibitions. A number of smaller exhibitions included *British Gas Wildlife Photographer of the Year 2000* and *2001, New Traditions – Vanuatu, Science in the City, Mission Earthling* and *Body Art II*. These exhibitions were free of charge upon payment of the general admission fee.

The Museum's retail shop achieved sales of \$805,943 compared with \$795,554 in 2000/01, an increase of 1.3 per cent. Australian Museum Business Services, which contracts-in environmentally related consultancies and projects, achieved revenue of \$1,652,214, a decrease of 13.7 per cent on the previous year's \$1,915,155.

Capital funding provided by Treasury amounted to \$4,397,000 and allowed the Museum to undertake initial major upgrading of the Museum's fire safety system and upgrade air conditioning of public areas. A number of minor works relating to buildings, security issues and office and work area refurbishments as well as the acquisition of some minor capital equipment were able to be completed.

The Museum is responsible for the maintenance of heritage classified buildings and as their heritage status requires more specialised treatment and trades skills, maintenance costs and administrative oversight are often higher than would be incurred in contemporary buildings.

VALUATION OF COLLECTIONS

The Museum continued a process to determine a value for its substantial collection holdings, to comply with the 'Guidelines on Recognition and Valuation of Cultural Collection Assets' and the requirements of the State Treasury.

Due to the size and complexity of the Museum's collection holdings, the determination and application of a suitable valuation methodology has been difficult. Attempts by expert valuers to determine a fair value for the collection in previous years resulted in considerable variations in the collection value. These variations have led to a much more detailed and rigorous approach to the application of a valuation methodology in the current year.

The valuation process is nearing completion. It is expected that, as a result of the application of a more rigorous process, the value of the collection will be significantly less than values that were alluded to in previous annual reports. The value will not be included in the current report. Due to delays in finalising the valuation, NSW Treasury issued a direction under Section 9(2) of the Public Finance and Audit Act 1983 not to recognise a value in the financial statements for the period ended 30 June 2002.

It should be noted that the Museum believes that a financial valuation does not reflect the intrinsic worth of its collections. The true value of the collection material should be measured in terms of its cultural and scientific worth. It should be understood that specimens have been collected over a period in excess of 150 years and that many items could not be replaced for a variety of reasons, including extinction of species and changes in cultural practices. Such specimens are invaluable and irreplaceable.

MATERIAL ADJUSTMENTS TO BUDGETS

During 2001/02 no material adjustments were made to the Museum's budget.

ECONOMIC AND OTHER FACTORS AFFECTING THE ACHIEVEMENT OF OPERATIONAL OBJECTIVES

There were 236,682 visitors admitted to the Museum in 2001/02. This was a decline of 9,170 on the previous year. There were two major exhibitions for which a supplementary charge was made in the previous year, but none in 2001/02. The Museum appraised its available resources and put in place a reduced but effective program of small exhibitions and activities.

OUTLINE OF BUDGET FOR 2002/03

Treasury has provided a budget allocation that will allow the Museum to operate throughout 2002/03 at a similar level to 2001/02.

While a substantial impact of the Museum's previous voluntary redundancy program initially affected the Public Programs area, the Museum has been able to put in place a reasonable program of exhibitions and activities for 2002/03 by a combination of continued management reforms, efficiencies and an effective allocation of resources.

Anticipated funding for 2001/02 includes:

- \$20.305 m recurrent appropriation from Treasury;
- \$4.397 m capital appropriation from Treasury;
- \$1.317 m in grants and sponsorships;
- \$7.355 m from other revenues; and
- \$0.630 m from Treasury for employee entitlements and liabilities.

FINANCIAL REVIEW OF THE YEAR

FINANCIAL SUMMARY

ACCOUNTS PAYMENT PERFORMANCE REPORT

	30/9/01 '000	31/12/01 '000	31/3/02 '000	30/6/02 '000
SCHEDULE OF ACCOUNTS PAYABLE AT QUARTER END				
Current within due date	5,398	3,722	3,303	5,848
Less than 30 days overdue	134	193	556	282
Between 30 and 60 days overdue	32	64	134	268
Between 60 and 90 days overdue	14	451	37	77
Over 90 days overdue	41	16	13	59
TOTAL	5,619	4,446	4,043	6,534

	30/9/01 '000	31/12/01 '000	31/3/02 '000	30/6/02 '000
SCHEDULE OF ACCOUNTS PAID ON TIME – ACTUAL				
Percentage of accounts paid on time – Target	96%	95%	95%	95%
Total value of accounts paid on time	5,398	3,722	3,303	5,848
Total value of accounts paid	5,619	4,446	4,043	6,534
Percentage value of accounts paid on time	96%	84%	82%	90%

The Museum measures and reports its accounts payable performance on the basis of Creditor's 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.



INDEPENDENT AUDIT REPORT AUSTRALIAN MUSEUM TRUST

TO MEMBERS OF THE NEW SOUTH WALES PARLIAMENT

SCOPE

I have audited the accounts of the Australian Museum Trust for the year ended 30 June 2002. The Trust is responsible for the financial report consisting of the statement of financial position, statement of financial performance, statement of cash flows, and summary of compliance with financial directives, together with the notes thereto, and the information contained therein. My responsibility is to express an opinion on the financial report to Members of the New South Wales Parliament based on my audit as required by the *Public Finance and Audit Act 1983* (the Act). My responsibility does not extend to an assessment of the assumptions used in formulating budget figures disclosed in the financial report.

My audit has been conducted in accordance with the provisions of the Act and Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates.

These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the requirements of the Act, Accounting Standards and other mandatory professional reporting requirements, in Australia, so as to present a view which is consistent with my understanding of the Trust's financial position, the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

QUALIFICATION

As detailed in Note 1(s) to the financial statements, no amount for collection assets has been recognised in the statement of financial position. This complies with a direction that the Treasurer has issued under the Act. However in my opinion, this is a departure from Australian Accounting Standard AAS29 "Financial Reporting by Government Departments" as it is probable that the future economic benefits embodied in these assets will eventuate and that they possess a cost or value that can be measured reliably. My audit opinion on the financial report for the year ended 30 June 2001 was also qualified on this issue.

QUALIFIED AUDIT OPINION

In my opinion, the financial report of the Museum complies with sections 41B and 41BA of the Act, and except for the effects on the financial report of the matter referred to in the qualification paragraph, presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements the financial position of the Trust as at 30 June 2002 and the results of its operations and its cash flows for the year then ended.

A handwritten signature in black ink, appearing to read 'R J Sendt'.

R J SENDT
Auditor-General
SYDNEY
18 October 2002

FINANCIAL STATEMENTS

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

Pursuant to section 41c(1c) of the Public Finance and Audit Act we state that:

- a) The financial statements and notes thereon exhibit a true and fair view of the financial position and transactions for the year ended 30 June 2002.
- b) The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements, the requirements of the Public Finance & Audit Act 1983, Public Finance and Audit Regulation 2000, and the Financial Reporting Code for Budget Dependent General Government Sector Agencies.
- c) There are no circumstances that would render any particulars included in the financial statements to be misleading or inaccurate. No valuation of collection assets has been included in the financial statements as required by Australian Accounting Standard AAS29 "Financial Reporting by Government Departments". The value is not included in the current report. Due to delays in finalising the valuation, NSW Treasury issued a direction under Section 9(2) of the Public Finance and Audit Act 1983 to not recognise a value in the financial statements for the period ended 30 June 2002.



MR BRIAN SHERMAN
President of the Trust



PROFESSOR MICHAEL ARCHER
Secretary of the Trust

FINANCIAL STATEMENTS

AUSTRALIAN MUSEUM TRUST
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2002

	NOTES	ACTUAL 2002 \$'000	BUDGET 2002 \$'000	ACTUAL 2001 \$'000
Expenses				
Operating Expenses				
Employee related	3 (a)	18,246	19,060	19,005
Other operating expenses	3 (b)	10,332	9,443	10,521
Maintenance	3 (c)	1,497	1,660	1,533
Depreciation	3 (d)	4,274	3,750	3,574
Grants and subsidies	3 (e)	93	45	96
Total Expenses		34,442	33,958	34,729
Less:				
Retained Revenue				
Sale of goods and services	4 (a)	6,108	7,294	6,772
Investment Income	4 (b)	34	61	105
Grants and contributions	5,6	2,096	1,317	1,598
Total Retained Revenue		8,238	8,672	8,475
Gain/(Loss) on disposal of non-current assets	7	(75)	-	(780)
NET COST OF SERVICES	21(a)	26,279	25,286	27,034
Government Contributions				
Recurrent appropriation		20,323	20,305	20,574
Capital appropriation		4,127	4,397	3,816
Acceptance by Crown Entity of employee entitlements and other liabilities	8	1,999	630	1,780
Total Government Contributions		26,449	25,332	26,170
SURPLUS/(DEFICIT) FOR THE YEAR FROM ORDINARY ACTIVITIES		170	46	(864)
TOTAL CHANGES IN EQUITY OTHER THAN THOSE FROM RESULTING FROM TRANSACTIONS WITH OWNERS AS OWNERS				
		170	46	(864)

The accompanying notes form part of these Financial Statements

FINANCIAL STATEMENTS

AUSTRALIAN MUSEUM TRUST
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2002

	NOTES	ACTUAL 2002 \$'000	BUDGET 2002 \$'000	ACTUAL 2001 \$'000
ASSETS				
Current Assets				
Cash	9	1,051	93	1,096
Receivables	11	1,725	1,056	1,445
Inventories	12	210	300	216
Other financial assets	10	186	900	186
Other		-	1	-
Total Current Assets		3,172	2,350	2,943
Non-Current Assets				
Property, Plant and Equipment				
- Land and Buildings	13(a, b)	192,558	192,703	193,060
- Plant and Equipment	13(a, c, d)	20,802	22,107	20,274
Total Property, Plant and Equipment		213,360	214,810	213,334
Total Non-Current Assets		213,360	214,810	213,334
TOTAL ASSETS		216,532	217,160	216,277
LIABILITIES				
Current Liabilities				
Payables	14 (a)	1,895	486	1,502
Interest bearing liabilities	14 (b)	254	80	709
Employee entitlements and other provisions	14 (c)	1,666	1,349	1,519
Other		-	150	-
Total Current Liabilities		3,815	2,065	3,730
Total Liabilities		3,815	2,065	3,730
Net Assets		212,717	215,095	212,547
EQUITY				
Reserves	15	202,690	202,750	202,750
Accumulated funds	15	10,027	12,345	9,797
Total Equity		212,717	215,095	212,547

The accompanying notes form part of these Financial Statements.

FINANCIAL STATEMENTS

AUSTRALIAN MUSEUM TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2002

	NOTES	ACTUAL 2002 \$'000	BUDGET 2002 \$'000	ACTUAL 2001 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(16,865)	(18,073)	(18,219)
Grants and subsidies		(43)	(45)	(96)
Other		(13,015)	(13,037)	(11,710)
Total Payments		(29,923)	(31,155)	(30,025)
Receipts				
Sale of goods and services		5,929	7,312	6,279
Interest received		34	61	110
Other		3,612	2,973	1,598
Total Receipts		9,575	10,346	7,987
Cash Flows From Government				
Recurrent Appropriation		20,323	20,305	20,574
Capital Appropriation		4,127	4,397	3,816
Cash reimbursements from the Crown Entity		729	630	706
NET CASH FLOWS FROM GOVERNMENT		25,179	25,332	25,096
NET CASH FLOWS FROM OPERATING ACTIVITIES	21(a)	4,831	4,523	3,058
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of investments		-	-	(6)
Purchases of Land and Buildings, and Plant and Equipment		(4,466)	(4,397)	(4,747)
Proceeds from sale of Plant and Equipment		45	-	-
Purchases of investments		-	(50)	-
Repayment of borrowings and advances		-	(120)	-
NET CASH FLOWS FROM INVESTING ACTIVITIES		(4,421)	(4,567)	(4,753)
NET (DECREASE) / INCREASE IN CASH		410	(44)	(1,695)
Opening cash and cash equivalents		387	137	2,082
CLOSING CASH AND CASH EQUIVALENTS	9	797	93	387

The accompanying notes form part of these Financial Statements

FINANCIAL STATEMENTS

AUSTRALIAN MUSEUM TRUST
SUMMARY OF COMPLIANCE WITH FINANCIAL DIRECTIVES
FOR THE YEAR ENDED 30 JUNE 2002

	RECURRENT APPROPRIATION \$'000	EXPENDITURE CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPROPRIATION \$'000	EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000	RECURRENT APPROPRIATION \$'000	EXPENDITURE CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPROPRIATION \$'000	EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000
ORIGINAL BUDGET APPROPRIATION/EXPENDITURE	2002				2001			
Appropriation Act	20,305	20,305	4,397	4,127	19,403	19,394	3,816	3,816
Additional Appropriations	-	-	-	-	-	-	-	-
s. 21A PF&AA – special appropriation	-	-	-	-	-	-	-	-
s. 24 PF&AA – transfers of functions between departments	-	-	-	-	-	-	-	-
s. 26 PF&AA – Appropriations Act	-	-	-	-	1,180	1,180	-	-
	20,305	20,305	4,397	4,127	20,583	20,574	3,816	3,816
OTHER APPROPRIATIONS/ EXPENDITURE								
Treasurer's Advance	18	18	-	-	-	-	-	-
Section 22 - expenditure for certain works and services	-	-	-	-	-	-	-	-
Transfers from another agency (section 28 of the Appropriation Act)	-	-	-	-	-	-	-	-
	18	18	-	-	-	-	-	-
TOTAL APPROPRIATIONS/ EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND (INCLUDES TRANSFER PAYMENTS)	20,323	20,323	4,397	4,127	20,583	20,574	3,816	3,816
AMOUNT DRAWN DOWN AGAINST APPROPRIATION		20,323		4,127		20,574		3,816
LIABILITY TO CONSOLIDATED FUND		-		-		-		-

The Summary of Compliance is based on the assumption that Consolidated Fund moneys is spent first (except where otherwise identified or prescribed).

FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) The Museum Trust Reporting Entity

The Australian Museum Trust comprises all the entities under its control. These entities include The Australian Museum Society, Australian Museum Foundation and the Lizard Island Research Station. It also encompasses funds that are restricted for specified purposes by the grantor or donor, but are nevertheless controlled by the Trust.

In the process of preparing the consolidated financial statements for the economic entity consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated.

The reporting entity is consolidated as part of the NSW Total State Sector and as part of the NSW Public Accounts.

(b) Basis of Accounting

The Australian Museum Trust's financial statements are a general purpose financial report which has been prepared on an accruals basis and in accordance with the applicable Australian Accounting Standards; other authoritative pronouncements of the Australian Accounting Standards Board (AASB); Urgent Issues Group (UIG) Consensus Views; the requirements of the Public Finance and Audit Act and Regulation; and the Financial Reporting Directions published in the Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer under Section 9(2)(n) of the Act.

Where there are inconsistencies between the above requirements, the legislative provisions have prevailed. In the absence of a specific Accounting Standard, other authoritative pronouncement of the AASB or UIG Consensus View, the hierarchy of other pronouncements as outlined in AAS 6 "Accounting Policies" is considered.

Except for certain land, some buildings and some plant and equipment that are recorded at valuation, the financial statements are prepared in accordance with the historical cost convention. The collection, the value of which has not been finalised, has not been recognised in the Statement of Financial Position.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(c) Revenue Recognition

Revenue is recognised when the Trust has control of the goods or right to receive, it is probable that the economic benefits will flow to the Trust and the amount of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below.

(i) Parliamentary Appropriations and Contributions from Other Bodies

Parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as revenues when the agency obtains control over the assets comprising the appropriations/contributions. Control over appropriations and contributions are normally obtained upon the receipt of cash.

An exception to the above is when appropriations are unspent at year-end. In this case, the authority to spend the money lapses and generally the unspent amount must be repaid to the Consolidated Fund in the following

financial year. As a result, unspent appropriations are now accounted for as liabilities rather than revenue.

(ii) Sale of Goods and Services

Revenue from the sale of goods and services comprises revenue from the provision of products or services, i.e. user charges. User charges are recognised as revenue when the agency obtains control of the assets that result from them.

(iii) Investment income

Interest revenue is recognised as it accrues. Rent revenue is recognised in accordance with AAS 17 'Accounting for Leases'. Royalty revenue is recognised on an accrual basis in accordance with the substance of the relevant agreement.

(d) Employee Entitlements

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages, annual leave and vesting sick leave are recognised and measured as the amount unpaid at the reporting date at current pay rates in respect of employees' services up to that date.

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 entitlements accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee entitlements to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

The Trust's liabilities for long service leave and superannuation are assumed by the Crown Entity. The Museum accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of Employee Entitlements and other Liabilities".

Long service leave is measured on a nominal basis. The nominal method is based on the remuneration rates at year end for all employees with five or more years of service. It is considered that this measurement technique produces results not materially different from the estimate determined by using the present value basis of measurement.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. 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.

(e) Insurance

The Trust's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government agencies. The Fund Manager, based on past experience, determines the expense (premium).

FINANCIAL STATEMENTS

(f) Accounting for the Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except:

- the amount of GST incurred by the agency 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.

(g) Acquisition of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Trust. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition.

(h) Plant and Equipment

Plant and equipment costing \$3,000 and above individually are capitalised.

(i) Revaluation of Physical Non-Current Assets

The Museum's Heritage Buildings are valued at replacement cost for a building closely resembling the existing facility. Other Museum buildings are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued on an existing use basis which is market value, subject to the restrictions imposed by the heritage buildings on the site.

Each class of physical non-current assets is revalued every 5 years. The last such revaluation was completed on 30 June 1998 and was based on an independent assessment.

In accordance with Treasury policy, the agency has applied the AASB 1041 "Revaluation of Non-Current Assets" transitional provisions for the public sector and has elected to continue to apply the existing revaluation basis while Treasury's policy on fair value is finalised. It is expected, however, that in most instances the current valuation methodology will approximate 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 are separately restated. Otherwise, any balances of accumulated depreciation existing at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements. The recoverable amount test has not been applied as the agency is a not-for-profit entity whose service potential is not related to the ability to generate net cash inflows.

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.

Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

(j) Depreciation

Depreciation is provided for on a straight line basis for all depreciable assets (except the Museum's heritage buildings and collections) so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Museum. Land is not a depreciable asset.

All material, separately identifiable, component assets are recognised and depreciated over their shorter useful lives, including those components that in effect represent major periodic maintenance.

Heritage buildings are not depreciated. The other buildings at the Sydney site are divided into Major buildings that are depreciated over their estimated life of 80 years and Minor buildings that are depreciated over their estimated remaining life of 20 to 60 years.

The buildings on Lizard Island are depreciated over their remaining estimated life of up to 40 years on the assumption that the Museum's lease of land on the island will be renewed.

Depreciation rates for each plant and equipment asset category are as follows:

Buildings	1.25%-6.67%
Plant and Equipment	10%-33.33%
Vehicles/Vessels	15%

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

(k) Maintenance and repairs

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

(l) Cash

Cash comprises cash on hand and bank balances with the Museum's bankers. Interest is earned on daily balances at a fixed rate.

(m) Receivables

Receivables are recognised and carried at cost, based on the original invoice amount less a provision for any uncollectable debts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Bad debts are written-off as incurred.

(n) Inventories

Inventories are valued at the lower of cost and net realisable value. The cost is calculated using the weighted average cost or 'first in first out' method.

(o) Other financial assets

Investments are term deposits with the Commonwealth Bank of Australia and are valued at cost. The interest rate is added to the term deposits every six months and at maturity. Interest revenues are recognised as they accrue.

(p) Payables

These amounts represent liabilities for goods and services provided to the Museum and other amounts, including interest which is accrued over the period it becomes due.

FINANCIAL STATEMENTS

(q) Interest bearing liabilities

All loans are valued at current capital value. An overdraft limit was not exceeded and interest charges have not been incurred.

(r) Budgeted amounts

The budgeted amounts are drawn from the budgets as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s 21A, s 24 and/or s 26 of the Public Finance and Audit Act 1983.

The budgeted amounts in the Statement of Financial Performance and the Statement of Cash Flows are generally based on the amounts disclosed in the NSW Budget Papers (as adjusted above). However, in the Statement of Financial Position the amounts vary from the Budget Papers as the opening balances of the budgeted amounts are based on carried forward actual amounts, ie per the audited financial statements (rather than carried forward estimates).

(s) Valuation of Collection Assets

No valuation of collection assets has been provided in the financial statements as required by the Australian Accounting Standard AAS29 "Financial Reporting by Government Departments".

Efforts to refine the valuation to achieve a more reliable value for collection assets continued during the year. These efforts have produced a much more detailed and rigorous approach in the application of a valuation methodology in the current year.

The valuation process is nearing completion. It is expected that, as a result of the application of a more rigorous process, the value of the collection will be significantly less than values that were mentioned in previous annual reports. The value will not be included in the current report. Due to delays in finalising the valuation, NSW Treasury issued a direction under Section 9(2) of the Public Finance and Audit Act 1983 to not recognise a value in the financial statements for the period ended 30 June 2002.

2. BUDGET REVIEW

Net Cost of Services

Total Operating Expenses, including Employee Related and Other Operating Expenses, exceeded budget by \$125,000. Costs during the year included increases related to variations in the Public Sector Award and the Librarians and Technicians Award, as well as a range of other non-discretionary increases. These increases were offset, to some extent, by savings associated with a managed recruitment program throughout the year.

Grant income increased. Related expenditure is only undertaken in line with formal agreements for the provision of grants funding.

Depreciation increased as a result of a range of factors including the demolition of a property at Lizard Island and the write back of a proposed exhibition.

Sales of goods and services decreased, partly relative to a reduction in the number of special exhibitions and lower levels of commercial activity.

Assets and Liabilities

Receivables increased due to higher than anticipated trade debtors towards the end of the financial year.

Payables increased as accruals were taken up and more income from commercial activities was received in advance.

Cash Flows

The reported cash flow position was affected by a number of factors including lower than anticipated admission and venue hire income as a result of decreased exhibition activity, reduced employee related expenses due to a restricted recruitment program and reduced commercial activity.

3. EXPENSES

	2002	2001
	\$'000	\$'000

(a) Employee Related Expenses

Comprised the following specific items:

Salaries and wages (including recreation leave)	15,067	15,999
Superannuation	1,301	1,291
Payroll Tax and Fringe Benefit Tax	929	973
Long Service Leave	615	412
Workers' Compensation Insurance	321	280
Other	13	50
	18,246	19,005

(b) Other Operating Expenses

Comprised the following items:

Auditor's Remuneration		
– audit or review of the financial reports	41	46
Bad and doubtful debts	4	26
Rental Expense	692	738
Freight	70	125
Motor Vehicles	175	128
Advertising and Promotional	859	1,028
Electricity	281	407
Consultants	66	108
Contractors	1,298	943
Travel and Accommodation	681	619
Cleaning and Waste Removal	370	328
Cost of Sales	474	629
Insurance	1,291	981
Postal and Telephone	505	375
Working Expenses	3,010	3,531
Printing	515	509
	10,332	10,521

FINANCIAL STATEMENTS

	2002 \$'000	2001 \$'000
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(c) Maintenance

Comprised the following items:

Repairs and Routine Maintenance	1,497	1,533
	1,497	1,533

(d) Depreciation

Depreciation was charged as follows:

Buildings	278	140
Exhibitions	1,162	1,193
Plant and Equipment	2,834	2,241
	4,274	3,574

(e) Grants and Contributions

Grants and contributions were as follows:

Visiting Fellowships	43	51
Post Graduate Research Grants	10	45
Other Grants	40	-
	93	96

4. RETAINED REVENUE

(a) Sale of Goods and Services

Comprised the following items:

Sale of Goods and Services comprised:

Sale of Goods	2,825	2,972
Rendering of services	3,283	3,800
	6,108	6,772

(b) Investment Income

Interest	34	105
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5. GRANTS AND CONTRIBUTIONS

	2002 \$'000	2001 \$'000
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Revenue from Grants and Contributions comprised:

Scientific Research – Federal Government Grants	629	488
Scientific Research – State Government Grants	353	276
Other Grants	534	241
Donations	481	326
Other	99	267
	2,096	1,598

Services provided at no cost by Public Works were \$64,609.75.

6. CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS

The Museum receives grants from various bodies for specific purposes (see note 5). These grants, whilst specific in nature, do not impose conditions as to how the funds are to be expended other than in accordance with the grant's purpose. Funds unexpended at balance date comprise:

Scientific Research – Federal Government Grants	232	321
Scientific Research – State Government Grants	344	114
Other Grants	850	378
	1,426	813

Application of Trust assets is restricted because conditions of the grants require future allocation of available funds for specified purposes.

7. GAIN/(LOSS) ON SALE OF NON-CURRENT ASSETS

Gain/ (Loss) on disposal of Non-Current Assets

Proceeds from Sale	45	-
Written-down value of assets disposed of	(120)	(780)
Gain / (loss) on disposal of Non -Current Assets	(75)	(780)

8. ACCEPTANCE BY CROWN ENTITY OF EMPLOYEE AND OTHER LIABILITIES

The following liabilities and/or expenses have been assumed by the Crown Entity or other government agencies:

Superannuation	1,301	1,291
Long Service Leave	615	406
Payroll Tax on Superannuation	83	83
	1,999	1,780

FINANCIAL STATEMENTS

9. CURRENT ASSETS – CASH

	2002 \$'000	2001 \$'000
Cash at bank and on hand	136	90
Deposits at call	915	1,006
Closing Cash and Cash Equivalents	1,051	1,096

For the purpose of the Statement of Cash Flows, cash includes cash on hand, cash at bank and bank overdraft. Cash assets recognised in the Statement of Financial Position are reconciled to cash at the end of the financial year as shown in the Statement of Cash Flows as follows:

Cash (per Statement of Financial Position)	1,051	1,096
Bank Overdraft	(254)	(709)
Closing Cash and Cash Equivalents	797	387

Refer to note 12(b) for bank overdraft.

10. CURRENT ASSETS – OTHER FINANCIAL ASSETS

Investments

Investments recorded at cost comprised:

Bank Deposits	186	186
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11. CURRENT/NON-CURRENT ASSETS – RECEIVABLES

At an aggregate value of \$1,725,000 was recorded at balance date and comprised:

Trade Debtors	1,439	1,187
Accrued Revenue Payments	276	298
Other Receivables	25	22
	1,740	1,507
Less Provision for Doubtful Debts	15	62
	1,725	1,445

12. CURRENT/NON-CURRENT ASSETS – INVENTORIES

Shop Sales

- At Cost	210	216
	210	216

The value recorded at 30 June 2002 of \$ 209,812 (\$216,188 as at 30 June 2001) represented stock in trade held in the Museum's College Street shop and finished goods. All stock is considered as Current Assets.

FINANCIAL STATEMENTS

13. NON-CURRENT ASSETS

(a) Summary of Property, Plant and Equipment	LAND \$'000	BUILDINGS \$'000	PLANT & EQUIP \$'000	EXHIBITS \$'000	TOTAL \$'000
Cost					
At July 1, 2001	-	1,398	12,079	12,441	25,918
Additions	-	45	4,292	83	4,420
Reclassification	-	(256)	256	-	-
Disposals	-	-	(171)	(43)	(214)
At June 30, 2002	-	1,187	16,456	12,481	30,124
Valuation					
At July 1, 2001	15,870	177,590	10,370	-	203,830
Increments	-	-	-	-	-
Decrements	-	(150)	-	-	(150)
At June 30, 2002	15,870	177,440	10,370	-	203,680
Cost and Valuation	15,870	178,627	26,826	12,481	233,804
Depreciation					
At July 1, 2001	-	1,798	6,502	8,114	16,414
Charge for year	-	385	2,728	1,161	4,274
Depreciation write back	-	(244)	-	-	(244)
At June 30, 2002	-	1,939	9,230	9,275	20,444
Net Book Value At June 30, 2002	15,870	176,688	17,596	3,206	213,360
At June 30, 2001	15,870	177,190	15,947	4,327	213,334

(b) Land and Buildings	2002 LAND \$'000	2002 BUILDINGS \$'000	2002 TOTAL \$'000	2001 TOTAL \$'000
The value recorded in the Statement of Financial Position covers the following Trust Property:				
Museum Property – College and William Street, Sydney (at valuation)	10,000	175,282	185,282	185,494
Museum Property – Yurong and William Street, Sydney (at valuation)	5,870	-	5,870	5,870
Lizard Island Research Station Buildings (at valuation)	-	2,954	2,954	3,103
Buildings (at cost)	-	391	391	391
Less Accumulated Depreciation	-	(1,939)	(1,939)	(1,798)
	15,870	176,688	192,558	193,060

FINANCIAL STATEMENTS

The Valuer-General's Department valued the land at a market valuation. The date of valuation was 30 June 1998 for College Street.

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland Government. A new lease was negotiated for a nominal value and commenced on 1 July 1998 for a term of twenty years.

The Museum's Heritage Buildings are valued at replacement cost for a building closely resembling the existing facility. Other Museum buildings are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. The buildings were valued in June 1998 by Bryan Hazlewood, Quantity Surveyor.

(c) Plant and Equipment

	2002 \$'000	2001 \$'000
The book values are summarised as follows:		
Book value at 1 July	22,449	19,882
Net Additions/Deletions	4,377	2,567
	26,826	22,449
Less Depreciation	9,230	6,502
Book Value at 30 June	17,596	15,947

It is considered that the market value of Plant and Equipment approximates the book value. Fully depreciated items included in the Plant and Equipment register and still in use comprise 81 computers, 86 microscopes, 54 cameras, 15 exhibitions and 363 other items.

(d) Exhibitions

The value of exhibitions 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.

	2002 \$'000	2001 \$'000
Book value of Exhibitions operational at 1 July	12,444	12,055
Capitalisation of Exhibitions developed	37	386
	12,481	12,441
Less Depreciation to Operating Statement	9,275	8,114
Book value of Exhibitions at 30 June	3,206	4,327

The Museum has a number of fully depreciated Exhibits. The main items included in this category are:

Birds and Insects Gallery, Chapman Mineral Collection, Human Evolution, Skeletons, search & discover, Museum-on-the-Road, Sex Travelling Exhibition.

The Museum continues to derive service potential and economic benefit from these exhibits.

14. CURRENT LIABILITIES

(a) Payables

Creditors	712	673
Accruals	705	410
Income received in advance	278	219
Borrowings	200	200
	1,895	1,502

Borrowings represent a non-interest bearing loan.

(b) Interest Bearing Liabilities

Bank Overdraft	254	709
	254	709

The bank overdraft represents unrepresented cheques as at 30 June 2002.

(c) Employee Entitlements

Recreation leave	1,307	1,160
Accrued salaries and wages	359	359
Balance 30 June	1,666	1,519

FINANCIAL STATEMENTS

15. CHANGES IN EQUITY

	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
	ACCUMULATED FUNDS		ASSET REVALUATION		TOTAL EQUITY	
Balance at the beginning of the financial year	9,797	10,661	202,750	202,750	212,547	213,411
Changes in equity – other than transactions with owners as owners						
Surplus/(deficit) for the year	170	(864)	-	-	170	(864)
Transfer from Reserve following disposal of building	60	-	(60)	-	-	-
Total	230	(864)	(60)	-	170	(864)
Balance at the end of the financial year	10,027	9,797	202,690	202,750	212,717	212,547

16. COMMITMENTS FOR EXPENDITURE

(a) Other expenditure commitments

Purchase Orders for goods and services contracted for at 30 June 2002 not otherwise accounted for in the Statement of Financial Position totalled \$842,289 (\$2,115,684 at 30 June 2001).

All commitments are likely to fall due not later than one year.

(b) Capital commitments

Purchase Orders for goods and services contracted for at 30 June 2002 not otherwise accounted for in the Statement of Financial Position totalled \$228,475 (\$79,004 at 30 June 2001).

All commitments are likely to fall due not later than one year.

(c) Operating lease commitments

The Trust has forward commitments for lease rentals with respect to three properties it occupies as lessee. The aggregate lease expenditure contracted for at 30 June 2002 comprises:

	2002 \$'000	2001 \$'000
Not later than 1 year	844	675
Later than 1 year & not later than 5 years	1,627	1,590
Later than 5 years	12	-
	2,483	2,265

These operating lease commitments are not recognised in the financial statements as liabilities.

(d) Goods and Services Tax

Other Expenditure commitments disclosed above include \$226,741 for Goods and Services Tax. A contingent asset exists for the same amount, and is recoverable from the Australian Taxation Office.

17. MATERIAL ASSISTANCE PROVIDED AT NO COST TO THE MUSEUM

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
- Ministry for the Arts
- Donation of objects for the Collections

18. AUDIT FEE

The fee for the audit of the Museum's accounts and records by the Audit Office of New South Wales was \$40,500 (\$40,260 in 2001). No other benefits were provided/paid in respect of the audit. Internal audit was provided by the Internal Audit Bureau and paid for by the Ministry for the Arts.

19. MEMBERS 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.

20. CONTINGENT LIABILITIES

The Trust was not aware of any contingent liability relevant to its functions as at 30 June 2002.

21. NOTE TO STATEMENT OF CASH FLOWS

	2002 \$'000	2001 \$'000
(a) Reconciliation of net cash flows from operating activities to net cost of services		
Net cash used on operating activities	(4,831)	(3,058)
Depreciation	4,274	3,574
Acceptance by Crown Entity of Museum liabilities	1,999	1,780
Increase/(decrease) in Provisions	147	(288)
Decrease/(increase) in Receivables	(234)	(502)
Loss on Disposal of Plant & Equipment	75	780
Decrease/(increase) in Inventory	6	25
Increase/(decrease) in Creditors	393	333
Government Recurrent Allocation	20,323	20,574
Government Capital Allocation	4,127	3,816
Net cost of services	26,279	27,034

FINANCIAL STATEMENTS

(b) Bank Overdraft facility

The Museum has a \$403,000 bank overdraft facility on its operating account for payroll processing purposes. An offset facility of \$100,000 is included as part of this facility.

22. PROGRAM INFORMATION

The Australian Museum operates under one Budget program. The objective is to increase knowledge and public understanding of our natural environment and cultural heritage, especially in the Australian region.

23. FINANCIAL INSTRUMENTS

Cash

Cash comprises cash on hand, cash at bank and cash deposit account with the Commonwealth Bank of Australia. Interest is earned on daily bank balances and paid quarterly into the Museum's bank account.

Receivables

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectable are written-off. A provision for doubtful debts is raised when some doubt as to collection exists. The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on trade debtors. The carrying amount approximates net fair value. Sales are made on 30 days terms.

Creditors

Liabilities are recognised for amounts to be paid in the future for goods and services received, whether or not invoiced. These amounts are normally settled within creditor's terms. 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 statement is received. No interest for late payment was paid during the financial year.

Other financial Assets

Investments are brought to account at cost. The face value was \$186,241 as at 30 June 2002 (\$185,829 as at 30/6/01). Investments were on term deposit with the Commonwealth Bank of Australia. The interest rate for the duration of the investment has been 4.1% (3.95% for 2001) on average deposits payable quarterly.

END OF AUDITED FINANCIAL STATEMENTS



APPENDICES

APPENDIX A

Access

The Australian Museum is committed to providing new and improved access to its research, collections and facilities. All Divisions of the Museum have been involved in a great variety of activities to achieve this aim and these are addressed in this report generally. Listed below are key access issues and where in this report further information can be found on these particular areas.

Public Access

- Public Programs: pages 14–16
- Science (Science Communications Group): pages 17–19
- SIIM (Marketing, AMARC, search & discover, Research Library): pages 20–22

Community Access

- Public Programs (Biodiversity Changing Display): page 14

Indigenous Access

- Public Programs (Indigenous Australians Changing Displays): page 14
- Australian Museum online: page 21

Regional and Rural Access

- Public Programs (Museum-on-the-Road, Museum-in-a-Box): page 15
- SIIM (Strategic Initiatives Unit): page 20
- Australian Museum online: page 21

Access to Collections

- Science: pages 17–19
- Australian Museum online: page 21

Access for Students and Educators

- Public Programs (Education Services): page 14
- SIIM (search & discover): page 22
- Australian Museum online: page 21

Commercial Access

- Corporate and Commercial Services (AMBS, The Museum Shop and Museum as a Venue): pages 10–11

Virtual Access

- Australian Museum online: page 21

APPENDIX B

Customer Response

The Australian Museum values comments on its performance. Through these the Museum is able to continue improving the quality of service to its customers. Our services are provided through the physical Museum location and also through a variety of other services and programs, especially Australian Museum online. An easy-to-use feedback section is a permanent feature of Australian Museum online. Here, users can make comments, ask questions or express difficulties in using the site.

During 2001/02, 179 positive comments and 73 negative comments were recorded in the Museum visitors' book. The majority of positive comments refer to the exhibitions and programs offered at the Museum, the school holiday activities, the personal tours and the interaction with Australian Museum staff. Negative comments mainly relate to dissatisfaction with

lighting in the Museum, disappointment with the amenities and the existence of admission fees.

All negative comments relating to temporary exhibitions were acted on by rectifying operational and design issues. The lack of good lighting has been addressed by a plan introduced during 2002. New lighting was installed in the foyer and in the *More than Dinosaurs* exhibition. The fibre optic lights for the *Chapman Mineral Collection* were upgraded. Restrooms on Level 2 have been refurbished.

A large exit survey was undertaken from September to November 2001 to collect a general visitor profile. This found that visitors to the Museum were Australian-born, Sydney-based families, educated at graduate/post-graduate levels, aged between 25 and 49 years and who spent one to three hours in the Museum. 24% were tourists (domestic and international). 83% of visitors rated their visit to the Museum as 'high' overall and 84% rated their visit as 'high' in terms of value for money. Total visitors to the College Street site in 2001/02 were 243,521, of which 32,279 were school visitors, down from 262,954 and 32,547 in 2000/01 respectively.

APPENDIX C

Program Evaluation

The Australian Museum Audience Research Centre conducted a range of evaluation studies during 2001/02. This included a market research study to seek feedback about the proposed content for the *Death* exhibition and interpretative ideas to help the project team further develop the exhibition.

In addition, exit surveys were conducted during the January and April school holidays. These showed marked increases in family visits during this time. A study of the *Body Art II* exhibition was undertaken using both face-to-face interviews and self-complete feedback forms. This study showed positive comments about the exhibition content and design, and provided useful feedback about future exhibition topics for this young adult audience.

APPENDIX D

Contracting and Market Testing Policy

The Museum procures goods and services consistent with Government regulations and guidelines.

The Museum procures approximately \$3.5 million of services each year under contract. There are 11 contracts over \$100,000 per year which account for approximately \$2.2 million (63%) of the annual expenditure. A further 14 contracts account for approximately \$670,000 (19%) of the annual expenditure. The Museum continued its program of reviewing these contracts and, during the year, re-let two contracts of over \$100,000:

- printing of *Nature Australia* including design, mailing, distribution and overseas postage;
- sponsorship services.

The Museum has provided a catering concession to Blue Rock Catering which generates approximately \$80,000 in revenue each year.

Consultants

Management Services provided advice on exhibition projects and contracts. The services of eight consultants, each costing less than \$30,000 each, were engaged at a total cost of \$ 65,983.

APPENDICES

Market Testing

The Museum market tests proposed exhibition topics to ensure that only the best topics are included in its exhibition program and also so that the concepts and themes in those exhibitions are consistent with customer expectations and needs.

APPENDIX E

Waste Reduction and Recycling

The Museum continues to implement the recycling and waste system initiated in late April 2001, which aims to reduce the level of waste generated in the public and non-public areas of the Museum. Recycling was streamlined to improve collection levels, and the following quantities were collected for recycling:

- 936 cubic metres of general waste,
- 23,660 kg white paper,
- 9360 kg cardboard,
- 832 kg plastic,
- 1040 kg aluminium,
- 12,480 kg glass.

In addition, the following biological and chemical waste quantities were collected for the period 31 July 2001 – 30 June 2002:

- 221 kg biological hazardous waste (molecular waste),
- 86 L liquid hazardous chemical waste,
- 10 kg solid hazardous chemical waste,
- 8 kg sharps containers,
- 480 L clinical hazardous waste (animal bodies etc.).

The Museum's Waste Reduction and Purchasing Policy was drafted in 1998 in liaison with the NSW Environment Protection Authority.

APPENDIX F

Energy Management Policy

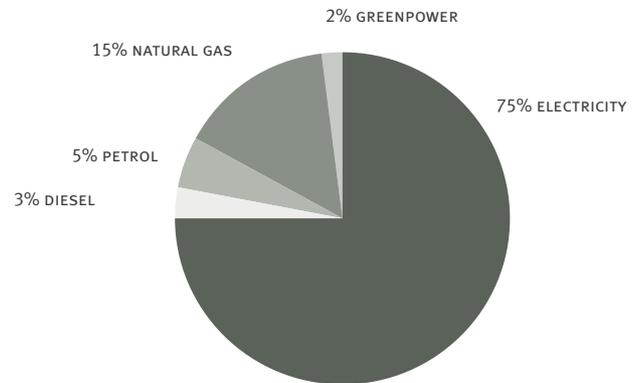
The ultimate aim of the Government Energy Management Policy is to achieve sustainable energy and cost reduction across the Government Sector. The following targets are established by the Government Energy Management Policy (GEMP) in terms of energy usage:

- 15% reduction in energy usage, where cost effective, by 2000/01, against a 1995/96 baseline of 25,107 Giga Joules;
- 25% reduction in energy usage, where cost effective, by 2003/04.

A formal review, as part of the GEMP, indicated that the Museum:

- achieved a gross saving of 6.2% in energy usage between 1998/99 and 1999/00, with a total reduction in energy usage of 20% since 1995/96;
- achieved a 24.4% reduction in greenhouse gas emissions since the GEMP baseline reporting year. This has occurred in part because of the use of Green Power, which gives an equivalent saving of 1399 tonnes of carbon dioxide over traditional power sources.
- achieved a further 7.3% reduction in electricity and natural gas consumption in 2001/02 compared to 1999/00.

Energy consumption by fuel



APPENDIX G

Heritage (Facilities) Management

During 2001/02 a major upgrade of the evacuation, fire detection and sprinkler system was completed. This provides significantly improved safety for visitors and staff in the event of a major incident.

A major upgrade of the air conditioning plant was completed. The principal project was the purchase and installation of new a chiller plant, including two Trane chillers, one of 900 kw capacity and one of 350 kw capacity. This significantly improves the reliability and capacity of the building's air conditioning. In addition three stainless steel water tube hot water generators were installed to replace a poorly performing boiler. This ensures that appropriate conditions can be maintained in collection, staff and public areas. Major design changes and the implementation of an enhanced Building Management System will improve management and effectiveness of the system. It is expected that the improved efficiency of these units will lead to improved power consumption.

Refurbishments were completed in the search & discover area and in the William Street foyer. Many minor projects were completed to address health and safety, fire protection, environmental and building issues.

APPENDIX H

Privacy and Personal Information Protection

The Australian Museum is required under the NSW Privacy and Personal Information Protection Act 1998 to prepare and implement a Privacy Management Plan (which outlines what personal information it collects and uses) and assess the collection, storage, use and disclosure of this personal information against the 12 Information Protection Principles outlined in the Act. These Principles establish standards for using personal information in the public sector.

The Museum's Privacy Management Plan outlines how the Museum complies with the Act and its principles, identifies what personal information is collected and held, outlines strategies to address specific issues, and details the review process available to an individual (the right to make a complaint about possible misuse of personal information).

APPENDICES

The Plan is published on the Museum's website: www.amonline.net.au or can be obtained by contacting the Privacy Contact Officer, Archives & Records Unit, Australian Museum, 6 College Street, Sydney NSW 2010, tel: 02 9320 6148 fax: 02 9320 6050.

The Australian Museum has sought to be covered by the Draft Code of Practice for Research [2nd draft April 2001], which was developed in consultation with the Museum and the other agencies within the NSW Ministry for the Arts. The Australian Museum's Websites Privacy Statement is published on the website (address above).

APPENDIX I

Implementation of recommendations of the Royal Commission into Aboriginal Deaths in Custody

Initiatives have been undertaken by the Museum to implement recommendations of the Royal Commission into Aboriginal Deaths in Custody, specifically Recommendation 56, which states in part:

'Many Aboriginal people have expressed the wish to record and make known to both Aboriginal and non-Aboriginal people aspects of the history, traditions and contemporary culture of Aboriginal society. The Commission recommends that government and appropriate heritage authorities negotiate with Aboriginal communities and organisations in order to support such Aboriginal initiatives.'

The Museum is committed to supporting this recommendation through the management, care, conservation and presentation of collections of Aboriginal heritage items from NSW and other parts of Australia.

The Museum continued the Aboriginal outreach program in regional and rural centres to assist the development of local-level Aboriginal cultural centres and museums. In addition, the Museum is actively participating in RICP (Repatriation of Indigenous Cultural Property), a Federal Government funded program to assist with the return of Indigenous human remains and secret sacred objects from national, state and territory museums within Australia.

APPENDIX J

Ethnic Affairs Priority Statement

Over the last six months, exhibitions and public programs have focused on incorporating multicultural content into overall Museum initiatives.

The implementation of programs for the *Chinese Dinosaurs* exhibition involved liaison with a number of different ethnic communities both in the development of the exhibition content and the programs designed to accompany them. The signage for the exhibition is bilingual (in Chinese and English) in order to engage the interest of the Chinese community.

While conducting research for the forthcoming *Death* exhibition, the museum contacted many communities in Australia to locate objects, stories and images, and to consult with them about their particular beliefs and rituals surrounding death and dying. Some community contacts can also provide insight into objects kept in the Australian Museum's collections.

Representatives of the following have been approached:

Tibetan Buddhist community

Balinese community

Torajan (Sulawesi) community

Zoroastrian (Iranian and Parsi) community

Chinese community

Greek Orthodox community

Iraqi Islamic community

Italian Catholic community

Fijian community

APPENDICES

APPENDIX K

Museum Publications List

Title	Author	ISBN/ISSN	Year of Publication	Publisher	Publication Type
5th International Conference on Biodeterioration of Cultural Property	Australian Museum		2001	Australian Museum	Brochure
<i>A Zoological Revolution</i>	Royal Zoological Society of NSW/Australian Museum	0 9586085 3 9	2002	Royal Zoological Society of NSW/Australian Museum	Book
<i>Australian Museum Annual Report 2000/01</i>	Australian Museum	1039-4141	2001	Australian Museum	Report
Australian Museum Calendar July-December 2001	Australian Museum		2001	Australian Museum	Flyer
Australian Museum Calendar January-June 2002	Australian Museum		2001	Australian Museum	Flyer
Australian Museum Eureka Prizes 2002	Australian Museum		2002	Australian Museum	Brochure
Australian Museum Eureka Prizes 2002 Dinner Night	Australian Museum		2002	Australian Museum	Brochure
Australian Museum Highlights: Self-guided tour: Chinese (simplified) (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum Highlights: Self-guided tour: French (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum Highlights: Self-guided tour: German (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum Highlights: Self-guided tour: Italian (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum Highlights: Self-guided tour: Japanese (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum Highlights: Self-guided tour: Korean (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum Highlights: Self-guided tour: Spanish (reprint)	Australian Museum		2002	Australian Museum	Leaflet
Australian Museum online	Australian Museum		2001	Australian Museum	Flyer
Australian Museum Programs for Schools	Australian Museum		2001	Australian Museum	Flyer
Australian Museum Shop Catalogue 2002	Australian Museum		2001	Australian Museum	Catalogue
Australian Museum Study Tours	Australian Museum		2001	Australian Museum	Flyer
Australian Museum Study Tours update	Australian Museum		2002	Australian Museum	Flyer
Australian Museum Tourism Leaflet	Australian Museum		2002	Australian Museum	Flyer
Coral Reef and Marine Science Foundation	Australian Museum		2002	Australian Museum	Leaflet
Crocodiles Self Guided Tour	Australian Museum		2002	Australian Museum	Flyer
Discover the Underwater Wonders of Sydney this Summer!	Australian Museum		2001	Australian Museum	Flyer
Education Services eNewsletter	Australian Museum		2002	Australian Museum	Flyer
Education Services for Aboriginal Studies	Australian Museum		2001	Australian Museum	Flyer
FATE leaflet	Australian Museum		2002	Australian Museum	Flyer
FATE booklet	Australian Museum		2002	Australian Museum	Brochure
<i>Invertebrates Series/ Annelids: Earthworms Leeches and Sea Worms</i>	Australian Museum/ Beth Blaxland	0 7329 8109 3	2002	Macmillan/Australian Museum	Book
<i>Invertebrates Series/ Cephalopods: Octopuses, Squids and their Relatives</i>	Australian Museum/ Beth Blaxland	0 7329 8108 5	2002	Macmillan/Australian Museum	Book
<i>Invertebrates Series/ Crustaceans: Crabs, Crayfishes and their Relatives</i>	Australian Museum/ Beth Blaxland	0 7329 81107	2002	Macmillan/Australian Museum	Book

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Museum Publications List

Title	Author	ISBN/ISSN	Year of Publication	Publisher	Publication Type
<i>Invertebrates Series/ Echinoderms: Sea Stars, Sea Urchins and their Relatives</i>	Australian Museum/ Beth Blaxland	0 7329 8106 9	2002	Macmillan/Australian Museum	Book
<i>Invertebrates Series/ Molluscs: Snails, Clams and their Relatives</i>	Australian Museum/ Beth Blaxland	0 7329 8105 0	2002	Macmillan/Australian Museum	Book
<i>Invertebrates Series/ Myriapods: Centipedes, Millipedes and their Relatives</i>	Australian Museum/ Beth Blaxland	0 7329 8107 7	2002	Macmillan/Australian Museum	Book
Keeping Culture	Australian Museum	0 734 72304 0	2001	Australian Museum	CDROM
Lizard Island Research Station Newsletter 2001	Australian Museum		2002	Australian Museum	Report
Lizard Island Research Station: Help Us Conserve Coral Reefs!	Australian Museum		2002	Australian Museum	Flyer
Lizard Island Research Station: Help Us Conserve Coral Reefs! (US)	Australian Museum		2002	Australian Museum	Flyer
Mission Earthling: Certificate and Log	Australian Museum		2001	Australian Museum	Flyer
Mission Earthling: Teachers' Manual	Australian Museum		2001	Australian Museum	Brochure
More Than Dinosaurs	Australian Museum		2001	Australian Museum	Flyer
MUSE August-September-October 2001	Australian Museum	1445-310X	2001	Australian Museum	Magazine
MUSE November- December-January 2001/2002	Australian Museum	1445-310X	2001	Australian Museum	Magazine
MUSE February-March-April 2002	Australian Museum	1445-310X	2001	Australian Museum	Magazine
MUSE May-June-July 2002	Australian Museum	1445-310X	2002	Australian Museum	Magazine
Museum in a Box mailout and booking form	Australian Museum		2001	Australian Museum	Flyer
<i>Nature Australia</i> 27:2 (Spring 2001)	Australian Museum	1324-2598	2001	Australian Museum	Magazine
<i>Nature Australia</i> 27:3 (Summer 2001)	Australian Museum	1324-2598	2001	Australian Museum	Magazine
<i>Nature Australia</i> 27:4 (Autumn 2002)	Australian Museum	1324-2598	2002	Australian Museum	Magazine
<i>Nature Australia</i> 27:5 (Winter 2002)	Australian Museum	1324-2598	2002	Australian Museum	Magazine
Places Young Kids Love to Visit (reprint)	Australian Museum		2002	Australian Museum	Flyer
Programs for Under 5s 2002	Australian Museum		2001	Australian Museum	Flyer
Programs for Under 5s 2002 update	Australian Museum		2002	Australian Museum	Flyer
<i>Records of the Australian Museum</i> 53:2	Australian Museum	0067-1975	2001	Australian Museum	Periodical
<i>Records of the Australian Museum</i> 53:3	Australian Museum	0067-1975	2001	Australian Museum	Periodical
<i>Records of the Australian Museum,</i> Supplement 26	Australian Museum	0 7347 2303 2	2001	Australian Museum	Periodical
<i>Records of the Australian Museum,</i> Supplement 27	Australian Museum	0 7347 2303 2	2001	Australian Museum	Periodical
School Holiday Activities January 2002	Australian Museum		2001	Australian Museum	Flyer
Science in the City 2002	Australian Museum, UNSW, University of Sydney and UTS		2001	Australian Museum	Brochure
Science in the City 2002 Poster	Australian Museum		2002	Australian Museum	Flyer
Science in the City 2002 Program	Australian Museum		2002	Australian Museum	Flyer
Science in the City 2002 Reply Card	Australian Museum		2002	Australian Museum	Flyer
<i>Technical Report of the Australian Museum</i> 16	Australian Museum	0 7347 2307 /1031-8062	2001	Australian Museum	Periodical
The Australian Museum Society: Join Us (reprint)	Australian Museum		2002	Australian Museum	Flyer
The Detective Trail	Australian Museum		2001	Australian Museum	Flyer
<i>The End of Extinction:</i> Exclusive Preview invitation	Australian Museum		2002	Australian Museum	Flyer
Uncover Program	Australian Museum		2002	Australian Museum	Flyer
Up Close and Spineless contest	Australian Museum		2002	Australian Museum	Flyer
Volunteering at the Australian Museum	Australian Museum		2002	Australian Museum	Flyer
Water Week	Australian Museum		2001	Australian Museum	Flyer

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APPENDIX L

Research Projects

In the table of research projects below, any project without a Research Scientist's name specified should be considered a collaborative project for the department listed.

Key

CBCR	Centre for Biodiversity and Conservation Research
CER	Centre for Evolutionary Research
CMCBE	Centre for Materials Conservation and the Built Environment
GRC	Geodiversity Research Centre
PPRC	People and Place Research Centre
EBU	Evolutionary Biology Unit
EES	Earth and Environmental Sciences
LIRS	Lizard Island Research Station

Major Projects Commenced 2001/02

Division	Department	Name	Project
Centres	LIRS	Dr Lyle Vail & Dr Anne Hoggett, assisted by Lance Pearce, Marianne Pearce, Bob Lamb, Chris Findlay, Greer Haworth, Ethan Perlstein & David Randall	Effect of long-term eradication of Crown-of-Thorns Starfish from patch reefs
	CBCR		Nandewar bioregional invertebrate survey
	CBCR		Impacts of salinity and high water tables on burrowing invertebrates
	CBCR		The effect of terrain, vegetation composition and habitat complexity on arthropod species richness and turnover (ICMAD)
	CMCBE		Research on traditional methods for protection of collections from museum insect pests, as well as passive designed buildings
	CMCBE		Environmental Mapping of Regional NSW Museums for Temperature and Relative Humidity
	CER		Web-based interactive keys of marine invertebrates of NSW
	CER		Systematics of Assimineidae
	CER		Taxonomy of small bivalves
	CER		Invertebrate fauna and conservation of Queensland springs associated with the Great Australian Bight
	CER		Morphospecies project
	PPRC	Val Attenbrow in collaboration with Dr Peter Hiscock, Anthropology & Archaeology, ANU	Eastern Sequence Project
	PPRC	Val Attenbrow	Asia's First People: A Multi-Disciplinary Investigation of the Role of Asia in Human Evolution During the Past Half Million Years
	PPRC	Val Attenbrow	The Landscape of Blue Mountains Rock-Art: Investigations in the Wollemi Region
	PPRC	Val Attenbrow	Riversleigh and Cuddie Springs; Extinction of late Pleistocene megafauna
	PPRC	Val Attenbrow	Upper Mangrove Creek Catchment Terra Australis monograph
	PPRC	Val Attenbrow & Dr Richard Fullagar	Pacific Odyssey (working title) – Volume of edited papers in honour of Dr Jim Specht
	PPRC		Coastal Sydney's Aboriginal Past
Earth & Environmental Sciences	Geodiversity		Tasman margin volcanism
	Terrestrial Ecology	Dan Faith	Older Caves in Old Terrains – New Insights into Cave Genesis at Jenolan, NSW
	Terrestrial Ecology	Dan Faith	Irish zeolites
	Terrestrial Ecology	Dan Faith	Australian Hotspots
	Terrestrial Ecology	Dan Faith	Costa Rica biodiversity economics
	Terrestrial Ecology	Dan Faith	Rio Tinto – Australian biodiversity
	Terrestrial Ecology	Dan Faith	Environmental diversity
	Terrestrial Ecology	Graham Pyke	Frog biology and Frogs as Bioindicators
	Terrestrial Ecology	Graham Pyke	Biology and Management of the fish (i.e., Phalloceros)
	Paleontology	Zerina Johansen	Phylogenetic analysis of the Dipnoi (Lungfish)
	Paleontology	Zerina Johansen	Dentition of the basal jawed vertebrate group Placodermi
	Paleontology	Zerina Johansen	Pharyngeal denticulation in the basal jawed vertebrate group Placodermi
	Paleontology	Zerina Johansen	Development of the lungfish appendicular skeleton
	Paleontology	Greg Edgecombe	The molar part of arthropod mandibles

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Major Projects Commenced 2001/02

Division	Department	Name	Project
Invertebrate Division	Arachnology	Mike Gray with H Smith	NSW Stiphidiidae: 'striped' generic group
		Mike Gray	Tasmanian Stiphidiidae
	Arachnology	Mike Gray with G Isbister	White-tail spider envenomation in Australia
	Entomology	Max Moulds	Molecular study of the phylogeny of the cicada tribe Cicadettini Bibliography of world cicada literature
	Entomology	David McAlpine (Research Fellow)	Systematics of wombat flies (family Heleomyzidae, genus Borboroides)
	Malacology	Bill Rudman	Interactive Identification key for Opisthobranch Molluscs
	Malacology	Bill Rudman	Morphospecies Project
	Malacology	Bill Rudman	Coral-Feeding nudibranchs
	Marine Invertebrates	Shane Ahyong	Peracarid Phylogeny
	Marine Invertebrates	Shane Ahyong	Polychelid lobsters of Taiwan
	Marine Invertebrates	Pat Hutchings	Revision of the Sabellariidae (Polychaeta)
	Marine Invertebrates	Pat Hutchings	Completion of Conservation Status review of Australia's marine invertebrates
	Marine Invertebrates	Pat Hutchings	Bioerosion studies in Great Barrier Reef and French Polynesia
	Marine Invertebrates	Pat Hutchings	Completion of CD to polychaetes
	Marine Invertebrates	Buz Wilson	Midwater Asellota
Marine Invertebrates	Buz Wilson	Marine biodiversity of algal substrates	
Marine Invertebrates	Buz Wilson	Molar Hooks	
Vertebrate Division	EBU		Monotreme immune system
	EBU		Morphospecies project
	EBU		Setocoris
	EBU		Terebellida
	EBU		Patiriella
	EBU		Notomys
	EBU		Decapods
	EBU		Northern quolls
	Herpetology	Allen Greer	Evolution of the sternal fontanel in scincid lizards
	Herpetology	Allen Greer	Tooth number in relation to head size in scincid lizards
	Herpetology	Ross Sadlier	Field Guide to Reptiles of NSW
	Herpetology	Ross Sadlier	Conservation of lizards in endangered New Caledonian habitats
	Herpetology	Ross Sadlier	Systematics of Leaf-tailed Geckos in NSW
Ichthyology	Jeff Leis	Marine Life History Integration	

Major Projects Completed 2001/02

Division	Department	Name	Project
Centres	CBCR		Darling Riverine Plains bioregional invertebrate survey
	CBCR		Zoological Catalogue of Australian Heteroptera
	CBCR		Revision of Kirkaldyella (Insecta: Heteroptera: Miridae)
	CBCR		A revision of the Elongata species-group (Heteroptera: Gelastocoridae: Nerthrinae)
	CBCR		Taxonomy of NSW Adeliinae (Tenebrionidae)
	CBCR		Taxonomy of NSW Onthophagus (Scarabaeidae)
	CBCR	with Dan Faith	Use of Phylogenetic Diversity index in endemic Coleoptera of NSW
	CMCBE		National Conservation Research Audit and Research Needs Assessment
	CMCBE		Environmental Monitoring of Mawson's Huts, Antarctica
	CMCBE		Guidelines for Environmental Control of Cultural Institutions
	CMCBE		Environmental Standards for the Norman Lindsay Gallery
	CMCBE		Federation Project at the Old Government House, Parramatta
	CMCBE		Coordination and organisation of the Fifth International Conference on Biodeterioration of Cultural Property
	Geodiversity		Eastern Australian hotspots
	Geodiversity		Barrington gemfield
	Geodiversity		Tumbarumba gemfield
	Geodiversity		Wellington gemfield
	Geodiversity		Laos gemfield
	Geodiversity		Tasmanian zeolites

APPENDICES

Major Projects Completed 2001/02

Division	Department	Name	Project
	Geodiversity		NSW zeolites
	EBU		Taxonomy of small bivalves
	EBU		Gastropod Phylogeny
	PPRC		Sydney's Aboriginal Past
	PPRC	Val Attenbrow	Reef Beach Aboriginal shell Midden – analysis of excavated materials (unpublished report)
	PPRC	Val Attenbrow & Ken Bow	Aboriginal Place Names around Port Jackson and Botany Bay (unpublished report)
	PPRC	Val Attenbrow	<i>Catching ... the harbour</i> (exhibition) – Aboriginal components
	PPRC		Storyboards: Indigenous figurative designs from south-east Australia 1850–1970
Earth & Environmental Sciences	Terrestrial Ecology	Dan Faith	Overlap of Species Richness and Development – Opportunity Does not Imply Conflict
	Terrestrial Ecology	Dan Faith	The role of trade-offs in biodiversity conservation planning: linking local management, regional planning and global conservation efforts
	Terrestrial Ecology	Dan Faith	Quantifying biodiversity: a phylogenetic perspective
	Terrestrial Ecology	Dan Faith	Linking beta diversity, environmental variation, and biodiversity assessment
	Terrestrial Ecology	Dan Faith	Towards an inclusive philosophy for phylogenetic systematics
	Terrestrial Ecology	Dan Faith	Assessing Ecological Impacts: Applications in flowing waters
	Terrestrial Ecology	Graham Pyke	Biology and Management of Hastings River Mouse
	Paleontology	Zerina Johansen	Pharyngeal denticulation in the basal jawed vertebrate group Placodermi
	Paleontology	Zerina Johansen	Placoderm hypobranchial musculature and origins of the gnathostome jaw-lowering musculature
	Paleontology	Greg Edgecombe	Systematics of the centipede Haasiella
	Paleontology	Greg Edgecombe	Taxonomy of South African hemicopid centipedes
	Paleontology	Greg Edgecombe	Phylogeny of hemicopid centipedes
	Paleontology	Greg Edgecombe	The Triassic isopod Protamphisopus
	Paleontology	Greg Edgecombe	The lacina mobilis of arthropod mandibles
	Paleontology	Greg Edgecombe	Ordovician trilobite diversity in Australasia
	Marine Ecology	Alan Jones & Anna Murray	Structure and Function of Estuaries in south east Australia
	Marine Invertebrates	Shane Ah Yong	New species of Polychelidae and Cymonomidae from eastern Australia
	Marine Invertebrates	Shane Ah Yong	Systematic position of Neoglyphea
	Marine Invertebrates	Shane Ah Yong	Hoplocarida: Zoological Catalogue of Australia
	Marine Invertebrates	Penny Berents	Description of new species of algal tube Cerapus
	Marine Invertebrates	Jim Lowry	14 databases for Crustacea.net, <i>World Crustacean Families</i>
	Marine Invertebrates	Jim Lowry	ABRS Peracaridan Crustacean Catalogue
	Marine Invertebrates	Jim Lowry	Australian Amarylloid Amphipods, Australian Amphipod Project
	Marine Invertebrates	Jim Lowry	Australian Lepedepecreoidea and Lepedepecreum Amphipods, Australian Amphipod Project
	Marine Invertebrates	Buz Wilson	Armadillidae of Australia
	Marine Invertebrates	Buz Wilson	Revision of Protamphisopus wianamattensis
	Entomology	Max Moulds with Sally Cowan	Catalogue of the Australian cicadas for ABRIS
	Entomology	Max Moulds	Revision of the cicada genus Kobonga
	Entomology	David McAlpine (Research Fellow)	Major study of fly arista morphology
	Entomology	Courtenay Smithers (Research Associate)	Major catalogue of the world Psocoptera
	Arachnology	Mike Gray with H Smith	NSW Stiphidiidae: Therlina n. gen.
	Arachnology	Mike Gray	Review of genus Phryganoporus
	Arachnology	Mike Gray with M Zabka	Review of Grayenulla
	Arachnology	Mike Gray with B Baehr	Review of NSW species of Habronestes
	Arachnology	Mike Gray with G Hose & J James	Spider webs as environmental indicators
	Arachnology	Mike Gray with G Isbister	Spider envenomation in Australia
	Arachnology	Mike Gray with L Wilkie & G Cassis	Quality control protocol for terrestrial invertebrate biodiversity assessment
Vertebrate Division	EBU		Megachiropteran Phylogeny
	EBU		Habitat Networks
	EBU		Dermoptera
	Mammals	Sandy Ingleby with Don Colgan, EBU	Systematic relationships of Fijian Bats

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Major Projects Completed 2001/02

Division	Department	Name	Project
	Herpetology	Allen Greer	Systematics of Madagascan scincid lizards
	Herpetology	Allen Greer	Miscellaneous taxonomic problems in scincid lizards
	Herpetology	Allen Greer	Cladistics of the scincid genus <i>Ophiomorus</i>
	Herpetology	Allen Greer	Evolutionary loss of the ear in scincid lizards
	Herpetology	Allen Greer	Mass on length relationships in a highly endangered New Zealand skink
	Herpetology	Ross Sadlier	Conservation of lizards in endangered New Caledonian habitats
	Herpetology	Ross Sadlier	Systematics and Conservation of New Caledonian lizards – part

Major Projects Ongoing 2001/02

Division	Department	Name	Project	
Centres	CBCR		Invertebrate Biodiversity Survey of Lord Howe Island	
	CBCR		A generic classification of the Austromirini (Insecta: Heteroptera: Miridae)	
	CBCR		A systematic review of the mirid subfamily Cylapinae (Insecta: Heteroptera: Miridae)	
	CBCR		Systematics and biogeography of the earwig family Apachyidae	
	CBCR		A systematic revision of the kleptoparasitic genus <i>Setocoris</i> (Insecta: Heteroptera: Miridae: Bryocorinae)	
	CBCR		Systematics and Biogeography of the family Gelastocoridae	
	CBCR		Taxonomy of <i>Rhyssonotus</i> (Lucanidae)	
	CBCR		Taxonomy of <i>Menippus</i> (Chrysomelidae)	
	CBCR		Keys to genera of Australian Chrysomelidae	
	CMCBE		Research on preservation of Mawson's huts, Antarctica	
	CMCBE		Environmental Monitoring of Rock Art Sites to evaluate:	
	CMCBE		The contribution of vegetation	
	CMCBE		Impact of artificial shelters on the microenvironment, and	
	CMCBE		Impact of directional orientation on the microclimate in shelters	
	CMCBE	Colin MacGregor	Light-exposure Testing	
	Geodiversity		Landmark volcanoes	
	Geodiversity		New age sapphires	
	EBU		Studies on freshwater molluscs	
	EBU		Systematics and phylogeny of Hydrobiidae	
	PPRC		Prehistoric cultural landscapes of the Keep River region, NT: archaeological and geographic approaches	
Science Communications	Steve Ford & Martyn Robinson		Biological Control	
Earth & Environmental Sciences Division	Terrestrial Ecology	Dan Faith	Future of Australia's Threatened Ecosystems (FATE)	
	Terrestrial Ecology	Dan Faith	Profile parsimony – a new method for phylogenetic inference	
	Terrestrial Ecology	Dan Faith	Bayesian inference of phylogeny	
	Terrestrial Ecology	Dan Faith	Biodiversity viability analysis	
	Terrestrial Ecology	Dan Faith	Philosophical/methods issues in phylogenetics	
	Terrestrial Ecology	Dan Faith	Tourism and biodiversity	
	Terrestrial Ecology	Dan Faith	AUSRIVAS	
	Terrestrial Ecology	Dan Faith	NCEAS collaboration on biodiversity surrogates	
	Terrestrial Ecology	Dan Faith	Phylogenetic diversity in NSW	
	Terrestrial Ecology	Graham Pyke	Biology and Management of Green and Golden Bell Frog	
	Terrestrial Ecology	Graham Pyke	Biology and Management of Southern Bell Frog	
	Terrestrial Ecology	Graham Pyke	Biology and Management of the fish (i.e., <i>Gambusia</i>)	
	Terrestrial Ecology	Richard Major	Ecology of birds in urban environments	
	Terrestrial Ecology	Richard Major	Effect of habitat fragmentation on invertebrates	
	Paleontology	Zerina Johansen	Phylogenetic analysis of the Dipnoi (Lungfish)	
	Paleontology	Zerina Johansen	Dentition of the basal jawed vertebrate group Placodermi	
	Paleontology	Zerina Johansen	Pharyngeal denticulation in the basal jawed vertebrate group Placodermi	
	Paleontology	Zerina Johansen	Development of the lungfish appendicular skeleton	
	Paleontology	Greg Edgecombe	Systematics of the centipede <i>Henicops</i>	
	Paleontology	Greg Edgecombe	Systematics of anopsobiine centipedes	
	Paleontology	Greg Edgecombe	Higher-level relationships of centipedes (Chilopoda)	
	Paleontology	Greg Edgecombe	Devonian trilobites of NSW	
	Marine Ecology	Alan Jones & Anna Murray		Recovery of Benthic Macrofauna following Dredging in the Parramatta River Estuary, NSW

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Major Projects Ongoing 2001/02

Division	Department	Name	Project
	Marine Ecology	Alan Jones & Anna Murray	Recovery of Amphipod Populations Following Oil Pollution on Sandy Beaches, Sydney Harbour
	Marine Ecology	Alan Jones & Anna Murray	Life-histories of Exoedicerotid Amphipods in the Sydney Region
	Marine Ecology	Alan Jones & Anna Murray	Spatial and Temporal Patterns of Abundance of Exoedicerotids on Beaches near Sydney
	Marine Ecology	Alan Jones & Anna Murray	Future of Australian Threatened Ecosystems (FATE)
	Marine Ecology	Alan Jones & Anna Murray	Relationship of Ecological Sustainability to Human Population
Invertebrate Division	Marine Invertebrates	Shane Ah Yong	Phylogeny of the Reptant Decapoda using morphological and molecular data
	Marine Invertebrates	Shane Ah Yong	Cryptic species of Australian Freshwater Crayfish
	Marine Invertebrates	Shane Ah Yong	Cryptic species of coral reef Stomatopoda
	Marine Invertebrates	Shane Ah Yong	Phylogeny of the Polychelidae
	Marine Invertebrates	Shane Ah Yong	Phylogeny of the clawed lobsters
	Marine Invertebrates	Shane Ah Yong	Hoplocarida: Treatise of Invertebrate Paleontology
	Marine Invertebrates	Jim Lowry	Australian Eurytheneid Amphipods, Australian Amphipod Project
	Marine Invertebrates	Jim Lowry	Australian Pachynid Amphipods, Australian Amphipod Project
	Marine Invertebrates	Jim Lowry	Indo Pacific Bathynomus, The SEAS Project
	Marine Invertebrates	Jim Lowry	Australian aristiid Amphipods, Australian Amphipod Project
	Marine Invertebrates	Jim Lowry	Australian Melitid Amphipods, Australian Amphipod Project
	Marine Invertebrates	Jim Lowry	Australian cypridinid Ostracods, The SEAS Project
	Marine Invertebrates	Pat Hutchings	Revision of Polycirinea
	Marine Invertebrates	Pat Hutchings	Molecular studies of polychaetes
	Marine Invertebrates	Buz Wilson	Revision of the Phreatoicoidea
	Marine Invertebrates	Buz Wilson	Peracarid Phylogeny
	Entomology	Dan Bickel	Description of Empididae species
	Entomology	Dan Bickel	Baltic Amber project
	Entomology	Dan Bickel	Dolichopodidae – Costa Rica
	Entomology	Dan Bickel	Thrypticus – biological control
	Entomology	Max Moulds	Major review of the genera of Australian cicadas
	Entomology	Max Moulds	Phylogeny of world cicadas
	Entomology	David McAlpine (Research Fellow)	Extended study of the intertidal surge flies (Canacidae, Zaleinae) of New Zealand
	Arachnology	Mike Gray with H Smith	NSW Stiphidiidae: 'striped' generic group
	Arachnology	Mike Gray	Morphospecies project: Funnel-web spiders
	Arachnology	Mike Gray	Systematics of 'desine' genera
	Arachnology	Mike Gray	Review of 'stiphidiid' genera
	Arachnology	Mike Gray	Theridiid spider envenomation in Australia (with G Isbister)
	Arachnology	Graham Milledge	Revision of Amaurobiid spider genera
	Arachnology	Graham Milledge	Revision of Australian 'mantid' genera
	Arachnology	Graham Wishart (Research Associate)	Revision of Misgolas (trapdoor) spiders
	Malacology	Bill Rudman	Taxonomy, Phylogeny and Biology of Opisthobranch Molluscs
Vertebrate Division	EBU		Metazoan Phylogeny
	EBU		Thylacine Project
	EBU		Genetic Criteria for Reserve Selection
	Mammals	Sandy Ingleby	Field Guide to NSW Bats
	Mammals	Steve Wroe (Research Associate)	Ecomorphology of Australia's Extinct Marsupial Carnivores
	Mammals	Steve Wroe (Research Associate)	Human-megafaunal interaction in the Late Pleistocene of Australia
	Herpetology	Allen Greer	Shape and form in scincid lizards
	Herpetology	Allen Greer	Biology of Scincid Lizards
	Herpetology	Allen Greer	New species of Lobulia from New Guinea
	Herpetology	Allen Greer	Review of the species of Prasinohaema in New Guinea
	Herpetology	Ross Sadlier	Diversity and Distribution of the Herpetofauna of Western NSW
	Herpetology	Ross Sadlier	Systematics and Conservation of New Caledonian lizards
	Ichthyology	Jeff Leis	Larval fish behaviour
	Ichthyology	Jeff Leis	Larval fish ecology
	Ichthyology	Jeff Leis	Larval Fish taxonomy
	Ichthyology	Tom Trnski	Physical and behavioural determinants of settlement success in four estuary-dependent fish species

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APPENDIX M

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 2002.

The Australian Museum had its inception as the Colonial Museum in 1827 and was subsequently incorporated by an Act of Parliament as the Australian Museum in 1853. The Australian Museum Trust Act, 1975, No. 95 and the Australian Museum Trust Regulation, 1998, define 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 1988.

The organisation chart outlines the formal structure and responsibilities of the various Divisions of the Museum. The Australian Museum's strategic directions, its programs and activities are based on 'learning from the past to understand the present and shape a sustainable future':

Learning from the past: research, learning and communication initiatives focused on the origins, early development, diversification and co-evolution of Australia's environments, biotas and cultures.

Understanding the present: research, learning and communication initiatives focused on contemporary biodiversity, geodiversity, cultural diversity and the systems that interrelate these.

Shaping the future: research, learning and communication initiatives focused on maximising the sustainability of Australia's environments and 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 also offers online information products and services. The address is <http://www.amonline.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 on-site. 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. However, for various reasons (such as personal privacy and commercial confidentiality) some documents may not be made available informally without the need for a formal FOI application. Requests for access to documents not generally open for inspection should be made to the FOI Coordinator.

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 specimen and artefact collections, 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 indexed. In addition, the Archives also holds Minute Books, reports, files, exhibition files, research notes and papers, newscuttings, photographs, drawings and illustrations, material archives, maps, plans, and publications.

A Guide to the Australian Museum Archives (1989) is available for consultation or purchase through the Australian Museum Archives.

Access to items held in the Archives is available through the Australian Museum Archives. The Museum's institutional archives are public records and come under the NSW State Records Act (1998) and are managed 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 Organisational Development Unit. Staff of the Museum may gain access to their own files by contacting this section. 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 scientific divisions include management of the collections, research, contributing to public programs, and disseminating information. The records created and maintained reflect these functions: collection records document the acquisition, registration, use, conservation and management of the collections. Research records comprise notes, data, field trips, pictorial material, manuscripts, conferences and committees, and professional societies. In addition, information files, publications, correspondence files, and administrative records (budgets, corporate plans, grant applications, annual reports and correspondence) are created and maintained.

Public Program records

Records documenting the Museum public programs 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

Aboriginal Heritage Unit and Related Issues
Alcohol and Drugs Policy
Asset Disposal Policy and Guidelines
AMBS Commercialisation activities
Code of Conduct Policy
Collections Development and Maintenance
Commercial Publications by Museum Staff
Communications Devices

APPENDICES

Conflict of Interest
Corrupt Conduct Reporting
Electronic Messages (email)
Environmental Submissions
Environmental Survey Guidelines
Evaluation Policy and Guidelines
Export of Non-living Specimens
Family and Friends on Field Trips
Future Directions for Scientific Research
Grievance and Dispute Handling
Guarantee of Service
Harassment-Free Workplace
Information Management and Technology Strategic Plan
Internet Access and Usage
Marketing Plan
Motor Vehicles
NSW Charter of Principles for a Culturally Diverse Society
Occupational Health and Safety
Overseas Travel
Post-retirement Fellowships
Privacy Management Plan
Procurement Policy and Guidelines
Public Programs Development Guidelines
Records Management
Remote Access Guidelines
Research Practice Guidelines
Royalties
Sick Leave Policy
Software Use Policy
Staff Development Policy
Study Time Policy
TAMS excursions – Leave Provisions for Staff Leaders
Trust Minutes Access Policy
Use of Equipment Outside the Museum
Waste Reduction and Purchasing Policy and Plan

These documents may all be accessed through the Australian Museum Archives.

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 Bookshop or the Publications Unit.

Access Arrangements, Procedures and Points of Contact

Documents published by the Australian Museum: all of the Museum's published books, serials, reports and documents may be accessed through the Australian Museum Research Library, Monday to Friday, 9:00am – 12.30pm, 1.30pm – 5:00pm.

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 Organisational Development Unit.

Policy and Planning Documents: these may all be accessed through the Australian Museum Archives, Monday to Friday, 9:00am – 12.30pm, 1.30pm – 5:00pm.

Archives: these may be accessed through the Australian Museum Archives, Monday to Friday, 9:00am – 12.30pm, 1.30pm – 5:00pm.

All other documents: to access all other records, applications in writing or in person must be made to the FOI Coordinator, Australian Museum, Archives & Records Unit, 6 College St, Sydney NSW 2010.

Phone: 9320 6148. Requests for access under the FOI Act must be accompanied by a \$30 application fee.

Freedom of Information Statistics

The Museum received no requests for information in 2001/02 under the NSW Freedom of Information Act 1989. Sections B–L of the statistical reporting forms are therefore not applicable to the Museum during the period.

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APPENDIX N

Overseas Travel

Department	Name	Position	Cities/Countries	Duration	Purpose
Director	Archer, Michael	Director	Hong Kong, Malaysia, Singapore	2 – 7 Jun 2002	Conference/subsidised by Discovery Channel
Public Programs	Bernard, Leanne		Auckland	11 – 19 Nov 2001	Install exhibition
Entomology	Bickel, Dan	Research Scientist	Germany	14 – 25 Jan 2002	Research collaboration
Ornithology	Boles, Walter	Collection Manager	New Zealand	2 – 11 Dec 2001	Conference
	C Smith		Wellington	27 – 28 May 2002	Protect artefacts on loan
CBCR	Cassis, Gerry	Head	Honolulu	10 – 14 Jun 2002	Represent Australia at International Biodiversity Conference
Materials Conservation	Daniel, Vinod	Scientific Officer	Santa Barbara	22 Jul – 2 Aug 2001	Research collaboration
Materials Conservation	Daniel, Vinod	Scientific Officer	Frankfurt	23 Sep – 4 Oct 2001	Conference and ASEAN meeting
Materials Conservation	Daniel, Vinod	Scientific Officer	Mumbai, India	10 – 24 Mar 2002	Conference and workshop
Materials Conservation	Daniel, Vinod	Scientific Officer	Hanoi	9 – 12 Apr 2002	ASEAN Conference
Paleontology	Edgecombe, Greg	Senior Research Scientist	Berlin/Paris	3 Sep – 10 Oct 2001	Presentation and collaboration
Terrestrial Ecology	Faith, Dan		Santa Barbara	22 Jul – 2 Aug 2001	Research collaboration
Terrestrial Ecology	Faith, Dan		USA	28 Aug – 1 Sep 2001	Conference
Terrestrial Ecology	Faith, Dan		Costa Rica	22 Nov – 3 Dec 2001	Conference
Terrestrial Ecology	Faith, Dan		Whitianga	17 – 22 Jan 2002	Conference
Terrestrial Ecology	Faith, Dan		Auckland	17 – 25 Mar 2002	Conference
Terrestrial Ecology	Faith, Dan		Norway	4 Jun – 6 Jul 2002	Conference
Marine Invertebrates	Hutchings, Pat	Principal Research Scientist	France	9 Mar – 7 Apr 2002	Research work at marine station
Marine Ecology	Jones, Alan	Research Scientist	Italy	16 – 30 Oct 2001	Conference workshop
Ichthyology	Leis, Jeff	Principal Research Scientist	Taipei, Taiwan	24 Jun – 1 Jul 2002	Conference
Materials Conservation	Macgregor, Colin	Conservator	Auckland	15 – 19 Nov 2001	Install exhibition
Materials Conservation	Macgregor, Colin	Conservator	Auckland	17 – 20 Mar 2002	Protect artefacts for exhibition
Public Programs	Main, Sarah	Education Project Officer	Canada	24 May – 12 Jun 2002	Conference on children's museums
Ichthyology	McGrouther, Mark	Collection Manager	USA	15 Jul – 14 Aug 2001	Research collaboration
Malacology	Middelfart, Peter		Vienna/London	15 – 26 Aug 2001	Conference and workshop
Entomology	Moulds, Tim	Technical Officer	Noumea	1 – 15 Nov 2001	Collect insect specimens
Marine Ecology	Murray, Anna	Technical Officer	Italy	16 – 30 Nov 2001	Conference
Materials Conservation	Musser, Anne		Christchurch	2 – 7 Dec 2001	Conference
AMBS	Peacock, Susan	Project Manager	South Korea	8 – 14 Jul 2001	Conference/subsidised by DFAT
Malacology	Ponder, Winston	Principal Research Scientist	Vienna/London	16 – 31 Aug 2001	Conference and work in British Museum
Malacology	Ponder, Winston	Principal Research Scientist	Las Vegas	6 – 14 May 2002	Conference on wetlands
Herpetology	Sadler, Ross	Collection Manager	Johannesburg, SA	6 – 30 Sep 2001	Conference and field work
Herpetology	Sadler, Ross	Collection Manager	New Caledonia	15 Feb – 8 Mar 2002	Collect specimens/field study
SIIM	Skates, Anne	Manager	Boston	14 – 27 Apr 2002	Present paper at WEB conference
Public Programs	Smith, Mike		Auckland	17 – 25 Mar 2002	Dismantle exhibition
Mineralogy	Sutherland, Lin	Research Fellow	Madrid	2 – 22 Oct 2001	Conference
Paleontology	Zhen, Yong yi	Technical Officer	China	30 Jun – 15 Jul 2002	Excursion with Sydney Grammar School

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APPENDIX O

Volunteers

2001 was the International Year of the Volunteer. To mark this, all volunteers were invited to an afternoon tea, and were presented with certificates and commemorative badges.

Over the course of the 2001/02 financial year, volunteers contributed approximately 23,290 hours Museum-wide. This is the time equivalent of 14.86 full-time positions, and could be conservatively valued at \$409,494.51.

Name	Section
Amos, Snow	Lizard Island Research Station
Andersen, Justin	Lizard Island Research Station
Anderson, Jean	Public Programs
Andrews, Peter	Public Programs
Bachman, Eric	Anthropology
Balmer, Betty	Arachnology
Banyer, Jay	Lizard Island Research Station
Barber, Desley	Public Programs
Bassett, Les	Public Programs
Batley, Michael	Entomology
Batty, Richard	Exhibitions
Beck, Jim	Malacology
Bell, David	Anthropology
Benham, Angus	Lizard Island Research Station
Bennetts, Carole	Public Programs
Bennetts, Warren	Public Programs
Biddle, Ray	Public Programs
Blackwell, Peter	Marine Invertebrates
Bower, Val	Public Programs
Bradney, Patricia	Arachnology
Brooker, John	Public Programs
Brown, Fay	Malacology
Burrell, Susan	Public Programs
Burton, Pat	Malacology
Byrnes, Greg	Malacology
Caldwell, Michael	Lizard Island Research Station
Carter, Alice	Mammals
Cham, Douglas	Public Programs
Clark, Helen	Public Programs
Clayton, Sophie	Lizard Island Research Station
Clements, Mavis	Public Programs
Colchester, David	Mineralogy
Colman, Phil	Malacology
Cox, Elizabeth	Lizard Island Research Station
Cox, Kate	Public Programs
Crowther, Christine	Mammals
Davis, Lawrie	Ichthyology
Dean, Moira	Mammals, TAMS
Dean-Jones, Megan	Materials Conservation
Dell'oro, Margaret	Marine Invertebrates
Denes, George	Materials Conservation

Name	Section
Deys, Danny	Paleontology
Docking, Ivo	Exhibitions
Donald, Edith	Entomology
Donnelly, Garrett	Lizard Island Research Station
Eckert, Romy	Lizard Island Research Station
Findlay, Chris	Lizard Island Research Station
Fisher, Jan	Malacology
Foldvary, Gabor	Paleontology
Fong, Karen	Public Programs
Foster, Des	Public Programs
Foster, Judy	Anthropology
Frede, David	Public Programs
Geering, Estelle	Malacology
Geering, Gordon	Terrestrial Ecology
Gilling, Anne	Entomology
Gregory, Valerie	Public Programs
Grunstein, Sue	Public Programs
Hackett, Denis	Mineralogy
Hammond, Carol	Publishing
Hand, Leigh	Public Programs
Hardie, Charlotte	Lizard Island Research Station
Hatton, Jennifer	Paleontology
Haydon, Maureen	Marine Invertebrates
Hayward, Felicity	Lizard Island Research Station
Hearne, Sue	Anthropology
Helleux, Catherine	Lizard Island Research Station
Hermitage, Brenda	Malacology
Hewson-Smith, Sheridan	Public Programs
Hinze, Alana	Lizard Island Research Station
Hobbs, Sarah	Lizard Island Research Station
Holmes, Glen	Lizard Island Research Station
Hood, Renie	Lizard Island Research Station
Howarth, Greer	Lizard Island Research Station
Hughes, Mary	Public Programs
Hyam, Gerald	Entomology
Joynes, Heather	Materials Conservation
Kiddell, Annie	Malacology
Killin, Margaret	Marketing
King, Lyn	Paleontology
Kokot, Iris	Marine Invertebrates, Malacology
Kosh, Norma	Publications
Kristian, Linda	Ichthyology
Langley, Rosie	Public Programs
Langsworth, Roger	Public Programs
Leigh, Julia	Malacology
Linton, Janet	Public Programs
Lorner, Arthur	Entomology
Low, Angela	Public Programs
Lucas, Dot	Public Programs
Luijterink, Joan	Public Programs
Luntungan, Tinneke	Paleontology
Macallister, Wendy	Public Programs

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Volunteers

Name	Section
Mackenzie, Tanja	Malacology
Mader, Johanna	Lizard Island Research Station
Maguire, Kathryn	Lizard Island Research Station
Marsh, Robin	Marine Ecology
McAlpine, Peter	Public Programs
McEwin, Betty	Public Programs
McGahey, Michael	Marine Invertebrates
McHale, Lyn	Public Programs
McIntrye, Lorell	Library
McKellar, Margaret	Malacology
Meers, Helen	Public Programs
Merrick, Mim	Public Programs
Middenway, John	Terrestrial Ecology
Morton, Julia	Lizard Island Research Station
Mudford, Pam	Arachnology
Myatt, Susan	Anthropology
O'Donoghue, Margot	Marine Invertebrates
Oldmeadow, Buntj	Marine Invertebrates
Pearson, Dorothy	Malacology
Peet, Kristel	Lizard Island Research Station
Percival, Daniel	Anthropology
Perlstein, Ethan	Lizard Island Research Station
Perrin, Katherine	Anthropology
Phillips, Alice	Lizard Island Research Station
Phillips, Nick	Malacology, Entomology
Playoust, Denise	Public Programs
Price, Elizabeth	Mineralogy
Pryor, Rosemary	Malacology
Pyke, Margery	Terrestrial Ecology
Rath, Pip	Anthropology
Riley, Jill	Library
Ronay, Hazel	Malacology
Rose, Sharn	Malacology
Routh, Janet	Public Programs
Sakker, Libby	Public Programs
Schonell, Margaret	Marine Invertebrates
Shackleton, Moira	Public Programs
Sinclair, Arch	Marine Invertebrates
Smith, Joyce	Public Programs
Smith, Susen	Public Programs
Speechley, Betty	Entomology
Sproule, Hazel	Public Programs
Stewart, Ailsa	Public Programs
Strauss, Lesley	Public Programs
Sweica, Peter	Finance, Ichthyology
Szybinski, Lala	Public Programs
Tao, Kim	Anthropology
Thomas, Angela	Public Programs
Towner, Greg	Marine Invertebrates
Walker, Wendy	Marine Invertebrates

Name	Section
Ward, Helene	Marine Invertebrates
Warren, Chloe	Lizard Island Research Station
Weiner, Jean	Entomology
Wellington, Jill	Public Programs
Whittaker, Fred	Paleontology
Willis, Robert	Entomology
Wise, Jess	Malacology
Wong, Marian	Lizard Island Research Station
Wood, Chris	Public Programs
Yerman, Michelle	Marine Invertebrates
Young, David	Lizard Island Research Station

APPENDICES P AND Q

Appendix P: Staff Publications, and Appendix Q: Staff List are available in the online version of this report at <http://www.amonline.net.au/about/report/>.



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Legal Deposit (PM 2000-15)	22	ARSBR Annual Reports (Statutory Bodies) Regulation 2000	
Letter of submission (inside front cover)		FOIA Freedom of Information Act 1989	
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Centre for Materials Conservation and the Built Environment (CMCBE)

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APPENDIX Q

Staff List (1 July 2001 – 30 June 2002)

Key	
AMARC	Australian Museum Audience Research Centre
AMBS	Australian Museum Business Services
CBCR	Centre for Biodiversity and Conservation Research
CER	Centre for Evolutionary Research
CMCBE	Centre for Materials Conservation and the Built Environment
EBU	Evolutionary Biology Unit
EES	Earth and Environmental Sciences
GRC	Geodiversity Research Centre
LIRS	Lizard Island Research Station
PPRC	People and Place Research Centre
SCG	Science Communication Group
TAMS	The Australian Museum Society

Staff who work across departments or divisions appear once, with all their departments and roles listed against that entry.

Name	Division	Department	Position
Ademeitis, A	Public Programs	Exhibition Development	Exhibition Project Manager
Ahyong, S	Science	Marine Invertebrates	ARC Research Fellow
Allen, J	Corporate & Commercial Services	AMBS	Project Officer
Ampt, P	SIIM	Strategic Initiatives Unit	Senior Project Officer
Archer, M			Director
Arndt, M	SIIM	Marketing, PR & Sponsorship	Events & Protocol Co-ordinator
Ashford, P L	Public Programs	Security Control/Patrol	Control/Patrol Officer
Athey, C	Corporate & Commercial Services	AMBS	Project Manager
Attenbrow, V	Science	Anthropology	Senior Research Scientist
Attwood, K	Science	Marine Invertebrates	Technical Officer
Atzemis, M	SIIM	Nature Focus	Photo Researcher
Baistow, W	Corporate & Commercial Services	Financial Services	Accounts Officer
Baker, G	SIIM		Associate Director
Baker, J A	Public Programs	Exhibition Development	Exhibition Project Manager
Baker, N	Corporate & Commercial Services	AMBS	Temporary Senior Project Manager, Heritage
Baker, T	Corporate & Commercial Services	Financial Services	Accounts Officer
Barclay, S	Corporate & Commercial Services	AMBS	Technical Officer
Barlow, H	Science	Malacology	Technical Officer
Barnett, J	Public Programs	Public Programs	Head, Public Programs
Bartlett, A	SIIM	AMARC	Museum Assistant

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Staff List (1 July 2001 – 30 June 2002)

Name	Division	Department	Position
Barton, H	Corporate & Commercial Services	AMBS	Project Manager, Heritage
Beacham, E	SIIM	search & discover/Web Development	Information Officer
Beare, H	Public Programs	Visitor Events & Outreach Programs	Education Project Officer
Belov, K	Research Centres	EBU	ARC Research Fellow
Bento, C	SIIM	Photographic Services	Manager, Photographic Services
Berents, P	Science	Marine Invertebrates	Collection Manager, Scientific Officer
Berg, L	Public Programs	Public Programs	Administrative Officer
Bernard, L	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Betts, E	Science	Entomology	Technical Officer
Bickel, D	Science	Entomology; Arachnology	Research Scientist
Black, K	Science	Mammalogy	Technical Officer
Blaxland, B	Public Programs	Education Services	Education Project Officer
Blayney, D	Corporate & Commercial Services	Multimedia Unit	Project Officer
Bodanhowicz, B	SIIM	Strategic Initiatives Unit	Senior Project Officer – FATE
Boles, W	Science	Ornithology	Collection Manager, Scientific Officer
Bonshek, L	Science	Anthropology	Collection Manager
Bow, K	Public Programs	Visitor Services	Interpretive Officer
Brass, L	Science	Anthropology	Acting Collection Manager
Bray, M	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Brazier, J	SIIM	Archives and Records	Manager, Archives & Records, FOI Co-ordinator & Privacy Contact Officer
Bryant, J	Corporate & Commercial Services	AMBS	Finance/Administrative Assistant
Buhler, R	Corporate & Commercial Services	Shop	Manager, Museum Shop
Bulbert, M	Research Centres	CBCR	Technical Officer
Burns, E	Corporate & Commercial Services	AMBS	Project Officer, Ecology
Byrne, A		TAMS	Clerical Assistant
Calavrias, N	Public Programs	Cleaning Liaison	Cleaner
Cameron, E	SIIM	search & discover/Web Development	Information Officer
Cantrell, C	SIIM	Research Library	Senior Library Technician
Capdor, J	Corporate & Commercial Services	Organisational Development	Employee Relations Co-ordinator
Carceller, B	SIIM	Network Operations	Manager, Network Operations
Carrillo-Huffman, Y	Science	Anthropology	Administrative Assistant
Carson-Ewart, B	SIIM	search & discover/Web Development; Public Programs; Science	Web Researcher/Editor; Science Content Developer; Ichthyology Technical Officer
Carter, G	Research Centres	CBCR	Scientific Officer
Cassis, G	Research Centres	CBCR	Head, CBCR
Cerra, A	Research Centres	EBU – SEM Lab	Microscopist
Charleston, L	Science	Anthropology	Temporary Data Entry Officer
Chatenay, P	Public Programs	Visitor Services	Interpretive Officer
Cheshire, K	Corporate & Commercial Services	AMBS	Temporary Project Officer, Ecology
Child, D	Corporate & Commercial Services	Stores	Stores Officer
Christie, F	SIIM	search & discover/Web Development	Information Officer
Clarke, D	SIIM	Network Operations	Helpdesk Support Officer
Cole, E	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Cole, V	Science	Marine Invertebrates	Technical Officer
Colgan, D	Research Centres	EBU	Principal Research Scientist
Collis, A	Corporate & Commercial Services	AMBS	Technical Officer
Connolly, M	Corporate & Commercial Services	Venue Management	Venue Manager
Connors, S	Public Programs	Visitor Services	Manager, Indigenous Australians Exhibition
Coughlan, J	Corporate & Commercial Services	AMBS	Temporary Senior Project Manager, Ecology
Cowan, S	Science	Entomology	Technical Officer
Cowell, E	Public Programs	Exhibition Development	Exhibition Project Manager
Cox, T	Public Programs	Security Control/Patrol	Control/Patrol Officer
Daher, G	Science	Anthropology	Temporary Administrative Assistant
Daltry, L	SIIM	Nature Australia	Temporary Subscriptions Manager
Daniel, V	Research Centres	CMCBE	Research Head
Davis, K		TAMS	Events Administrator
Day, B	Science	Entomology	Technical Officer
Dewald, H	SIIM	Strategic Initiatives Unit	Temporary Publicist
DeWinne, L	Public Programs	Public Programs	Financial and Administrative Co-ordinator
Dingley, M	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Docker, R	SIIM	Archives and Records	Archivist
Dodds, A	Public Programs	Education Services	Education Project Officer

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Staff List (1 July 2001 – 30 June 2002)

Name	Division	Department	Position
Doherty, H	Research Centres	CBCR	Technical Officer
Donnelly, A	Research Centres	CBCR	Technical Officer
Donnelly, G	Public Programs	Design	Exhibition Project Officer
Dorey, F	Public Programs	Visitor Services	Interpretive Officer
Dowers, W	Public Programs	Education Services	Clerical Officer
Dubost, A	Science	Anthropology	Temporary Data Entry Officer
Duncan, T	Science	Materials Conservation	Assistant Conservator
Duval, E	Public Programs	Design	Exhibition Project Officer
Dyson, R		TAMS	Clerical Officer
Edgecombe, G	Science	Paleontology	Senior Research Scientist
Elliott, M	Research Centres	CBCR	Technical Officer
Elliott, S	Corporate & Commercial Services	AMBS	Receptionist/Office Administration
Ennis, P	Science	Mammalogy	Technical Officer
Evan, O	SIIM	search & discover/Web Development	Information Officer
Faith, D	Science	Terrestrial Ecology	Principal Research Scientist
Fenton, S	SIIM	Research Library	Manager, Research Library
Fereday, S	Corporate & Commercial Services	AMBS	Manager, AMBS
Ferguson, G	Public Programs	Outreach	Manager, Touring and Outreach
Filmer-Sanke, P	Deputy Director		Deputy Director
Finlay, H	Science	Herpetology; Entomology	Museum Assistant
Firestone, K	Research Centres	EBU	Research Scientist
Fitsgerald, P	Public Programs	Education Services	Education Project Officer
Flemons, P	Research Centres	CBCR	Scientific Officer
Fletcher, P	Public Programs	Cleaning Liaison	Cleaner
Florek, S	Science	Anthropology	Aboriginal Collections Documentation Officer
Foley, D	Science	Ichthyology	Temporary Technical Officer
Folwell, S	Science	Mineralogy & Petrology	Museum Assistant
Ford, S	Science	SCG	Co-ordinator
Franklin, K	Public Programs	Design	Exhibition Project Officer
Fuary, A	Public Programs	Visitor Services	Interpretive Officer
Galea, N	Public Programs	Design	Senior Graphic Designer
Gaundar, R	Corporate & Commercial Services	Organisational Development	Assistant Manager
Gibson, L	Science	Anthropology	Technical Officer
Gillespie, A		Director's Office	Technical Officer
Gimenez, A	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Glasson, M	Corporate & Commercial Services	Shop	Assistant Floor Manager
Goh, T	Science	Science; Ichthyology	Personal Assistant; Technical Officer
Gordon, P	Science	Anthropology; Aboriginal Heritage Unit	Acting Division Head; Manager AHU
Gowing, G	Science	Terrestrial Ecology	Senior Technical Officer
Graham, I	Science	Mineralogy & Petrology	Technical Officer
Gray, E	SIIM	search & discover/Web Development	Information Officer
Gray, M	Science	Arachnology	Senior Research Scientist
Greer, A	Science	Herpetology	Principal Research Scientist
Gregg, B	SIIM	search & discover/Web Development	Administrative Assistant
Gregg, A	Public Programs	Design	Exhibition Project Officer
Gregoire, N	Public Programs	Cleaning Liaison	Cleaner
Griffin, C	Corporate & Commercial Services	Financial Services	Cashier
Griffiths, A B	Public Programs	Admissions	Admissions Officer
Hainsworth, A	SIIM	Research Library	Library Technician – Inter Library Loans
Hall, K	Research Centres	EBU	Research Officer
Hardiman, G	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Haronga, L	Public Programs	Visitor Services	Interpretive Officer
Harris, R	Research Centres	CBCR	Technical Officer
Harrison, S		TAMS	Secretary
Hawkey, K	Public Programs	Reception	Receptionist
Hay, A	Science	Ichthyology	Technical Officer
Henne, H	Public Programs	Cleaning Liaison	Leading Hand Cleaner
Hickey, G	SIIM	Publishing	Editor, <i>Nature Australia</i>
Hilliger, K	Director; SIIM	Director's Office; Strategic Initiatives Unit	Executive Assistant
Hodges, G	Corporate & Commercial Services	Facilities Management	Manager, Facilities
Hoese, D	Science	Science; Ichthyology	Head, Science; Senior Research Scientist
Hoggett, A		LIRS	Co-director

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Name	Division	Department	Position
Horn, B	Public Programs	Design	Exhibition Project Officer
Howlett, C	Public Programs	Security Control/Patrol	Control/Patrol Officer
Howson, N	Corporate & Commercial Services	Financial Services	Mail Clerk
Humphrey, M	Public Programs	Security Control/Patrol	Control/Patrol Officer
Humphreys, S	SIIM	Photographic Services	Photographer
Hutchings, P	Science	Marine Invertebrates	Principal Research Scientist
Huybrechs, J	Science	Marine Invertebrates	Technical Officer
Hyslop, A	Public Programs	Visitor Services	Volunteer Co-ordinator
Ingleby, S	Science	Mammalogy	Collection Manager
Ireland, T	Corporate & Commercial Services	Stores	Stores Supervisor
Jeffreys, E	Research Centres	CBCR	Technical Officer
Johanson, Z	Science	Paleontology	ARC Research Fellow
Johnson, R	Science	Marine Invertebrates	Technical Officer
Johnston, C	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Jones, A	Science	EES; Marine Ecology	Head, EES; Senior Research Scientist
Jones, D		Director's Office	Personal Assistant to Director
Jones, E	Public Programs	Cleaning Liaison	Leading Hand Cleaner
Jones, K	Science	Materials Conservation	Conservator
Jones, R	Science	Paleontology	Collection Manager
Joseph, F	Corporate & Commercial Services	Multimedia Unit	Exhibition Project Officer
Keable, S	Science	Marine Invertebrates	Technical Officer
Keenan, R	SIIM	Research Library	Cataloger
Kelly, E	SIIM	Archives and Records	Temporary Records Officer
Kelly, J	Science	Malacology	Technical Officer
Kelly, L	SIIM	AMARC	Manager, AMARC
Kelly, M	Science	Materials Conservation	Conservator
Kent, M	Public Programs	Admissions	Assistant Manager
Keywan, O	Public Programs	Exhibition Production & Maintenance	Manager, Exhibition Production & Installation
Khan, K	Science	Anthropology	Senior Technical Officer
Kibble, A	Corporate & Commercial Services	Organisational Development	Temporary Employee Relations Officer
Kiely, S	Science	Marine Invertebrates	Project Manager
Kindley, I	Public Programs	Visitor Services	Staff Co-ordinator
King, J	SIIM	Photographic Services	Museum Assistant
Kirkwood, L	Science	Mammalogy; EBU	Technical Officer; Research Officer
Knight, C	SIIM	Research Library	Manager, Cataloguing Project
Lamb, R		LIRS	Half-time Maintenance officer
Lamb, T		LIRS	Half-time Accommodation Officer
Lamond, C	Public Programs	Visitor Services	Interpretive Officer
Lane, J	Research Centres	CBCR	Technical Officer
Lassua, S	Corporate & Commercial Services	AMBS	Technical Officer
Leculier, A	Science	Materials Conservation	Conservator
Ledermann, U	Public Programs	Security Control/Patrol	Control/Patrol Officer
Leis, J	Science	Ichthyology	Senior Research Scientist
Lemmer, L	SIIM	Research Library	Librarian
Lim, R	Corporate & Commercial Services	Organisational Development	Employee Relations Co-ordinator
Lindsay, S	Research Centres	EBU	SEM Officer
Lloyd Shepherd, E	Corporate & Commercial Services	AMBS	Exhibition Project Officer
Loch, I	Science	Malacology	Senior Technical Officer
Lockett, M	Science	Ichthyology	Technical Officer
Lowe, K	SIIM	Publishing	Senior Project Officer
Lowe, M	Corporate & Commercial Services	Facilities Management	Admin Services Officer
Lowry, J	Science	Marine Invertebrates	Principal Research Scientist
Lugowski, H	Corporate & Commercial Services	Financial Services	Management Accountant
MacGregor, C	Science	Materials Conservation	Manager, Materials Conservation
Macleod, E	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Magarey, E	Corporate & Commercial Services	AMBS	Project Manager, Terrestrial Ecology
Mahoney, M	Public Programs	Exhibition Development	Exhibition Project Manager
Main, S	Public Programs	Visitor Services	Education Project Officer
Major, R	Science	Terrestrial Ecology	Principal Research Scientist
Mansson, C	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Markas, J	SIIM	Archives and Records	Photographer, Photo Archives Project
Martin, G	Corporate & Commercial Services	AMBS	Project Officer, Heritage
Masters, S	Public Programs	Visitor Services	Interpretive Officer
Matzik, B	Public Programs	Exhibition Development	Exhibition Project Manager

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Name	Division	Department	Position
McCallum, J	SIIM	Nature Focus	Manager, Nature Focus
McCarthy, G	Deputy Director	Deputy Director's Office	Executive Assistant to Deputy Director
McClintock, K	Corporate & Commercial Services	AMBS	Project Manager, Exhibitions
McElwee, J	Public Programs	Cleaning Liaison	Cleaner
McEvey, S	SIIM	Scientific Publications	Editor, Scientific Publications
McGinlay, J	Public Programs	Admissions	Gallery Officer
McGrouther, M	Science	Ichthyology	Collection Manager
McIntosh, I	Public Programs	Visitor Services	Interpretive Officer
McKinnie, J	Public Programs	Security Control/Patrol	Control/Patrol Officer
McMurray, A	Public Programs	Admissions	Admissions Officer
McPherson, H	Science	Materials Conservation	Conservator
Mebbersson, M	Corporate & Commercial Services	AMBS	Project Manager, Heritage
Mellish, S	Public Programs	Security Control/Patrol	Relief Officer
Micic, S	Research Centres	CBCR; EBU	Technical Officer
Middelfart, P	Science	Malacology	Scientific Officer
Milicevic, K	Corporate & Commercial Services	Organisational Development	Employee Relations Officer
Millar, D	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Milledge, G	Science	Arachnology	Technical Officer
Miller, A	Science	Malacology	Technical Officer
Miller, L	SIIM	search & discover/Web Development	Information Officer
Monro, K	Science	Marine Invertebrates	Technical Officer
Morrison, V	Public Programs	Education Services	Manager, Education Services
Morvan, J	Science	SCG	Interpretative Officer
Moskos, M	Corporate & Commercial Services	Facilities Management	Manager, Building Services and Risk Management
Moulds, M	Science	Entomology	Collection Manager, Scientific Officer
Moulds, T	Science	Entomology; CBCR	Technical Officer
Muir, G	Corporate & Commercial Services	AMBS	Project Manager, Ecology
Muller, R	SIIM	Strategic Initiatives Unit	Manager, SIU
Murphy, A	Public Programs	Reception	Receptionist
Murray, A	Science	Marine Ecology; Marine Invertebrates	Technical Officer
Musser, A	Public Programs	Design	Technical Officer
Mututantri, A	Research Centres	CBCR	Research Scientist
Nightingale, A	Corporate & Commercial Services	AMBS	Project Manager, Heritage
Noack, A	Research Centres	CBCR	Casual Technical Officer
Notman, G	Corporate & Commercial Services	Organisational Development	Manager, Organisational Development
Nunes, S	SIIM	Archives and Records	Temporary Archivist
O'Sullivan, E	SIIM	Archives and Records	Temporary Records Manager
Oakman, A	Public Programs	Visitor Services	Interpretive Officer
O'Callaghan, J	Science	Malacology	Technical Officer
O'Connor, W	Public Programs	Reception	Receptionist
O'Meally, D	Research Centres	EBU	Collection Manager
Ovenden, P	SIIM	Photographic Services	Photographer
Pacheco, M	Science	Science	Executive Assistant to Head of Science
Parkin, N	Science	Ichthyology	Casual Technical Officer
Parkinson, K	Science	Ichthyology	Technical Officer
Parnell, T	Science	Anthropology	Aboriginal Project Officer
Payne, C	Corporate & Commercial Services	Multimedia Unit	Project Officer
Peacock, S	Corporate & Commercial Services	AMBS	Temporary Senior Project Manager, Exhibitions
Pearce, G	Corporate & Commercial Services	Organisational Development	Employee Relations Officer
Pearce, L		LIRS	Half-time Maintenance officer
Pearce, M		LIRS	Half-time Accommodation Officer
Peart, R	Science	Marine Invertebrates	Technical Officer
Pelarek, F	Public Programs	Visitor Services	Manager, Science Interpretation & Community Programs
Philp, J	Science	Anthropology	Temporary Data Entry Officer
Player, K	Public Programs	Visitor Services	Interpretive Officer
Plunkett-Cole, N	Public Programs	Outreach	Manager, Visitor Event & Outreach Programs
Pogonoski, J	Science	Ichthyology; Malacology	Technical Officer
Pogson, R	Science	Mineralogy & Petrology	Collection Manager
Pollard, J	Public Programs	Education Services	Education Project Officer
Ponder, W	Science	Malacology	Principal Research Scientist

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Name	Division	Department	Position
Pope, K	Corporate & Commercial Services	Corporate & Commercial Services	Head, Corporate & Commercial Services
Popovic, Z	Public Programs	Security Control/Patrol	Control/Patrol Officer
Puslednik, L	Science	Malacology	Temporary Technical Officer
Pyke, G	Science	Terrestrial Ecology	Research Scientist
Ralph, T	Public Programs	Exhibition Production & Maintenance	Exhibition Project Manager
Rand, K	Public Programs	Design	Exhibition Project Officer
Reader, S	Science	Ichthyology	Technical Officer
Reid, C	Research Centres	CBCR	Scientific Officer
Reid, S	Science	Malacology	Technical Officer
Richards, A	Public Programs	Exhibition Development	Exhibition Project Manager
Richardson, N	Corporate & Commercial Services	AMBS	Technical Officer
Rickard, E	Science	Herpetology; EBU	Technical Officer; Research Assistant
Robinson, M	Science	SCG	Naturalist
Rowland, P	Science	Ornithology	Casual Museum Assistant
Rudman, B	SIIM	search & discover/Web Development	Web Assistant
Rudman, W	Science	Malacology	Principal Research Scientist
Ryan, B	Corporate & Commercial Services	AMBS	Technical Officer
Sadlier, R	Science	Herpetology	Collection Manager
Sampson, R	Public Programs	Admissions	Admissions Officer
Sargent, J	Corporate & Commercial Services	AMBS	Project Manager, Terrestrial Ecology
Saunders, J	SIIM	Publishing	Manager, Publishing/ Commercial Publishing
Sawers, V	Corporate & Commercial Services	Shop	Floor Manager
Schmidt, S	Corporate & Commercial Services	Financial Services	Manager, Financial Services
Scott-Child, R	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Seignior, M	Science	Anthropology	Technical Officer
Shallis, D	Public Programs	Security Control/Patrol	Manager, House Services
Sharkey, D	Research Centres	EBU	Technical Officer
Silvera, R	Research Centres	CBCR	Technical Officer
Simpson, F	SIIM	Research Library	Library Technician – Serial Management
Skates, A	SIIM	search & discover/Web Development	Manager, Web Development Unit/ search & discover
Slarke, H	SIIM	search & discover/Web Development	Web Assistant
Smith, C	Science	Materials Conservation	Conservator
Smith, D	Public Programs	Education Services	Education Assistant
Smith, D	Research Centres	CBCR	Technical Officer
Smith, F	SIIM	Information Management	Temporary Administrative Assistant
Smith, H	Science	Arachnology	Technical Officer
Smith, K	Research Centres	CBCR	Technical Officer
Smith, M	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Sonntag, A	Science	Anthropology	Pacific Collection Project Officer
South, B	Science	Anthropology	Aboriginal Collection Project Officer
Springthorpe, R	Science	Marine Invertebrates	Technical Officer
Staka, M	Corporate & Commercial Services	Financial Services	Manager, Financial Operations
Stanborough, C	Science	Anthropology	Temporary Data Entry Officer
Stephens, M	SIIM	Research Library	Library Assistant
Stoddart, H	Science	Marine Invertebrates	Scientific Officer
Stoddert, J	Science	Ichthyology	Casual Technical Officer
Studdert, J	Science	Malacology	Technical Officer
Sutherland, F	Science	Mineralogy & Petrology; GRC	Principal Research Scientist; GRC Head
Sutton, N	Public Programs	Admissions	Gallery Officer
Sweet, D	Public Programs	Exhibition Development	Exhibition Project Officer
Taçon, P	Science	Anthropology; PPRC	Principal Research Scientist; Head, PPRC
Tarlinton, J	Public Programs	Design	Exhibition Project Officer
Tarnawski, T	Science	Invertebrate Zoology	Technical Officer
Tierney, M	Deputy Director	Deputy Director's Office	Executive Officer
Torrence, R	Science	Anthropology	Research Scientist
Trnski, T	Science	Ichthyology	Technical Officer
Truskett, S	SIIM	Associate Director's Office	Executive Assistant to Associate Director
Turner, J	Science	Materials Conservation	Conservator
Vail, L		LIRS	Co-director
Valis, S	Science	Materials Conservation	Conservator
van Frank, M	Science	Anthropology	Collections Project Officer
van Leeuwen, H	Science	Paleontology	Technical Officer

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Name	Division	Department	Position
Wang, A	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Waterhouse, J	Science	Malacology	Technical Officer
Weakley, R	SIIM	search & discover/Web Development	Web Designer
Webb, G	Science	Mineralogy & Petrology	Technical Officer
Webster, Y	Public Programs	Outreach	Liaison Officer, Touring & Outreach
Whitby, S	Science	Anthropology	Repatriation Officer
White, D	SIIM	Editing	Managing Editor
White, P	Science	Anthropology	Aboriginal Heritage Officer
Wilkie, L	Research Centres	CBCR	Scientific Officer
Wilmot, J	Research Centres	CBCR	Technical Officer
Wilson, G	Science	Marine Invertebrates	Principal Research Scientist
Winter, A	Science	SCG	Interpretative Officer
Wright, G	Public Programs	Exhibition Production & Maintenance	Exhibition Project Officer
Yerman, M	Science	Marine Invertebrates	Technical Officer
Young, F	Public Programs	Design	Co-ordinator, Exhibition Design
Zeppel, M	Corporate & Commercial Services	AMBS	Project Officer, Terrestrial Ecology
Zhen, Y	Science	Paleontology; Malacology; EBU	Technical Officer; Microscopist
Zolnay, S	Corporate & Commercial Services	Financial Services	Finance Officer