

Australian Museum  
Annual Report 2009–2010



nature culture **discover**



Australian Museum

# **Annual Report 2009–2010**

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**Availability**

This annual report has been designed for accessible online use and distribution. A limited number of copies have been printed for statutory purposes.

This report is available at  
[www.australianmuseum.net.au/Annual-Reports](http://www.australianmuseum.net.au/Annual-Reports).

Further information on the research and education programs and services of the Australian Museum can be found at [www.australianmuseum.net.au](http://www.australianmuseum.net.au).

**Cover photograph**

Tiwi women from Bathurst Island hold traditional hand-printed fabric at the Australian Museum. Photo Stuart Humphreys.

All photographs © Australian Museum

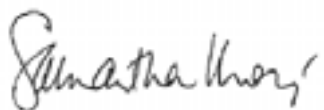
The Hon. Virginia Judge, MP

Minister for the Arts

Minister,

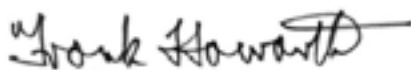
In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983* we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended 30 June 2010 for presentation to Parliament.

On behalf of the Australian Museum Trust,



Sam Mostyn

President of the Trust



Frank Howarth

Secretary of the Trust

**Minister**

The Hon. Virginia Judge, MP and Minister for the Arts

**Governance**

The Museum is governed by a Trust established under the *Australian Museum Trust Act 1975*. The Trust currently has 11 members, one of whom must have knowledge of, or experience in, science, one of whom must have knowledge of, or experience in, education and one of whom must have knowledge of, or experience in, Australian Indigenous culture.

Trustees are appointed by the Governor on the recommendation of the Minister for a term of up to three years. Trustees may serve for no more than three terms. Vacancies may be filled by the Governor on the recommendation of the Minister. The President of the Trust is appointed by the Governor on the recommendation of the Minister.

The Director of the Australian Museum is Secretary to the Trust and is responsible for the common seal. Trustees receive no remuneration but may be reimbursed for expenses.

All of the Museum's annual reports since 1998–99 are available at [www.australianmuseum.net.au/Annual-Reports](http://www.australianmuseum.net.au/Annual-Reports).

Further information on the research and education programs and services of the Australian Museum can be found at [www.australianmuseum.net.au](http://www.australianmuseum.net.au).

**Admission charges**

General Museum entry

Adult \$12

Child (5–15 years) \$6

Concession \$8

Family (one adult, two children) \$18

Family (two adults, two children) \$30, each additional child \$3

Children under five years, Australian Government DVA Gold Cardholders, Australian Government 'Blue' Pensioner Concession Cardholders and Australian Museum Members free.

Additional charges may apply to special exhibitions and activities.

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# Our year in review



## President's report

## Thriving in partnership



In looking back on the previous year, it is pleasing to see how well the Museum has performed in its ability to collaborate, not only with other cultural and scientific institutions, but with the education sector, private enterprise, other parts of government and the wider community.

These partnerships are vital to the future of the Museum. Firstly though, I want to acknowledge the enormous contributions of Brian Sherman, who retired in December after nine years as President of the Australian Museum Trust. For me it has been both a pleasure and a privilege to serve on the Trust over the last seven years, and I am thrilled to take up his legacy. I am also pleased to acknowledge the contributions of retiring Trustees Julie Walton and Cate Blanchett, and to welcome our new Trustees Paul Connor and Professor Amanda Lawson.

## SYDNEY AND BEYOND

Highlights of the Museum's touring exhibition program this year include *Art of the Pharaohs*, a collaborative effort with national museums of Singapore and Korea, and the *Menagerie* exhibition with Sydney's Object Gallery. Another great example, and an indication of the Museum's interest in future partnerships in western Sydney, is *Body Pacifica* at the Casula Powerhouse Arts Centre. This celebration of Pacific material culture and art is a partnership between the Casula Powerhouse, the Museum and the National Rugby League. New initiatives for 2010 in our Science Communication program include partnerships with the Ultimo Science Festival and Science EXPOsed, while the Museum was delighted to welcome 3M as a new corporate supporter of Science in the City, Suburbs and Bush.

## RECOGNITION

In a year when many scientists have been under attack in the debates about climate change, the many partnerships involved in the Eureka Prizes are more valuable than ever. The Eureka Prizes represent one of the few opportunities this country has to recognise the 'unsung heroes' of science who play such a vital role in documenting our relationship with the natural world and the perils that it faces.

Australian Museum scientists and researchers have been active participants in partnerships with Bush Blitz biodiversity surveys, the Atlas of Living Australia, and the Virtual Museum of the Pacific with the University of Wollongong. All of these projects make the Museum's research and collections information more widely available to the public, and along with the Eureka Prizes help us understand what it is we need to protect and what we stand to lose from the natural and cultural world.

## INTERACTION

In 2010 we enjoyed the first full year of operation of our new website and its capacity to create a two-way communication between the Museum and our online public. This website is hosting online conversations on topics as diverse as cassowaries, climate change and 'Mr Blobby' (a specimen of fish which has achieved great notoriety). The Museum has been a leading participant in the debate about the future shape of museums, and is actively exploring how new technologies can help create partnerships with the communities we serve.

## A WIDENING GAP

The Australian Museum has achieved these successes despite the decline, in real terms, of NSW Government funding over the last five years. In an environment of constant budget constraints and efficiency challenges, staff have worked hard to control costs and develop new revenue raising opportunities such as behind-the-scenes tours. While the Museum is fortunate to have the opportunity to attract funds through its commercial activities, Foundations, supporters and partners, the widening gap between State Government funding and the Museum's costs of operation will be perhaps the most significant challenge faced by the institution in the years ahead.

## THANK YOU

Finally, I would like to thank the wonderful and hard-working team at the Australian Museum in all their various roles across the many parts of the organisation. They continue to bring their passion, enthusiasm and ideas to this important institution, and ensure that the Museum remains relevant and engaged in the exploration of science, nature and culture. On behalf of the Trust I would also like to extend special thanks to Assistant Director Janet Carding for the outstanding leadership she has provided since joining the Museum in 2004. We wish her all the best in her exciting new role as Director of the Royal Ontario Museum in Toronto. I also extend my thanks to my fellow Trustees, who continue to make significant contributions to secure the long-term future and success of the Australian Museum.

## Sam Mostyn

President

Australian Museum Trust



New technologies  
can help create real  
partnerships with  
the communities  
we serve



Partnerships are  
vital to the future  
of the Museum



The Australian  
Museum has achieved  
successes despite the  
decline, in real terms,  
of government funding



## Highlights 2009–2010

## Accessing the Museum

ACCESS FOR  
LEARNING

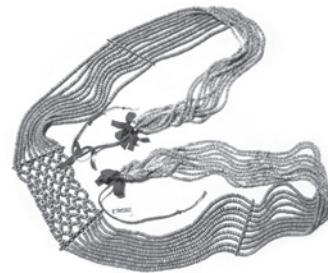
▼ Video conferences provide schools with access to Museum collections and educators through themed, interactive classroom sessions.



◀ Science in the City, Suburbs and Bush delivered science literacy activities to more than 10,000 students and their teachers across NSW.

ACCESS FOR  
COMMUNITIES

▼ More than 63,000 preschool, primary and secondary school students across Sydney and regional New South Wales accessed Museum in a Box.



▲ Premium behind-the-scenes tours provide visitors with a unique experience of the collections and raise revenue for the Museum.

▼ Bugwise for Schools is a free online learning program to help schoolchildren investigate their local environment.



▲ *Body Pacifica* featured rare objects from the Pacific collection, new artworks and community activities, in partnership with the Casula Powerhouse.



► Groups of 'at risk' youth from Pacific communities are finding a new sense of pride and dignity by visiting the collection and connecting with cultural artefacts during a partnership program with the NSW Dept of Juvenile Justice.



▲ *Menagerie*, one of this year's temporary exhibitions, was developed in partnership with Object Gallery. It showcased contemporary Indigenous sculpture and contributed to record 16% growth in visitor numbers.

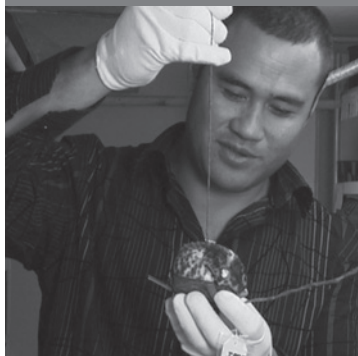
## ACCESS FOR COLLECTIONS

▼ The Virtual Museum of the Pacific showcases 400 artefacts from the Museum's vast Pacific Collection online.

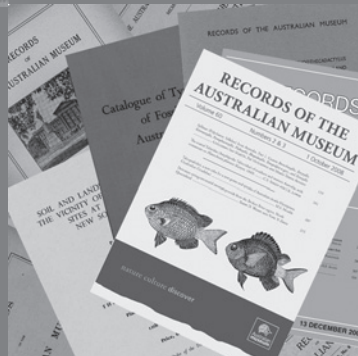


◀ The Museum's 16 million specimens are used to help us understand biodiversity, geodiversity and cultural diversity.

## ACCESS FOR RESEARCH RESOURCES



▼ Visiting scientists spent more than 1900 days working in the natural science collections. Staff sent 425 loans comprising 28,665 specimens around the world for other researchers.



▲ The Museum continues to build strategic alliances, with 21 sponsors supporting the Eureka Prizes for outstanding Australian science in 2009.

▼ Objects require conservation work to stabilise their condition before they can be loaned or displayed, such as these rare artefacts from the Captain Cook collection on loan to museums in Bonn and Venice.



▲ All scientific articles published in the *Records of the Australian Museum* and associated journals since 1851 are now available free of charge on the Museum's website.



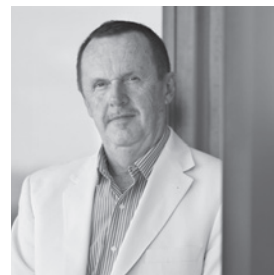
► Additional accommodation capacity at Lizard Island Research Station is allowing greater access for scientists to research the effects of climate change on coral reefs.



▲ 'Bush Blitz' surveys bring together scientists and volunteers to fill knowledge gaps about plants and animals and provide a baseline for monitoring future changes.

## Director's report

## Shaping the future



Trust President Sam Mostyn has reflected on our achievements over the past year. Here, I look ahead at the factors that will influence us in the next few years.

For many museums, the driving forces of the second decade of the millennium will be about three interconnected issues: first, the need for us to demonstrate that our collections are incredibly useful, that they can make the world a better place; second, the impact of the internet, and more specifically of social media; and third, that we are living in a climate of increasing restraint in public sector spending, which means less government funding for museums.

#### COLLECTIONS MAKING A DIFFERENCE

Collections are held to be the lifeblood, indeed the reason for existence, of museums. For many years of the twentieth century they were an end in themselves: the bigger and more comprehensive, the better. But a range of factors is causing us to increasingly ask how we can better use the collections we have. In the biological sphere we at the Australian Museum have been at the forefront of the argument to prove that good access to biological collections can help us address questions of biosecurity and environmental management, as well as better addressing fundamental questions about species diversity and genetic diversity. For example, over the last year we have been heavily engaged with a national project, the Atlas of Living Australia, which promises to 'unlock' the biological collections of museums, herbaria and universities.

Cultural collections pose more complex and fundamental questions for museums. The Museum's collections represent the material culture of real communities of

indigenous people in Australia and the Pacific. Do we 'own' those collections, or are we holding them as custodians, in trust, for those creator communities and their descendants? Are the collections primarily a record for anthropological research, to help us better understand the history of those communities, or are they a resource for the communities themselves? The answers to those questions are not simple, and they will preoccupy us for many years. We need to engage more with these creator communities in order to answer them, and this engagement will be a continuing key focus for us for the next few years.

#### MEETING THE SOCIAL MEDIA CHALLENGE

Interestingly, the second of our major challenges, the web and social media, is already heavily influencing discussions about collections and how they can be used. The boom in social media is changing the very nature of the visitor relationship with museums. Previously, we had a one-way communication in which we, the Museum, told you, the public, the 'facts'; now we are managers of a multiparty 'conversation' about the Museum, its collections and its stories. Such change is enabling us to better communicate with creator and diaspora communities, and to explore how they would like to engage with the collections we hold.

The boom in virtual access to our collections seems to be driving a parallel demand to see the 'real thing' too, which raises the question of how we can provide access to our collections when so few of them are on public exhibition. I'm sure that finding ways to improve the community's access to our collections will continue to challenge us.

#### DOING MORE WITH LESS

The third challenge will cause us to rethink both what we do and how we do it. Demands for government funds from areas such as health, education and transport will continue to put pressure on the resources available for arts, culture and science. This change is driving two things. First, we need to continually review our priorities for the funds we have while looking to more innovative internal arrangements to make those funds go further. Second, we need to keep exploring ways of increasing the funds we earn ourselves. Our direct commercial returns through retailing and venue hire are good and getting better, but our biggest income generator, after NSW Government funding, is admission ticket sales. We need to be more innovative in our programming to most effectively combine content which is both popular and timely to continue to attract visitors through the door.

Fortunately, we have a creative, hardworking team at the Museum and we are well placed to engage with the issues I've touched on here. Their capacity to address significant issues is reflected, for example, in the great improvement in workplace safety we have achieved over the past year, for which I congratulate the team. Their many other achievements across the fields of research, public programs and collection management are documented in this report.

The combined impact of these challenges will make the next few years at the Australian Museum both interesting and difficult. Tenacity, determination and flexibility will all be important, but so will a sense of pride, optimism and excitement. My thanks go to all the Museum's staff, Trustees, sponsors, Members, volunteers and visitors. I look forward to continuing the journey with you.

**Frank Howarth**  
Director  
Australian Museum

## Performance 2009–2010

## Increasing our knowledge

Throughout 2009–10 the Museum continued to perform its core functions: to increase knowledge of the natural and cultural world and to propagate that knowledge.

**SCIENTIFIC RESEARCH AND COLLECTION MANAGEMENT**

Museum scientists are actively addressing the many gaps in our knowledge of Australasian marine, terrestrial and freshwater environments, for example, through taxonomic research and the description of new species (115 in 2009–10, including snails, crustaceans, frogs, insects and birds). Research and Collections staff maintained a strong publication record (136 scientific publications in 2009–10), leading and participating in many research projects of national and international significance.

Essential to this research effort is the work of maintaining the Museum's natural and scientific collections. A core objective for the Museum is to compile a comprehensive electronic database; in 2009–10, the number of electronic collection records rose to over 1.6 million (see Figure 1.1). Even so, there is much to be done in transferring old records to the new system to ensure that the entire collection is accessible through this database.

**ENGAGING WITH COMMUNITIES**

Drawn by an exciting combination of permanent and temporary exhibitions, and visitor programs such as tours, workshops and school holiday events, the Museum recorded a 16% jump in visitation to its College Street site (see Figure 1.2). This increase was due in part to the number of primary and secondary school students participating in onsite, educator-led learning experiences (see Figure 1.3).

The Museum also provided a range of opportunities for people across Sydney, regional New South Wales, nationally and internationally to engage with the Museum. Pathways included the website (visited by nearly 10 million users during the year), science communication programs (Science in the City, Suburbs and Bush), and education programs (Connected Classrooms and Museum in a Box®).

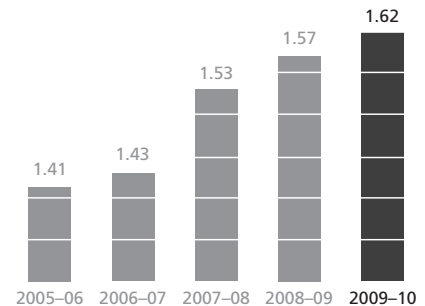


Figure 1.1 Number of collection records in the Museum's electronic database, 2005–06 to 2009–10 (millions)

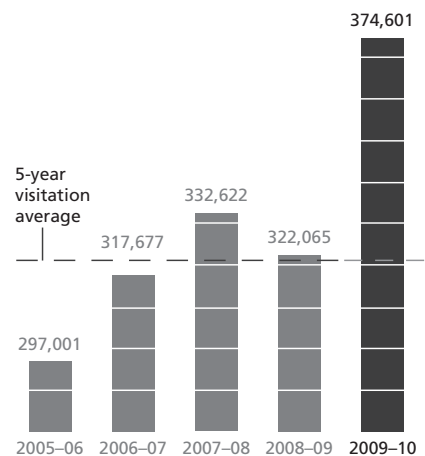


Figure 1.2 Onsite visitation to the Museum, 2005–06 to 2009–10

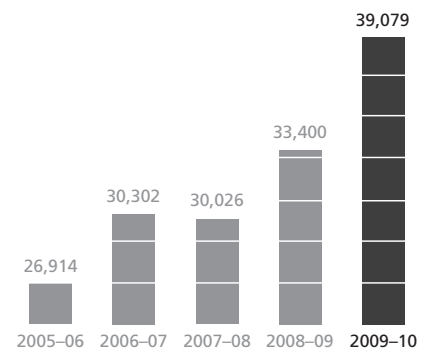


Figure 1.3 Growth in onsite school program numbers, 2005–06 to 2009–10

self-generated revenue rose by 18% in 2009–10

the Museum recorded a 16% jump in visitation

## Performance 2009–2010

### INCOME GENERATION

The Museum is working hard to increase self-generated income to sustain its activities. The Museum earns approximately one-third of its revenue from sources other than the NSW Government (see Figure 1.4), principally from admissions (\$3.3 million), the sale of services such as consulting and venue hire (\$3.3 million) and shop sales (\$1.3 million).

Excluding the impact of a 'one-off' insurance recovery of \$2.8 million in 2008–09, self-generated revenue rose by 18% to \$11.9 million in 2009–10 (see Figure 1.5).

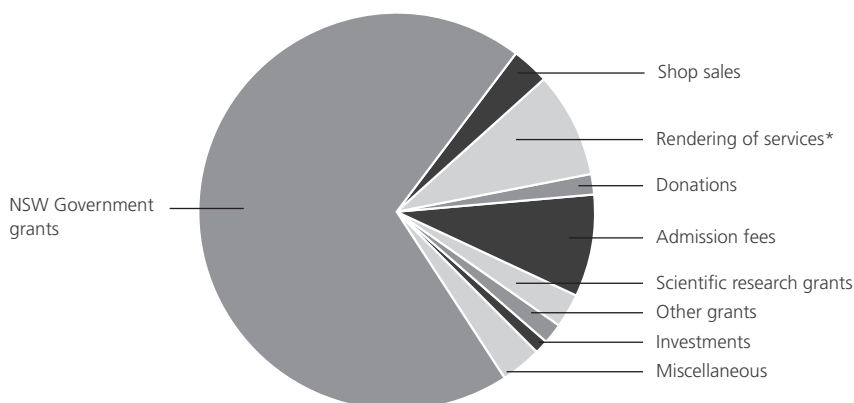


Figure 1.4 Australian Museum revenues, 2009–10

\* Includes venue hire and consulting revenue

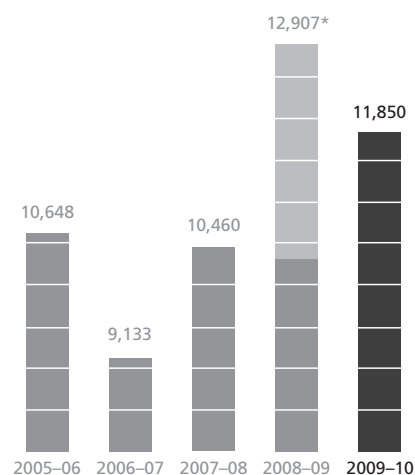


Figure 1.5 Revenue earned by the Museum, 2005–06 to 2009–10

Revenue earned excludes NSW Government recurrent and capital funding.

\*includes an insurance recovery of \$2.8 million, with other revenue of \$10.1 million.

# About the Museum

## CHARTER AND GOVERNANCE

The Australian Museum is a statutory body established under the *Australian Museum Trust Act 1975*. The Museum is principally funded by the NSW Government operating within Communities NSW. The objectives of the Act are to propagate knowledge about the natural environment of Australia and to increase that knowledge, particularly in the fields of biology, anthropology and geology.

The Trust's charter is fulfilled through a management structure (Appendix A) by Museum staff with the assistance of volunteers and interns. Museum Trustees are profiled in Appendix B, the Museum's executive in Appendix C. Risks are managed through the corporate governance measures certified in Appendix D.

A statement certifying credit card use by staff is in Appendix E.

## SERVICES

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

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

The outcomes of the Museum's service delivery are detailed in Part 2 Performance reports. The Museum's guarantee of service is in Appendix F.

## CUSTOMERS AND STAKEHOLDERS

The Museum's main customers are:

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

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

While our key stakeholders are the NSW Government and organisations engaged in natural resources management or working with Indigenous cultures, our reach extends nationally and internationally to audiences for whom we are a source of knowledge about Australian and regional natural and cultural diversity. Our stakeholders include:

- ▶ visitors from Australia and overseas
- ▶ donors, sponsors and partners
- ▶ Australian Museum Members
- ▶ volunteers and staff.

## OUR CONTEXT

The Museum seeks to explore the tensions that characterise our Australian context. We recognise that we are:

- ▶ a modern culture of European heritage, now multicultural, imposed on one of the oldest continuous cultures in the world
- ▶ one of the most sparsely populated and most urbanised countries in the world
- ▶ geographically isolated with a unique biodiversity, now challenged by a range of human impacts
- ▶ able to access freely a wide array of knowledge while respecting the intellectual property rights of its owners.

As a natural history museum and scientific research institution, there is a range of challenges and opportunities that inform the Museum's strategic direction. These include:

- ▶ the goals and objectives of the NSW State Plan
- ▶ the need to remain relevant in a rapidly changing world
- ▶ a range of environmental and cultural issues, many of national and international significance, which are addressed through the Museum's Research Strategy
- ▶ building a representative collection of objects that provide a timeline record of culture and nature across New South Wales, Australia and the Australasian–Pacific region
- ▶ meeting the access, learning and enjoyment needs of the communities with whom we engage
- ▶ maintaining and building corporate capabilities in the face of declining government funding.

## OUR VALUES

As the Australian Museum, we seek to be:

- ▶ egalitarian and fair minded
- ▶ willing to use humour and not take ourselves too seriously
- ▶ inquisitive and explorative
- ▶ creative and innovative
- ▶ truthful and authoritative
- ▶ outgoing
- ▶ respectful of the rights and views of others
- ▶ engaged in a dialogue with all our audiences.

## OUR GOALS

- ▶ Build a targeted 'time series' of objects defining our natural and cultural world.
- ▶ Unlock and share the knowledge in our natural and cultural collections.
- ▶ Ignite enthusiasm for the skills that explorers and collectors use.
- ▶ Find new connections across nature, culture and our lives.
- ▶ Capture the imagination of young, old and all those in between.
- ▶ Provide a safe work place for visitors and staff.
- ▶ Build an environmentally sustainable work place to promote and demonstrate sustainability values.

## KEY RESULT AREAS

To achieve its goals, the Museum focuses its activity, operations and initiatives into four key result areas (KRAs):

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

shows how our core services (collection management, public programs and scientific research) produce results for our customers and stakeholders in the short term and contribute to community outcomes in collaboration with other agencies. Community results can only be measured over the longer term and at a whole-of-government level. Table 1.1 and Table 1.2 set out the Museum's results indicators and services respectively.

## Strategic framework

The Museum's *Corporate Strategic Plan 2008–13* lists annual objectives and actions grouped under each KRA. The strategic objectives (Table 1.3) enable priorities, effort and resources to be focused towards strategic goals. They also form a convenient framework for reporting the year's strategic results (Part 2) and the Museum's extensive operational achievements.

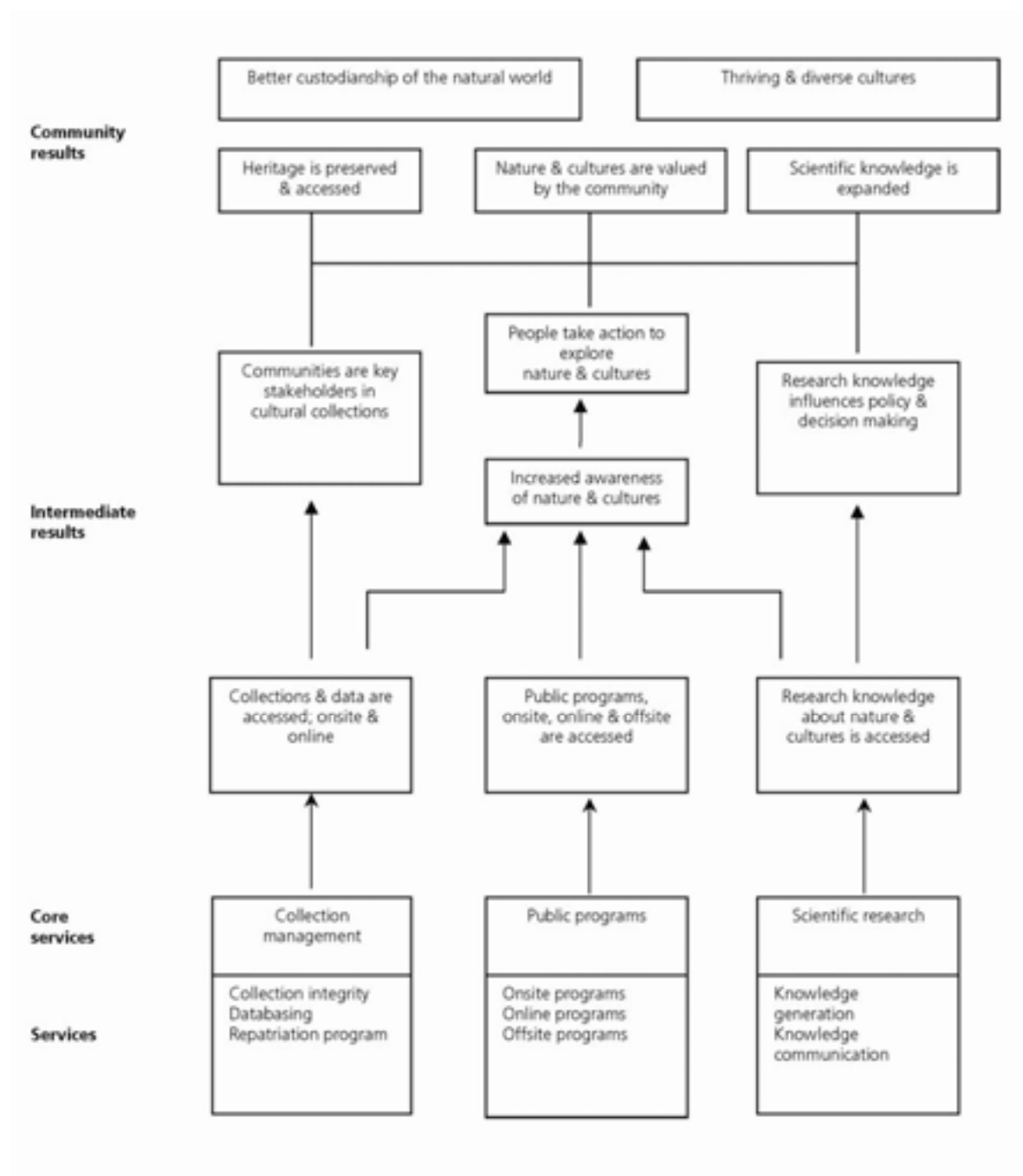
**Table 1.1 Results indicators for the Australian Museum, 2009–10**

Community results	Intermediate results	Results indicators	Target	Actual
Heritage is preserved and accessed	Communities are key stakeholders in cultural collections	Percentage of indigenous communities surveyed who are satisfied with access to collections	75%	80%
	Collections and data are accessed	Number of users of online collection information	n/a <sup>1</sup>	46,424
		Number of external researchers accessing collections and data	n/a	2,569
Scientific knowledge is expanded	Research knowledge influences policy and decision making	Percentage of key government stakeholders surveyed who are satisfied with Museum input and advice on policy and decision making	90%	100%
	Research knowledge about nature and cultures is accessed			
The community values nature and cultures	People take action to explore nature and cultures	Number of Australian Museum Members	10,500	11,567
	People demonstrate increased awareness of nature and cultures	Percentage of visitors who understood themes and messages in exhibitions	80%	n/a
	Real and virtual programs are accessed by the community	Visitor numbers		
		In person	350,000	374,601
		Online	9 million	9.4 million
		Percentage of visitors satisfied with overall experience	90%	91%
		Percentage of visitors from overseas	20%	35%

### Note

- 1 Australian Museum collection information can be accessed via many websites, for example the Global Biodiversity Information Facility and Online Zoological Collections of Australian Museums. Previous measures are no longer comparable.

Figure 1.1 How the Museum's services produce results and outcomes



**Table 1.2 Measures of services provided by the Australian Museum, 2009–10**

Core services	Services	Service measures	Target	Actual
Collection management	Collections integrity	Collections Integrity Index	75	73.2
	Collection databasing	Number of records in electronic database	1.578 million	1.620 million
	Indigenous program	Percentage of secret/sacred Indigenous collection identified for repatriation	82%	86.6%
Scientific research	Knowledge generation	Research expenditure	\$8.25 million	\$8.83 million
		Average value of grants	\$47,500	\$32,537
	Knowledge communication	Number of scientific publications	165	136
Public programs	<b>Onsite programs</b> <sup>1</sup>			
	Exhibitions	Number of exhibitions	22	22
	Learning programs	Number of students served	35,000	39,079
	Science in the City	Number of students served	5000	5662
	Visitor programs	Number of visitors served	380,500	403,697
	<b>Online programs</b>			
	Website	Number of website sessions	9 million	9.4 million
	<b>Outreach programs</b>			
	Australian Museum Eureka Prizes	Media audience for Eureka Prizes presentation	16 million	35 million
	Museum in a Box®	Number of students served	63,000	63,000
		Number of boxes loaned	450	494
	Video conferencing	Number of students	2500	5296
	Science in the Suburbs and Bush	Number of visitors	6000	4389
	Indigenous community outreach	Number of communities assisted	10	21

**Note**

<sup>1</sup> Onsite visitors may access more than one service so total services will exceed total visitors in this table.

**Table 1.3 Museum objectives under the Corporate Strategic Plan, 2009–10**

Key result area	Objective
1,2	1 Integrating exhibitions, outreach and online interactions to inspire the exploration of nature and culture
1	2 Expanding access to collections and research
1,2	3 Promoting the value of the Museum's research and science
4	4 Leveraging achievements and reputation to develop partnerships and respond to opportunities
3,4	5 Revitalising physical spaces to highlight the Museum's collections and research, improve infrastructure and provide a platform for high quality visitor experiences and two-way participation
3	6 Creating a culture of integration and collaboration in which all staff have a genuine commitment to a shared purpose of the Museum as a research institution and as a place of engagement with the public
3	7 Committing to continuous improvement through revised business models and better methods of self measurement and analysis
4	8 Broadening the Museum's revenue base to become less dependent on state government funding

## Performance reports



# 1 Integrating exhibitions, outreach and online interactions

## KEY RESULTS [AREAS 1, 2]

### Integrating programs

The Museum is developing a new process for commissioning public programs that considers and integrates exhibitions, visitor programs and websites. This process, to be implemented in 2010–11, will ensure our public offer is financially viable, reaches both physical and online audiences, and covers a broad range of topics and interests.

### [www.australianmuseum.net.au](http://www.australianmuseum.net.au)

The Museum's website, completely redeveloped in 2008–09, now consists of 7965 pages. All pages from the old website have been reviewed or revised and migrated to the new site, supplemented with newly developed and edited content.

There has been an increased focus on the number and quality of images on the website, with 6600 images available. In addition, the site offers 215 films including videos and movies made by staff and other website users.

### Online interaction

Virtually every page on the Museum website now offers the potential for online visitors to interact with the Museum and each other. Over 1200 comments have been contributed through the new comment system by both staff and visitors. Visitors can join the site in the My Museum section, with 2770 people registered, 50% of whom have become regular visitors.

Other projects include web-to-classroom workshops held for teachers to discuss their online needs and encourage interaction and blogs that report on research, museum projects and visitor feedback for peers and other stakeholders.

### Social media

The Museum piloted a number of innovative services using social media tools. For example, a video-conferencing pilot program combined resources and expertise to deliver web-based live streaming of content to school students, science communication events and Museum in a Box® outreach services. The pilot was successful and has been adapted to become part of the Museum's offerings.

## VISITOR EXPERIENCES

### Attendance

Onsite attendance to public programs at the College Street site was 374,601 (Table 2.1), up 17% on the five-year average visitation of 321,000 (Figure 1.2).

**Table 2.1 Annual onsite visitation to the Australian Museum, 2005–06 to 2009–10**

Year	2005–06	2006–07	2007–08	2008–09	2009–10
Visitation	297,000	317,677	332,622	321,954	374,601

The increase in visitation in 2009–10 results in part from a dynamic exhibitions program (Table 2.3). Program highlights included two major international exhibitions, *When Mammoths Roamed* and *Egyptian Treasures: Art of the Pharaohs*. Other particularly popular exhibitions included *Menagerie*, a new exhibition of contemporary Indigenous sculpture, and *Wildlife Photographer of the Year*, a popular annual exhibition.

### Temporary exhibitions

Attendances for onsite temporary exhibitions are shown in Table 2.2 and Table 2.3. More than 63,000 people visited *When Mammoths Roamed* (42,885 in 2009–10), representing around half of all visitors during the display period. Slightly fewer people (60,139) visited *Egyptian Treasures* (57% of all visitors during the display period). Almost 40,000 people visited *Wildlife Photographer of the Year*, representing 30% of all visitors during its display period at the Museum.

For the first time, an additional exhibit, *My Photo Studio*, was developed to accompany the *Wildlife Photographer of the Year* exhibition. Another photographic exhibition, *Yiloga! Tiwi Footy*, explored the popular topic of sport as a narrative link to our cultural collections.

**Table 2.2 Attendance at onsite temporary exhibitions with top-up admission fee, 2009–10**

Exhibition	Display dates	Visitors <sup>3</sup>
When Mammoths Roamed <sup>1</sup>	10 April – 24 July 2009 <sup>2</sup>	42,885
Egyptian Treasures: Art of the Pharaohs <sup>1</sup>	13 September – 6 December 2009	60,139
Wildlife Photographer of the Year & My Photo Studio <sup>1</sup>	24 December 2009 – 26 April 2010	39,094
Total attendance		142,118

#### Notes

<sup>1</sup> An additional entry fee was charged for this exhibition

<sup>2</sup> Display period spans financial years

<sup>3</sup> Exhibition visitors are for reporting year only

**Table 2.3 Onsite temporary exhibitions with no top-up admission fee, 2009–10**

Exhibition	Display dates
Climate Change: Our Choice, Our Future	2 May – 16 August 2009 <sup>1</sup>
Menagerie: Contemporary Indigenous Sculpture in Australia	5 September – 15 November 2009
Amazing Backyard Adventures	5 December 2009 – 18 April 2010
Yiloga! Tiwi Footy	15 May – 14 November 2010 <sup>1</sup>
Alive display and events arena	22 May – 20 September 2010 <sup>1</sup>

#### Note

<sup>1</sup> Display period spans financial years

### General exhibitions

The Museum continues to offer a diverse range of informative and engaging exhibition experiences at College Street: Surviving Australia, Dinosaurs, Skeletons, Indigenous Australians, Planet of Minerals, Chapman Mineral Collection, Birds of Australia and Insects & Invertebrates of Land and Freshwater.

Planet of Minerals has been refurbished as part of ongoing Lewis Wing redevelopment work. The removal of some display cases dating from the 1970s has opened up new vistas and sightlines to enable the heritage architecture of the space to be seen to best effect.

### Touring exhibitions

Having successfully developed the *Menagerie* exhibition with Object Gallery and toured it domestically, we are now seeking to acquire the entire collection of 40 objects which will be available to tour overseas. Table 2.4 lists attendance at the Museum's exhibitions touring regional centres and interstate.

The Museum's collections form the basis for our upcoming *Birds of Paradise* exhibition, planned for 2011 with a national tour to follow.

**Table 2.4 Attendance at Museum exhibitions touring regional centres and interstate, 2009–10**

Exhibition	Display dates <sup>1</sup>	Visitors <sup>2</sup>
Wildlife Photographer of the Year 2008 Newcastle Regional Library	15 June to 22 August 2009	8,035
Wildlife Photographer of the Year 2008 Underwater World Mooloolaba	5 September to 1 November 2009	54,466
Wildlife Photographer of the Year 2009 South Australian Museum	5 May to 20 June 2010	5,191
Up Close and Spineless Underwater World Mooloolaba	12 December to 29 August 2010	155,682
Menagerie: Contemporary Indigenous Sculpture in Australia Object Gallery, Sydney	5 September to 2 November 2009	3,362
Menagerie: Contemporary Indigenous Sculpture in Australia Museum Victoria	16 December 2009 to 21 February 2010	89,181
Menagerie: Contemporary Indigenous Sculpture in Australia Queen Victoria Museum and Art Gallery, Launceston	15 May to 27 June 2010	14,068
Climate Change: Our Choice, Our Future Scitech, Perth	12 October 2009 to 30 June 2010 <sup>3</sup>	172,851
Total		488,782

#### Notes

- 1 Display periods may span financial years
- 2 Visitors in reporting year only
- 3 Exhibition will continue until June 2011

### Australian Museum Members

Australian Museum Members exists to support and promote the work of the Australian Museum and to provide an opportunity for people to engage with us. At June 2010, there were 11,567 Members. The Australian Museum Members developed and ran 76 events throughout the year which were attended by over 3250 people. Highlights included:

- ▶ Night Talks, covering topics such as Ancient Egyptian magic, abnormal psychology and wildlife photography
- ▶ urban and bush walks, which explored destinations such as Ultimo, Forest Lodge and Manly
- ▶ the second annual Haunted Museum Halloween Party, attended by over 275 people
- ▶ sleepovers, with 275 children and adults attending themed sleepovers such as a Mummy Megasnore and Dinosnore
- ▶ workshops on art-glass making and photography
- ▶ travel, with 17 people travelling with the Members to Egypt and Jordan, and 18 people travelling to Lord Howe Island.

### Programs for visitors

Exhibitions aside, visitors programs included science interpretation, school holiday events, environmental displays, under-5s activities, exhibition extensions, workshops, educational programs, special events, live animal displays and video conferences. Services include the *Search and Discover* information centre, *Kidspace*, tours, touch tables and the Museum's volunteers programs (Table 2.5).

**Table 2.5 Special programs and services provided to visitors, 2009–10**

Type of program	Services	Visitors
Tours	Highlight tours	1079
	Torchlight tours	540
	VIP tours	175
Workshops	Museum Discoveries workshops	236
	Science in the City workshops run by interpretive staff.	355
Touch Tables	Visitors engaged with front-of-house volunteers	38,879
Information desk	Enquiries fielded	>33,000

### School holiday programs

School holidays remain core programming time for the Museum. The objectives of the holiday programs are to enrich visitor experiences, highlight the Museum's collections and engender a greater understanding of natural history through play. All programs are linked to the current major exhibition.

Four school holiday programs ran in 2009–10, attracting a total of 125,675 visitors focusing on the *Mammoths*, *Climate Change* and *Egyptian Treasures* exhibitions. The most popular of these programs was the January school holiday program which showcased the life-sized juvenile *Muttaburrasaurus* puppet, which performed to two capacity-filled shows a day for a delighted audience.

*Scientist for a Day* programs showcased the Museum's collections and research to 140 young science enthusiasts. New themes for Scientist for a Day include *Dinosaur Detective*, *Insect Investigator*, *Adventures in Anthropology* and *Marine Worlds*.

### Search and Discover

The Museum's information and resource centre, *Search and Discover*, assisted 228,512 visitors to find information about Australian animals, environments and Indigenous cultures. The wide range of resources and connections to researchers helped answer more than 2300 inquiries about natural history topics while providing an engaging hands-on exhibit space for all visitors.

The display space in *Search and Discover* was used for a variety of changing exhibits and activities. Community groups used it to present displays exploring issues about culture, biodiversity and conservation.

### Kidspace and the under-5s program

*Kidspace* continues to be one of the most popular and loved spaces for under-5s visitors and their families. Staff regularly receive positive feedback from visitors.

The under-5s programs always attracts high visitation. A fully booked Family Day program ran twice each Thursday morning during the school term, a total of 1295 children and approximately 1400 adults, with more than half being repeat visitors.

Four 'Exhibition Hunts' ran during the year, attracting 797 children and around 600 adults. The hunts are educator-led workshops that highlight selected exhibitions and extend the content to a younger audience.

Preschool groups are another audience for under-5s programs. In 2009–10, 747 preschool children in 36 groups visited the Museum. Favourite destinations were *Dinosaurs!*, *Kidspace*, *Search and Discover*, *Surviving Australia* and *Skeletons*.

### Online services

Table 2.6 presents two measures of website visitation, one for the main Museum URL (Google Analytics) and the other for all Museum websites (log files) (for explanation, see notes in Table 2.6). Table 2.7 indicates that more than half of all online visitors are from within Australia and around half of these are from Sydney.

More than 220 Museum staff have now been trained in the use of the website's CMS and in writing for an online audience. Forty-five staff have each published more than 50 pages of content.

**Table 2.6 Number of visitors to Museum websites, 2009–10**

	Log files <sup>1</sup>	Google Analytics <sup>2</sup>
Page views	38,097,569	10,198,625
Visits	9,398,626	2,863,761

**Notes**

- 1 Log files are a traditional way of reporting website visitation and are good for internal long-term comparison. Log files combine visitation to all Museum websites. Log files for [www.australianmuseum.net.au](http://www.australianmuseum.net.au) for 2009–10 are 6,473,476 visits.
- 2 Google Analytics has only been applied to [australianmuseum.net.au](http://australianmuseum.net.au) not to the Museum's many other sites. Google Analytics are increasingly used by cultural organisations to report visitation data. Google Analytics data are typically lower than log file data.

**Table 2.7 Web visitors by location, 2009–10 <sup>1</sup>**

Rank	Top 10 countries	%	Rank	Top 10 within Australia	%
1	Australia	57	1	Sydney	50
2	United States	21	2	Melbourne	16
3	United Kingdom	5	3	Brisbane	14
4	Canada	2	4	Perth	7
5	Germany	1	5	Adelaide	6
6	New Zealand	1	6	Canberra	2
7	Ireland	<1	7	Hobart	1
8	Japan	<1	8	Richmond (NSW)	<1
9	India	<1	9	Newcastle	<1
10	Philippines	<1	10	Cranbourne	<1

**Note**

- 1 Based on Google Analytics data

## School visits

The Museum provides a range of programs for schools that aim to inspire the exploration of nature and culture. Onsite visits at the Australian Museum increased to 39,079 school visitors (not including Science in the City) (Figure 1.3).

These included 18,524 students who undertook educator-led programs (Table 2.8). An additional 1310 senior students took part in offsite educator-led programs conducted at four venues in wider metropolitan and regional New South Wales. These collaborative programs with Taronga Zoo, Royal Botanic Gardens and North Coast Regional Botanic Garden provide specimen-rich investigations for Year 11 Biology students.

**Table 2.8 Special programs and services provided to school visitors, 2009–10**

Type of program	Services	Number
Workshops, tours and presentations	Students booked into 960 educator-led events	18,524
Special events	Students and teachers attended Fashion Less Waste 2010: Biodiverse <sup>1</sup> Teachers attended conference reception <sup>2</sup>	150 300
Professional development	Teachers attended professional development programs. Additional workshops and programs organised for primary teacher trainees, interns and conference presentations.	120

**Notes**

<sup>1</sup> Fashion parade using recycled materials with winning outfits exhibited at Australian Museum, Reverse Garbage and Strand Arcade

<sup>2</sup> 2010 Conference of Australian Science Teachers Association

**Indigenous Australians displays**

The *Indigenous Australians* exhibition acts as a space for temporary displays of Indigenous artworks. Displays in 2009–10 included:

- ▶ *Changing Ways*, featuring a possum-skin cloak and other artworks by Indigenous artist Maureen Reyland (Mor Mor)
- ▶ Indigenous Studio Artist Richard Campbell with some of his artworks
- ▶ *The Keeping Place*, a display of 23 works by Indigenous artists from the collection of Gordon and Elaine Syron
- ▶ 2009 NAIDOC Week activities.

**Video conferencing to schools**

Video conferences give schools access to Museum collections and educators through themed, interactive classroom sessions. More than 5200 public school students throughout New South Wales took part in Museum video conferences in 2009–10 as part of the Department of Education & Training's Connected Classrooms initiative. From 2010–11, the opportunity for Museum video conferences will be extended to all schools throughout New South Wales.

**Museum in a Box®**

More than 63,000 preschool, primary and secondary school students accessed Museum in a Box® in 2009–10 through 494 box loans, outreach events (such as Science in the City) and video conferences. Museum in a Box was taken to five remote schools and 200 students in the NSW Riverina as part of the ongoing evaluation of this program.

**Bugwise for Schools**

Bugwise for Schools was officially launched at the Australian Museum in April 2010. It includes two citizen science modules, *Web2Spider* and *Plant2Pollinator*, developed after extensive consultation with stakeholders including Museum scientists, teachers, students and environmental educators.

Bugwise for Schools materials and supporting resources are available free from the Museum website and were accessed by over 5000 online visitors. A series of face-to-face and video conference workshops have been delivered to over 600 primary school teachers and students across New South Wales to promote the resource. Curriculum-based materials for high schools are being developed and will be delivered by the end of 2010.

**Museum Morning Teas**

Working in partnership with the Salvation Army's Oasis Youth Support Network and Connect Marrickville, the Museum provided access for homeless young parents at the Museum Morning Teas program, with repeat visitation to the under-5s program.

## 2 Expanding access to collections and research

### KEY RESULTS [AREA 1]

#### Virtual Museum of the Pacific

The Virtual Museum of the Pacific (VMP) showcases 400 artefacts from the Museum's Pacific Collection to a worldwide audience including the NSW Pacific 'diaspora'.

The Museum launched a pilot of the VMP at a seminar titled *Access to Cultural Collections* in November 2009. The seminar sought the views of community representatives from New Zealand, Papua New Guinea, Fiji, Bougainville, Tonga and Vanuatu about their notions of access to collections of cultural materials.

VMP is a partnership between the Australian Museum and the University of Wollongong, funded by an Australian Research Council Linkage Grant.

#### Juvenile justice

A highlight of the community access program during 2009–10 was the development of a working partnership with the NSW Department of Juvenile Justice, Fairfield Office. Pilot activities included providing collection access visits for Pacific youth where they could interact, and reconnect, with culturally significant artefacts from Pacific cultures. This has proven to be a positive and powerful experience for participants and further programs are planned.

### ACCESSING COLLECTIONS

#### Collection management

The Australian Museum houses vast collections containing more than 16 million specimens and objects relating to the natural history and cultural diversity of Australia and the Pacific region. The collections are a valuable source of material and information, not only for research, display and education, but also for managing the biodiversity and geodiversity of Australia, and for understanding indigenous cultural diversity and heritage in the Australasian region.

As such, providing access to the collections is a Museum priority. During the year, the Museum's collections were enhanced through fieldwork, donations and purchases (Appendix G).

#### Materials conservation

The Australian Museum provides public access to the collections through exhibitions and loan programs, and all objects require conservation work to stabilise their condition for travel or display. The Museum's Materials Conservation Unit undertook conservation treatment on 337 cultural items, including rare artefacts from the Captain Cook collection. These were loaned to the Art and Exhibition Hall of the Federal Republic of Germany, Bonn, and the Kunsthistorisches Museum Wien-Museum fur Volkerkunde, Vienna, for an exhibition entitled *James Cook and the Exploration of the Pacific*.

#### Access to natural science collections

In 2009–10, visiting scientists spent more than 1900 days working in the natural science collections and published more than 220 scientific papers based on research using the collections.

Museum staff sent 425 loans comprising 28,665 specimens to scientists in museums and universities around the world for taxonomic and other studies.

The Museum was instrumental in developing and implementing a new search facility and website for the Online Zoological Collections of Australian Museums (OZCAM, [www.ozcam.org.au](http://www.ozcam.org.au)), which allows users to search the zoological collections of Australia's major natural history museums. The Museum served more than 800,000 faunal records to OZCAM.

OZCAM will eventually link to the Atlas of Living Australia, a national initiative to enable free access to Australian biodiversity information online.

### Access to cultural collections

#### Visitors

The Museum provided access to the cultural collection stores for over 73 researchers, 196 community members during 39 visits and 269 VIPs or members of the public during 40 tours. National and international visitors included local Aboriginal people, young Pacific men from Granville Boys High, Her Excellency Quentin Bryce, university researchers and members of the Oceanic Arts Society.

#### Intangible heritage

A new intangible heritage program called *Sharing Stories: From the Cultural Collections* was introduced. It consists of 24 short films showing cultural custodians and other specialists sharing their perspectives on objects held in the cultural collections. The films are available for viewing on the Museum website.

The Museum is supporting an Australian Research Council Linkage Project *Understanding Balinese Paintings: Collections, Narrative, Aesthetics and Society*, a joint project between the Australian Museum and the University of Sydney. The social and cultural roots and roles of Balinese painting are central to knowledge of Bali's heritage and its place in the world.

#### The Museum at Casula

*Body Pacifica*, a multi exhibition program, was launched on 25 June 2010 with a three-day festival celebrating Pacific culture. Some 40 or so rare objects from the Museum's Pacific collection were featured in *Body Clock*, an exploration of the physical body through body adornments and ceremonial objects. The exhibition also featured historic images of Solomon Islanders, taken by Rev George Brown, from the Museum's archives.

As part of the program, five contemporary Pacific artists based in New South Wales were invited to engage with the collections and create a new body of work in response to their experiences. Latai Taumoepeau (Tonga), Niphai Tupaea (New Zealand), Frank Puletua (Samoa), Sione Falemaka (Niue) and Greg Semu (Samoa) worked with Museum staff to explore and film their responses to the cultural collections.

### Repatriation

In completing the current Commonwealth-funded program *Repatriation of Indigenous Cultural Property* in 2008–09, the Museum returned:

- ▶ 26 sets of human remains to five Aboriginal communities in New South Wales
- ▶ two secret sacred objects to their traditional owners from Busselton, Western Australia.

A physical anthropologist was contracted to examine and document ancestral remains and has provided 136 assessments. Museum staff undertook two field trips to regional New South Wales to begin negotiations for the return of 40 sets of remains.

### Engaging with Indigenous and Pacific communities

In collaboration with the Wonnarua Aboriginal Corporation, the Museum was successful in obtaining a small grant from the Department of Environment, Water, Heritage & the Arts to research and prepare an online gallery featuring the Morrison collection of materials from the Hunter Valley (NSW). Community

representatives visited the collection stores to assess the material and around 70 youth and 15 community members living in the Hunter Valley attended workshops.

Over 124 objects were professionally photographed and uploaded to the website along with contextual information from Richard Mulvaney's 1983 thesis *From Curio to Curation: The Morrison collection of Aboriginal wooden artefacts*. The community is interested in continuing the partnership by involving young people in interviewing elders through language and cultural revival programs, and by working on a local exhibition featuring the Morrison collection. The gallery can be viewed at [www.australianmuseum.net.au/Indigenous-Objects-from-the-Hunter-Valley](http://www.australianmuseum.net.au/Indigenous-Objects-from-the-Hunter-Valley).

### Access to the library, archives and records collections

The Museum's Research Library continued to provide a range of reference and access services to Museum staff and external researchers. In 2009–10, the Library received 2012 requests for information, of which 429 were in-depth reference requests. The Library also satisfied a number of image requests for staff and external clients.

The Museum's archives are open to the public under the provisions of the *State Records Act 1998*. Use of the archives for research purposes increased by 25% in 2008–09, with a notable increase in online reference enquiries. There were 384 in-depth research enquiries, 42% of which were from Museum staff and the remainder from members of the public.

The Museum continues to make its unique collection material available on its website, with image galleries being created for watercolours by Sarah Stone, Conrad Gesner's *Icones animalium quadrupedum viviparorum et oviparorum...*, George French Angas's *The Nudibranches of Port Jackson, NSW*, images from the Library's John Gould collection, photographs from the Pacific collection, and photographs and documentation for a set of old glass models, the Blaschka Collection.

### 3 Promoting the value of the Museum's research and science

#### KEY RESULTS [AREAS 1, 2]

##### International Year of Biodiversity

The Museum took a leading role in developing and delivering a national program of biodiversity communication activities with Council of Australasian Museum Directors (CAMD) member organisations and federal funding.

The CAMD International Year of Biodiversity program is the first major project designed to meet the principles of a national strategy for science communication called *Inspiring Australia* and the objectives of the United Nations International Year of Biodiversity. The program features more than 40 projects that make innovative use of museum knowledge, collections, audiences or venues. Partner organisations include the Western Australian Museum, Questacon, Sovereign Hill Museums Association and the Australian Institute of Marine Science.

The Museum is marking the International Year of Biodiversity with an experimental programming space, called *Alive*, for biodiversity-related events, with a changing program of talks, poetry, demonstrations, audiovisual and art installations, craft activities and others. It has also held a dinner and debate jointly with the Royal Botanic Gardens in May 2010. A panel of scientists and commentators debated the topic 'Planet Earth, better off without us?' with 140 guests.

##### Australian Museum Open Day 2009

The 2009 Australian Museum Open Day provided the general public with their first opportunity to see inside the Collections and Research Building (opened in 2008). Free general admission and half-price admission to paid exhibitions brought in 10,970 visitors, with over 150 staff volunteering on the day. Activities included staff presentations, tours of collections and performances.

##### Behind-the-scenes tours

Special behind-the-scenes tours, launched in May 2010, now provide visitors with a unique experience of the Australian Museum's collections. The tour is a premium, high quality event.

#### ACCESS TO RESEARCH RESULTS

##### Research and knowledge generation

The Museum continued its strong program of scientific research in 2009–10. Australian Museum research staff produced 136 scientific publications, many in leading peer-reviewed journals, including descriptions of 115 new species (Table 2.9). Museum Research Associates produced an additional 32 publications arising from research undertaken in collaboration with Museum staff or on the Museum's collections. Appendix H lists all scientific and other publications for 2009–10.

**Table 2.9 New species published by Australian Museum staff, 2009–10**

Group	Number
Amphipod crustaceans	59
Spiders	19
Snails	16
Beetles	10
Polychaetes	5
Birds	2
Frogs	1
Insects	1
Echinoderms	1
Flies	1
Total	115

### Grants success

In 2009–10 the total value of grant-funded projects administered by the Museum was \$1,106,262 (previous year: \$807,760) with an average value of \$32,537 (previous year: \$31,029). Research staff also participated in a number of grants not administered by the Museum. Appendix I provides details of all research grants received.

### Scientific research and achievements

Australian Museum research continues to be of an extremely high standard both nationally and internationally, and many Museum research scientists are recognised internationally as leaders in their field. This is evidenced by the recent promotion of a third Museum researcher to the position of Senior Principal Research Scientist, the highest possible grade for NSW Government scientists, and by numerous invitations to Museum staff for them to speak at national and international conferences and educational forums. Appendix J lists further details of these achievements.

### Collaborations

Museum scientists collaborate with many partners in Australia and around the world on projects such as:

- ▶ documenting biodiversity and the impacts of climate change on fauna and ecosystems
- ▶ investigating the origin and evolution of biota
- ▶ exploring past and present cultures
- ▶ improving access to biological and cultural data.

Some examples of the work conducted in 2009–10 are:

- ▶ ‘Bush Blitz’ biodiversity surveys of hundreds of properties across Australia’s National Reserve System
- ▶ taxonomic work on a range of species, including snails, beetles, and amphipods, for the Australian Biological Resources Study (ABRS)
- ▶ identification of potentially invasive species being brought into the country for the Australian Quarantine Inspection Service (AQIS)
- ▶ application of taxonomic and molecular expertise to biosecurity issues for averting environmental and economic impacts.

### Fellowships and postgraduate awards

Many researchers from around the world make special visits to the Australian Museum and to Lizard Island Research Station, the Museum’s research facility in the Great Barrier Reef, to study the collections, to undertake research and to collaborate with Museum research staff.

Each year, the Museum awards a number of visiting fellowships (up to \$8000) and postgraduate awards (up to \$2500) to Australian and international researchers and students to facilitate these visits (Appendix K).

### Other specialist services

The Microscopy and Microanalysis Unit provided services in light photomicrography, scanning electron microscopy (SEM) and X-ray diffraction to 34 external users and 48 internal projects. Australia Post featured some of the Museum's SEM images of insects and spiders in a stamp series called *Micro Monsters*.

### Public communication

Museum research and collections staff continued to communicate their research findings and knowledge in their areas of expertise covering both natural history and cultural worlds (Table 2.10). They welcomed the public into their laboratories and offices on the Museum Open Day (record attendance in 2009–10) and inaugural Members Open Evening. Staff:

- ▶ engaged with primary and secondary school groups in the annual Science in the City event
- ▶ gave tours and talks to the general public
- ▶ gave interviews to various media agencies.

Museum staff also had frequent interactions with NSW Government agencies, the Indigenous Australian community and other key stakeholder groups.

**Table 2.10 Public communications opportunities in the Research and Collections Division, 2009–10**

Event	2009–10
Sessions chaired	14
Keynote speakers, invited speakers, lectures, seminars	61
Papers presented	31
Media appearances (print, radio and TV)	>30

### Key publications

Table 2.11 presents summary information about the number of publications produced by Museum staff and Senior Fellows. Of particular note are:

- ▶ a second edition of *Sydney's Aboriginal Past* by archaeologist Dr Val Attenbrow, which depicts the changing life of Aboriginal people in the Sydney region over many thousands of years
- ▶ a 930-page book published by the scientific journal *Zootaxa* titled *Benthic Amphipoda of the Great Barrier Reef*, co-edited by Dr Jim Lowry.

**Table 2.11 Publications produced by research staff and Senior Fellows, 2009–10**

Medium	2009–10
Refereed journal papers	106
Books and book chapters	18
Non-refereed/other	2
Published conference papers	3
Web publications	2
Commissioned reports	5

**Note** All publications are listed in Appendix H.

### Journals of the Australian Museum

Forty-six new species and six new genera have been named and described in *Records of the Australian Museum* during 2009–10. Authors from nine countries published 21 papers comprising 383 pages.

During 2009-10, Museum staff completed the digitisation of all science published in the *Records*, *Memoirs* and *Technical Reports* of the Museum since 1851. A total of 34,908 pages, bundled into 1503 electronic documents with optical character recognition and rich metadata are now available on the Museum's website. Each document has DOI registration (an international document reference system) to enhance accessibility, visibility and utility and provide cross-referencing in the online scientific literature.

The publishing service Thomson Reuters rates *Records of the Australian Museum's* impact factor (a measure of citation rate and importance) higher than most of its main competitors in zoological taxonomy.

### Research at Lizard Island Research Station

There was record usage of the Australian Museum Lizard Island Research Station (LIRS) in the 2009 calendar year with 8162 person-nights, thanks to the completion of additional accommodation capacity and strong demand from researchers and student groups.

In total, 99 projects were conducted by 94 project leaders with:

- ▶ 47 research projects by senior researchers
- ▶ 48 research projects by postgraduate students
- ▶ 4 research projects by undergraduate students.

An increasing number of projects are researching the effects of climate change, such as increasing temperature and acidity, on coral reef systems.

There were 64 scientific publications in the 2009 calendar year arising from research at LIRS, including a book, two PhD theses, one Masters thesis, two Honours theses and three papers in conference proceedings. These are in addition to the other Museum publications listed in Appendix H.

## 4 Leveraging achievements and developing partnerships

### KEY RESULTS [AREA 2]

#### Collaborative touring exhibitions

The Museum is developing a collaborative program of touring exhibitions with partners in Australasia and Asia. The program will enable cost sharing and delivery of exhibitions that would otherwise not be possible. In-principle agreement has been reached with Museum Victoria and Te Papa (NZ) to hold a joint exhibition about Aztec history and culture in 2012, with Te Papa leading the project. The Museum is leading the development of concepts for a joint exhibition on Alexander the Great with the same partners for 2012–13.

The Museum has also collaborated with institutions worldwide by lending important objects for exhibitions. Staff are required to accompany and safeguard the objects at critical stages, with their costs paid by the borrowing institution. Appendix L lists details of all work-related overseas travel by Museum staff.

#### Australian Museum Eureka Prizes

Through the Eureka Prizes, the Museum continues to build strategic alliances and collaborative opportunities with 21 sponsors supporting 19 Eureka Prizes for outstanding Australian science in 2009.

In celebration of the Eureka Prizes' 20th anniversary, 900 guests attended the annual award dinner on 18 August 2009, with media coverage reaching a global audience estimated at 35 million by Media Monitors. More than 11,000 people voted in the Eureka People's Choice Award, with 1 in 10 Australian high schools taking part. We welcomed the Australian Nuclear Science & Technology Organisation (ANSTO) as the sponsor of Eureka Moments, a special program developed to celebrate the work and lives of Eureka Prize alumni over the past 20 years. A sustainability policy was introduced with the aim of making the Eureka Prizes carbon neutral in 2010.

#### Developing partnerships in research

The Museum continued to build and strengthen partnerships with a range of stakeholders to deliver contemporary and relevant scientific research. The outcomes of these partnerships include:

- ▶ contributing to scientific policy through roles in key scientific advisory committees (Appendix J)
- ▶ contributing expertise to the teaching of taxonomy and systematics at the universities of New England, Wollongong and New South Wales
- ▶ training staff from frontline agencies such as AQIS, and providing specialist identification services to other government agencies, both state and federal, and private organisations such as airports
- ▶ establishing a partnership and memorandum of understanding with Vinh University in Nghe An Province in Vietnam to promote cooperation in the fields of conservation and science
- ▶ collaborating with Chungbuk National University in the Republic of Korea to advance knowledge of East Asian freshwater snails.

#### Science in the City partnership

In 2009–10, Science in the City, Suburbs and Bush delivered science literacy activities to over 10,000 students and their teachers in communities across greater Sydney and in regional and rural New South Wales. Science in the City is governed by an executive partnership and involves collaboration with a wide range of

stakeholders, partners, sponsors and supporters in key science communication initiatives including National Science Week and Bugwise for Schools.

## OTHER STRATEGIC RELATIONSHIPS

### Corporate partners and sponsors

The Museum continues to consolidate relationships with its corporate partners, particularly major media partners JCDecaux, Fairfax and National Geographic Channel, which provide important support to the Museum's exhibition marketing campaigns. *Sydney's Child* is a specialist magazine for parents and children which also supports the Museum's marketing and promotional efforts.

In-kind partnerships provided the Museum with goods and services valued above \$918,000 during the year. This is significantly less than the previous year because external support is directly related to the Museum's marketing spend, which was reduced in 2008–09 with one fewer media campaigns being run.

Panasonic continues to provide the Museum with \$20,000-worth of product each year. The Development Unit continues to work with various divisions to identify potential programs for funding through appropriate foundations.

Appendix M acknowledges our major benefactors and sponsors.

### Crave

Through Australian Museum Members, the Museum partnered for the first time with the *Sydney International Food Festival* and *Crave Sydney* for an Egyptian-themed culinary event attended by more than 230 people.

## KEY STRATEGIC MARKETING ACHIEVEMENTS

The Museum has successfully implemented marketing strategies that make full use of integrated publicity, promotions and paid advertising to increase our brand profile and visitor numbers.

### Tourism

Marketing staff have developed strategies targeting international and domestic tourism for the next two years. The strategies identify each target market and include key performance indicators.

Tour packages have been developed with hotels and other Sydney attractions to stimulate visitation for both the domestic and international market. The packages have been promoted at trade shows in Australia and overseas to raise awareness and generate bookings with tour operators, including international tourism campaigns from the USA – a first for the Museum.

### Egyptian Treasures

The *Egyptian Treasures: Art of the Pharaohs* exhibition provided several marketing opportunities, including weekly late-night openings and a treasure hunt with online clues. To reach the Egyptian community in Sydney, the Museum had a stall at the Australian Egyptian Council Forum's Annual Egyptian Festival. Museum staff handed out flyers, posters and merchandise to promote the exhibition. A special Egyptomania Week included themed talks and offered all visitors a 25 per cent discount on the admission price if they came dressed as an Egyptian.

### Behind-the-scenes tours

In May, the new Behind-the-scenes tours were launched with a healthy mix of media publicity and paid advertising. The tours have been promoted to Tourism NSW, hotel concierges in the Museum vicinity, international and domestic tourism operators, and tradeshow in Australia and the USA.

## Communication

Marketing and media coverage of Museum exhibitions, activities and scientific research continued to drive visitation and increase public interest in and brand awareness of the Museum. The Museum exceeded its target of one media reference per day (in electronic and print media), averaging 1.6 media references per day (1 per day in print and 0.6 per day in electronic media).

Key media partnerships were successfully re-engaged with National Geographic Channel, Fairfax, JCDecaux and *Sydney's Child*. The partnerships are invaluable for creating greater awareness of the Museum and driving visitation. Highlights included a 4-page wrap in the *Sydney Morning Herald* for the *Egyptian Treasures: Art of the Pharaohs* exhibition, and a striking summer JCDecaux citylight (street furniture) banner campaign for both *Egyptian Treasures* and *Wildlife Photographer of the Year 2009* exhibitions that helped attract up to 70 per cent of new onsite visitors.

## Visitor feedback

We regularly communicate with key stakeholders to increase awareness of our behind-the-scenes research and collections by publishing the quarterly magazine, *Explore*. The quarterly *What's On* calendar brochure is the Museum's comprehensive events publication that reaches new and regular audiences in both print and email versions.

In addition to the Museum's sampled audience evaluation report we gain feedback through the Museum's onsite unsolicited visitors' comment book. Of the 516 self-selected comments, 50 per cent were from overseas visitors, 40 per cent from NSW residents and 5 per cent from interstate visitors. Of the total comments, 95 per cent were positive and 5 per cent provided constructive feedback.

## 5 Revitalising physical spaces to highlight the Museum's collections and research

### KEY RESULTS [AREAS 3, 4]

#### Lizard Island Research Station

The Museum's Lizard Island Research Station supports Australian coral reef research priorities. Three development projects were completed during the year:

- ▶ extension and refurbishment of visitor accommodation
- ▶ extensions to the Sir John Proud Aquarium
- ▶ refurbishment of the workshop.

Revitalising these spaces is allowing greater use of this research facility to answer critical questions about coral reefs ecology.

#### Planning

The Museum's planning process is guiding the development of infrastructure for enhancing visitor facilities and experiences. It considers new programming spaces and other facilities for groups of school students, as well as expanded facilities on the eastern end of the site.

The year 2009–10 has seen the completion of consultations and conceptual planning for the creation of a new permanent exhibition about Pacific culture. Consultation for a new Indigenous Australians exhibition will commence in 2010–11.

Other achievements include:

- ▶ planning for a new educational area, tentatively titled *Discover*
- ▶ reviewing the viability of the Bistro on Level G for other uses
- ▶ completing the planned refurbishment of spaces vacated following construction of the new Collections and Research building
- ▶ developing a framework for identifying, prioritising and tracking the progress of major projects.

### HOUSEKEEPING

#### Energy and waste reduction

The Museum is committed to environmental responsibility in all that it does through policies for energy management (Appendix N), waste reduction and recycling (Appendix O) and heritage management (Appendix P).

## 6 Creating a culture of integration and collaboration within the Museum

### KEY RESULTS [AREA 3]

#### An intranet for staff

A new intranet system has been procured to improve information management in the Museum and will be implemented in 2010–11. The new system will be easy to use and update, and has been selected following a review of staff requirements.

#### Workshopping ideas

We have developed a new approach to the initial research phase for projects which tracks the time commitment from the developing team so that scientists and program staff have maximum input without becoming overloaded.

### COLLABORATIVE WORKPLACES

#### Human resources

The Museum continued to pursue the objectives of its Equal Employment Opportunity (EEO) policy towards:

- ▶ improved people management capabilities and practice
- ▶ a diverse and skilled workforce
- ▶ gender equity.

These are supported by the Museum's Disability Action Plan (Appendix Q), Multicultural Policies and Services Program (Appendix R) and Code of Conduct (Appendix S). Staff statistics are shown in Appendix T.

Achievements for the 2009–10 year include:

- ▶ implementing changes to the Museum's Child Protection Policy and Procedures and the Personal Performance Program
- ▶ preliminary development of EEO accountabilities to be inserted into the Personal Performance Program
- ▶ amending the Museum's Grievance Handling Procedures, EEO Policy and Anti-Bullying Policy
- ▶ introducing e-recruitment processes consistent with NSW Government directives
- ▶ introducing an improved induction process for all new staff.

The Joint Consultative Committee (JCC) met regularly to provide an effective means for resolving employee-related issues between staff and management.

#### Privacy and personal information

The Museum balances the need to protect privacy with access to information through its Privacy Management Plan (Appendix U) and Freedom of Information policy (Appendix V).

### Honorary appointments

The Museum has a long history of recognising individuals who have contributed to the advancement of the Museum. At 30 June 2010 there were six Honorary Associates, 17 Senior Fellows and 64 Research Associates (Appendix W).

### Australian Museum volunteers

There were 316 people actively volunteering across the Museum in 2009–10 (see Table 2.12 and Appendix X), a 94% increase over the previous year largely due to a new climate research project which involves 108 rural landowners in the collection of field data.

**Table 2.12 Contribution of volunteers to the Australian Museum, 2009–10**

Division	Number	Area
Directorate	14	Australian Museum Members
Public Programs	98	Exhibitions, front-of-house Visitor Services, Science Communications
Research and Collections	211	Cultural Heritage and Science initiatives, Natural Science Collections and Research
Operations	11	Archives, Finance and Research Library

**Note**

Some volunteers contributed in more than one area. Table 2.12 double counts these volunteers

Volunteers contributed over 77,000 hours of service during the year. Most volunteers were long-term (with at least one year of service) and regular (attending at least once a week), with some serving in more than one area of the Museum. A small number volunteered on short-term, one-off projects.

### Use of consultants

A statement about the Museum's use of consultants appears in Appendix Y.

## 7 Committing to continuous improvement

### KEY RESULTS [AREA 3]

#### Research by strategy

The *Australian Museum Science Research Strategy 2007–2012* allows the Museum to assess and quantify its research achievements against key goals and research drivers. An annual progress report on the strategy's implementation was submitted to the Australian Museum Trust's Research and Collections Advisory Committee (RACAC) in August 2009.

The Museum undertook a mid-term review of the strategy with input from RACAC, staff and management, resulting in some amendments for:

- ▶ streamlining reporting
- ▶ recognising the integration of new technological approaches to research
- ▶ better responding to major environmental issues.

#### Managing client relations

We are working on plans to further upgrade and create a full Client Relationship Management (CRM) system with advance booking for events and groups. The new CRM will enable Museum staff to better understand the needs and behaviour of our visitors.

#### Reviewing processes

The Museum is committed to evaluating its performance across all areas and in particular reviews the processes used to develop major exhibitions. Insights from these reviews feed into the objectives and processes for future exhibition development. In 2009–10 the Museum has formally reviewed the processes used in developing *Climate Change*, *Life on the Darling*, *Menagerie*, *Egyptian Treasures* and *Alive*.

#### Simplifying customer bookings

An online bookings module, completed and implemented in 2010, allows visitors to purchase general entry tickets to the Museum before their visit.

### WORKING MORE EFFICIENTLY

#### Managing assets

The Museum has completed a specification for an asset management system and procured software to enable its considerable assets (such as equipment and machinery, but not collections) to be managed more efficiently. The system will be implemented in 2010–11.

#### Visitor feedback

Feedback surveys conducted bimonthly found a high level of satisfaction among visitors to the Museum. Observations and interviews undertaken during the annual Wildlife Photographer of the Year exhibition found that many visitors appreciated the My Photo Studio additional exhibit and would recommend the exhibition to their friends.

Audience research staff held consultations with high school students from Pacific islander backgrounds about a proposed Pacific exhibition. The students, from a range of metropolitan schools, provided valuable feedback that has been used in the development of concept designs for the exhibition.

An evaluation of the *Alive* exhibition trialled Twitter as an audience research tool by asking visitors to submit tweets which were then updated to the Museum's Twitter account and displayed in the *Alive* arena.

Other groundbreaking work has evaluated the use of social media tools by Museum visitors and the broader population. The results were published on the Museum's website for use by other arts and cultural institutions.

Following this, the Museum has audited its social media presence and developed a more coherent strategy for interacting with audiences on social media sites, including Facebook, You Tube, Twitter and Flickr.

### **Volunteer engagement**

A staff survey about volunteer engagement was conducted as the second and final stage of an evaluation of volunteer programs. The survey included questions about the tasks completed by volunteers, their contact hours per week, what training staff provide and how volunteers were sourced. More than half of staff (51%) responded to the survey. Of these, 22% supervise one volunteer, and 42% supervise four or more volunteers. Staff satisfaction with their volunteers was extremely high.

## 8 Broadening the Museum's revenue base

### KEY RESULTS [AREA 4]

#### Bequests

Two Bequest Ambassadors, Robyn Williams AM and Australian Museum Member Lynne Cairncross, were announced during the year. This is an integral element of the strategy to raise the profile of the bequest program and we are very grateful for their generous support.

### GENERATING REVENUE

The Museum's main sources of self-generated revenue are admission fees (which includes school and general visitor programs), retail services, venue hire and catering, the Australian Museum Foundation, and consulting services.

#### Admission and visitor program fees

The price of general admission to the visitor was held steady in 2008–09, yet revenue from all admission fees rose from \$2.5 million to \$3.3 million and was achieved through:

- ▶ increased visitation from the general public and schools (Table 2.1)
- ▶ top-up fees for special exhibitions (Table 2.2)
- ▶ an enhanced program of activities and programs for visitors (Table 2.5), which contributed over \$130,000 to the Museum's financial success, more than double the previous year's result.

#### Retail services

The Museum Shop had a profitable year, with turnover reaching \$1.26 million and the average income per visitor rising to \$3.75. Special exhibitions continued to provide important streams of income with high sales of merchandise related to *Wildlife Photographer of the Year* and *Egyptian Treasures: Art of the Pharaohs*.

The range of Museum-branded merchandise was expanded. This included a range of T-shirts for women featuring the echidna logo, a new range of *T. rex* T-shirts for children, a *How to Draw* book series for children, and a fun range of chocolates based on animal scats.

Carla the Echidna, the Museum mascot for the under-5s, was launched with T-shirts, hats and magnets.

Other commercial licensing and product development opportunities are being actively explored as part of a wider licensing strategy.

#### Museum as a Venue

Museum as a Venue manages the hiring of galleries and public spaces for events and other activities, as well as the retail food outlets. In 2009–10, over 15,000 people used the Museum's galleries and public spaces for events. Revenue growth of over 10% was achieved.

#### Australian Museum Foundation

The President's Circle is the Australian Museum Foundation's core group of generous philanthropic individuals and corporate supporters who each make an annual minimum donation of \$10,000.

The Foundation held a number of donor stewardship events for existing and prospective President's Circle members. These events provide opportunities for guests to meet and speak with working scientists, international visitors and experts in a particular field.

The Foundation has committed to provide the \$300,000 required to purchase the *Menagerie: Contemporary Indigenous Sculpture* collection. Two direct mail campaigns were run to raise awareness of the project and these provided a further 120 new donors to the Foundation, building on the strategy developed in the previous year.

The Foundation Trustees approved payment of the first tranche of the *Menagerie* funding to the Museum during the year, and made a small grant to the Research Library for much-needed conservation work on two rare books.

### Consulting services

Australian Museum Business Services (AMBS) is the commercial consulting arm of the Australian Museum. AMBS provides services to private organisations and all levels of government in the areas of ecology, archaeology and heritage. AMBS operates under a third-party quality-assurance program complying with the requirements of quality system standard AS/ISO 9001.

AMBS Ecology and Archaeology & Heritage sections reported a surplus for the financial year. Key ecology projects for 2009–10 included the impact of roads on koalas in northern New South Wales for the NSW Roads and Traffic Authority and a flora and fauna impact assessment for a proposed wind-turbine and lighting artwork at Glebe Point.

Key Archaeology and Heritage projects for 2009–10 included two excavations for Energy Australia at Kurri Kurri and Redbank to protect Aboriginal cultural heritage from damage, Aboriginal and historic heritage impact assessments for the South West Rail Link and historic heritage impact assessment and excavations for a car park adjacent to a State Heritage Register item, Katoomba Railway Station.

# Financial statements



# Financial commentary

The Australian Museum's financial operations for 2009–10 resulted in a deficit of \$1.6 million. Taking into account \$2.8 million in Capital Grants income to fund a range of capital works undertaken by the Museum, and \$5.5 million in depreciation expenses, the Museum's trading position for 2009–10 was an operating surplus of \$1.1 million.

Of the capital provided to the Museum, \$712,000 was provided by way of external funds to support capital works at the Lizard Island Research Station and an amount of \$2.842 million was provided by way of Government Capital Grants to support capital improvements at the College Street site.

Admissions to the Museum were 52,647 higher than in 2008–09, with some 374,601 visitors admitted. The number of visitors also exceeded the average number for the previous five years of 321,140. There were three exhibitions during the year for which a supplementary admission fee was charged: *When Mammoths Roamed*, *Egyptian Treasures: Art of the Pharaohs* and *Wildlife Photographer of the Year*. Revenue from admissions was \$3.229 million, an increase of 28.9% on the 2008–09 return of \$2.506 million.

The Museum's sales of goods and services (net of GST) were \$8.053 million, compared to \$6.651 million in 2008–09, an increase of 21%. Australian Museum Business Services (AMBS), which offers archaeological and environmental consulting services and projects, achieved revenue of \$1.161 million, an increase of 19.3% on the previous year's income of \$973,000.

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

## ECONOMIC AND OTHER FACTORS AFFECTING THE ACHIEVEMENT OF OPERATIONAL OBJECTIVES

The residual effects of the global financial crisis on Museum operations were unclear. To counteract any possible impacts and increase visitation, the Museum offered a diverse range of programs, including the three exhibitions for which a supplementary charge was levied.

## OUTLINE OF BUDGET FOR 2010–11

Communities NSW will provide grant funding that, when combined with the Museum's own revenues, will allow the Museum to operate at a comparable level to that in 2009–10. The Museum has planned a program of exhibitions and activities for 2010–11 which will include *Tiwi Footy*, *Wildlife Photographer of the Year*, *Koori Art* and *Birds of Paradise*. Anticipated funding for 2010–11 includes:

- ▶ \$23.2 million as a Recurrent Grant
- ▶ \$5.2 million as a Capital Grant
- ▶ \$3.3 million in funded project grants, contributions and sponsorships
- ▶ \$7.8 million from other self-generated revenues.

The Museum has an approved budget that provides for:

- ▶ \$23.2 million for personnel services expenses
- ▶ \$3.8 million in depreciation
- ▶ \$11.5 million for other operating and maintenance expenses.

The Museum estimates its staffing structure at 236 equivalent full-time positions (EFT), a similar level to 2009–10.

## ACCOUNTS PAYABLE PERFORMANCE

The Museum measures and reports its accounts payable performance on the basis of creditor terms. This is more stringent than the standard endorsed for Government by Treasury. Late payments may occur because of invoice queries. There has been no interest charged from delayed payments.

	Reporting on payment of accounts				
Outstanding invoices by age at the end of each quarter	Current (ie within due date) \$'000	Less than 30 days overdue \$'000	Between 30 and 60 days overdue \$'000	Between 60 and 90 days overdue \$'000	More than 90 days overdue \$'000
September 2009	201	11	0	0	10
December 2009	362	2	2	2	9
March 2010	333	6	4	0	2
June 2010	276	10	2	0	0

	Total accounts paid on time			
Accounts paid on time during each quarter	Target %	Actual %	Paid on time \$'000	Total paid \$'000
September 2009	88	90	7,059	7,843
December 2009	88	96	5,055	5,265
March 2010	88	96	4,205	4,380
June 2010	88	96	7,356	7,662
Total accounts paid	<b>88</b>	<b>94</b>	<b>23,675</b>	<b>25,150</b>



GPO BOX 12  
Sydney NSW 2001

## INDEPENDENT AUDITOR'S REPORT

### Australian Museum Trust

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of Australian Museum Trust (the Trust), which comprises the statement of financial position as at 30 June 2010, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes.

#### Auditor's Opinion

In my opinion, the financial statements:

- present fairly, in all material respects, the financial position of the Trust as at 30 June 2010, and its financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

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

#### The Trustees' Responsibility for the Financial Statements

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

#### Auditor's Responsibility

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

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

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

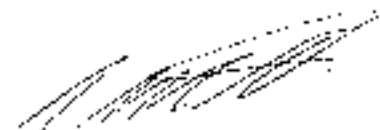
My opinion does not provide assurance:

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

#### **Independence**

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

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



Steven Martin  
Director, Financial Audit Services

20 October 2010  
SYDNEY

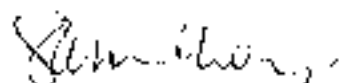
**AUSTRALIAN MUSEUM TRUST**

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

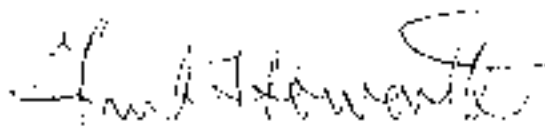
Pursuant to Section 41C of the Public Finance and Audit Act, 1983 and in accordance with a resolution of the Australian Museum Trust, we being members of the Trust, state that:

1. In our opinion, the financial report exhibits a true and fair view of the financial position of the Australian Museum Trust as at 30 June 2010, and financial performance for the year then ended.
2. The financial statements have been prepared in accordance with the provisions of the Public Finance & Audit Act 1983, Public Finance and Audit Regulation 2010, and the Treasurer's Directions.
3. The financial report gives a true and fair view of all income and expenditure.
4. The balance sheet gives a true and fair view of the state of affairs of the Trust.
5. The internal controls exercised by the Trust are appropriate and effective in accounting for all income received and applied by the Trust.

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



**SAM MOSTYN  
PRESIDENT OF TRUST**



**FRANK HOWARTH  
SECRETARY OF THE TRUST**

Date: 19.10.2010

# Financial statements

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2010

	Notes	2010 \$'000	2009 \$'000
<b>Expenses Excluding Losses</b>			
Personal services expenses	2 (a)	22,819	22,560
Other operating expenses	2 (b)	11,844	13,069
Depreciation and amortisation	2 (c)	5,528	4,821
Grants and subsidies	2 (d)	208	164
Finance costs	2 (e)	22	20
<b>Total Expenses Excluding Losses</b>		<b>40,421</b>	<b>40,634</b>
<b>Revenue</b>			
Sale of goods and services	3 (a)	8,053	6,651
Investment income	3 (b)	463	687
Grants and contributions	6	30,333	31,952
<b>Total Revenue</b>		<b>38,849</b>	<b>39,290</b>
Other gains/ (losses)	5	-	2,843
Gains/ (losses) on disposal	4	(55)	(45)
<b>Surplus/ (Deficit) for the Year</b>		<b>(1,627)</b>	<b>1,454</b>
<b>Other Comprehensive Income</b>			
Net increase/ (decrease) in property, plant and equipment asset revaluation reserve		-	-
Other net increases/ (decreases) in equity		-	-
<b>Other Comprehensive Income for the Year</b>		<b>-</b>	<b>-</b>
<b>Total Comprehensive Income for the Year</b>		<b>(1,627)</b>	<b>1,454</b>

The accompanying notes form part of these financial statements.

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2010

	Notes	2010 \$'000	2009 \$'000
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents	7	8,626	9,031
Receivables	8	1,744	1,446
Inventories	9	204	243
<b>Total Current Assets</b>		<b>10,574</b>	<b>10,720</b>
<b>Non-current Assets</b>			
Other financial assets	8 (a)	366	344
Property, plant and equipment			
Land and buildings	11	216,543	216,013
Plant and equipment	11	43,267	46,113
Collections	11	767,198	767,114
Total property, plant and equipment		1,027,008	1,029,240
Intangible assets	11 (a)	86	0
<b>Total Non-current Assets</b>		<b>1,027,460</b>	<b>1,029,584</b>
<b>Total Assets</b>		<b>1,038,034</b>	<b>1,040,304</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Derivative financial instruments	17 (f)	0	5
Payables	12	1,732	2,587
Provisions	13	2,314	2,121
<b>Total Current Liabilities</b>		<b>4,046</b>	<b>4,713</b>
<b>Non-current Liabilities</b>			
Provisions	13	26	24
Borrowings	14	366	344
<b>Total Non-current Liabilities</b>		<b>392</b>	<b>368</b>
<b>Total Liabilities</b>		<b>4,438</b>	<b>5,081</b>
<b>Net Assets</b>		<b>1,033,596</b>	<b>1,035,223</b>
<b>EQUITY</b>			
Accumulated funds		592,848	594,475
Reserves		440,748	440,748
<b>Total Equity</b>		<b>1,033,596</b>	<b>1,035,223</b>

The accompanying notes form part of these financial statements.

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2010

	Accumulated Funds		Assets Revaluation Reserve		Total Equity	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Balance at the beginning of the year	594,475	593,021	440,748	440,748	1,035,223	1,033,769
Surplus/ (deficit) for the year	(1,627)	1,454			(1,627)	1,454
Other comprehensive income						
Increment/decrement on revaluation of:						
Land and buildings			-	-	-	-
Plant and equipment			-	-	-	-
Collections			-	-	-	-
Total other comprehensive income	-	-	-	-	-	-
<b>Total comprehensive income</b>	<b>(1,627)</b>	<b>1,454</b>			<b>(1,627)</b>	<b>1,454</b>
<b>Total Balance at the end of the Financial Year</b>	<b>592,848</b>	<b>594,475</b>	<b>440,748</b>	<b>440,748</b>	<b>1,033,596</b>	<b>1,035,223</b>

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

The accompanying notes form part of these financial statements.

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2010

	Notes	2010 \$'000	2009 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Payments</b>			
Personnel services		(20,807)	(20,703)
Grants and subsidies		(208)	(164)
Other payments		(15,609)	(13,468)
<b>Total Payments</b>		<b>(36,624)</b>	<b>(34,335)</b>
<b>Receipts</b>			
Sale of goods and services		7,725	6,793
Insurance recovery		0	2,843
Interest received		444	665
Other receipts		29	47
Grants and contributions		32,330	30,160
<b>Total Receipts</b>		<b>40,528</b>	<b>40,508</b>
<b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>	16	<b>3,904</b>	<b>6,173</b>
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of land and buildings, plant and equipment, and collections		(4,262)	(11,459)
Purchases of intangible assets		(86)	0
Proceeds from sale of plant and equipment		39	12
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>		<b>(4,309)</b>	<b>(11,447)</b>
<b>NET INCREASE/ (DECREASE) IN CASH</b>		<b>(405)</b>	<b>(5,274)</b>
Opening cash and cash equivalents		9,031	14,305
<b>CLOSING CASH AND CASH EQUIVALENTS</b>	7	<b>8,626</b>	<b>9,031</b>

The accompanying notes form part of these financial statements.

**1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES****(a) Reporting Entity**

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

These financial statements were authorised for issue by the Director and Trust President on the date the accompanying statement was signed by the Director and President of the Trust.

**(b) Basis of Preparation**

The Trust's financial statements are general purpose financial statements which have been prepared on an accrual basis and in accordance with:

- ▶ applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- ▶ requirements of the *Public Finance and Audit Act 1983* and the *Public Finance and Audit Regulation 2010*; and
- ▶ The Treasurer's Directions.

The financial statements have also been prepared on a historical cost basis, except for collections, plant and equipment, land, buildings, derivative financial instruments and available for sale investments, which have been measured at fair value.

*Critical accounting estimates*

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgements estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Judgments, key assumptions and estimations that management has made are disclosed in the relevant notes to the financial statements.

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

**(c) Statement of Compliance**

The Trust's financial statements and notes comply with Australian Accounting Standards which include Australian Accounting Interpretations. The Trust has adopted all of the new and revised standards and interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective from the current annual reporting period.

**(d) Income Recognition**

Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.

**(i) Grants and Contributions**

Grants and contributions include donations and grants from the Communities NSW (CNSW). They are generally recognised as income when the Trust obtains control over the assets comprising the grants/contributions. Control over grants and contributions are normally obtained upon the receipt of cash.

**Notes to the Financial Statements for the year ended June 2010****(ii) Sale of Goods and Services**

Revenue from the sale of goods and services is recognised as revenue when the Trust transfers the significant risks and rewards of ownership of the assets.

**(iii) Rendering of Services**

Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

**(iv) Investment Income**

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

**(e) Personnel Services and other provisions****(i) Personnel Services Arrangements**

The Trust and the NSW entered into a Memorandum of Understanding effective from 1 July 2006 which sets out the arrangements for employment and payment of staff working at the Australian Museum which are considered employees of NSW. All payments to personnel and for related obligations are done in the NSW name and ABN and are classified as "Personnel Services" expenses in these financial statements.

**(ii) Personnel Services – Salaries and Wages, Annual Leave, Sick Leave and On-costs.**

Based on the memorandum of understanding with NSW, liabilities for personnel services are stated as liabilities to the service provider NSW.

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

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

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

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

**(iii) Long Service Leave and Superannuation**

In the financial statements of NSW, the Trust's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. Consequently, the Trust accounts for the equivalent expense and income in its financial statements to reflect this provision of personnel services.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors, (specified in NSW TC09-4), to employees with five or more years of service using current rates of pay. These factors were determined based on an actuarial review and market yields at the reporting date on government bonds.

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

(iv) Other Provisions

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

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

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

**(f) Insurance**

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

**(g) Accounting for the Goods and Services Tax (GST)**

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

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

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

**(h) Acquisitions of Assets**

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

Assets acquired at no cost or for nominal consideration, are initially recognised at their fair value at the date of acquisition. Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties, in an arm's length transaction.

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

**(i) Capitalisation Thresholds**

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

**(j) Revaluation of Property, Plant and Equipment**

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

**Notes to the Financial Statements for the year ended June 2010**

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

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

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

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

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

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

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

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

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

(i) Exhibitions

The value of exhibitions is included in Plant and Equipment and represents capitalisation of the development and establishment costs of exhibitions that will continue to generate revenue or provide a community service beyond the financial year or years in which these costs were incurred.

Capitalised development and establishment costs include material and construction expenditure, but do not include an assessment of the intrinsic value of collection items incorporated in an exhibition unless specifically purchased and costed for that purpose. Labour costs for permanent staff inputs to the development of exhibitions are reflected in employee related expenses and are not included in the capitalisation of exhibitions.

(ii) Collections

The valuations of Collections were revised at 30 June 2008. Increases in the value of assets are transferred to the asset revaluation reserve for that class of assets. The Museum's Capitalisation Policy specifies a five year valuation cycle, but allows for the timely capitalisation of items where a direct purchase is involved, or where an item of established value is donated.

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

**(k) Impairment of Property, Plant and Equipment**

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

**(l) Assets Not Able to be Reliably Measured**

The Trust does not hold any assets other than those recognised in the statement of financial position.

**(m) Depreciation of Property, Plant and Equipment**

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

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

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

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

The other buildings at the Sydney site are divided into Major buildings that are depreciated over their estimated life of 75 years and Minor buildings that are depreciated over their estimated life of 15 to 55 years.

The buildings on Lizard Island are depreciated over their estimated life of up to 50 years on the assumption that the Museum's lease of land on the island will be renewed.

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

Buildings: 15–80 years

Plant and Equipment: 3–10 years

Vehicles: 6–7 years

Vessels: 6–7 years

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

**(n) Major Inspection Costs**

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

**(o) Restoration Costs**

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

**(p) Maintenance**

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

**Notes to the Financial Statements for the year ended June 2010****(q) Leased Assets**

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

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

Operating lease payments are charged to the statement of comprehensive income in the periods in which they incurred. The Trust does not have any assets subject to finance leases.

**(r) Intangible Assets**

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

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

Intangible assets are subsequently measured at fair value only if there is an active market. If there is no active market, the assets are carried at cost less any accumulated amortisation. The useful lives of intangible assets are assessed to be finite. Intangible assets (software) are amortised using the straight line method over a period of 3 to 5 years. Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than the carrying amount, the carrying amount is reduced to the recoverable amount and the reduction is recognised as an impairment loss.

**(s) Financial Instruments**

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

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

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

**(i) Cash and Cash Equivalent**

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

**(ii) Investments**

Investments are initially recognised at fair value plus, in the case of investments not at fair value through profit or loss, transaction costs. The Trust determines the classification of its financial assets after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

Fair value through profit or loss - The Trust subsequently measures investments classified as "held for trading" or designated upon initial recognition "at fair value through profit or loss" at fair value. Financial assets are classified as "held for trading" if they are acquired for the purpose of selling in the near term. Derivatives are also classified as held for trading. Gains or losses on these assets are recognised in the surplus / (deficit) for the year.

**Notes to the Financial Statements for the year ended June 2010**

The Hour-Glass Investment Facilities (managed by the NSW Government's Treasury corporation) are designated at fair value through profit or loss using the second leg of the fair value option; i.e. these financial assets are managed and their performance is evaluated on a fair value basis, in accordance with a documented risk management strategy, and information about these assets is provided internally on that basis to the Trust's key management personnel.

The movement in the fair value of the Hour-Glass Investment Facilities incorporates distributions received as well as unrealised movements in fair value and is reported in the line item 'investment revenue'

The fair value of investments that are traded at fair value in an active market is determined by reference to quoted current bid prices at the close of business on the statement of financial position date.

**(t) Loans and Receivables**

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

Short-term receivables with no stated interest rates are measured at the original invoice amount where the effect of discounting is immaterial. The credit risk is the carrying amount (net of any allowances for impairment). No interest is earned on trade receivables. The carrying amount approximates fair value. Trade receivables are generally due for settlement within 30 days.

**(u) Inventories**

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

The Museum does not have any inventories acquired at no cost or for nominal consideration. Net realisable value is the estimated selling price in the ordinary course of business less the estimated cost of completion and the estimated costs necessary to make the sale.

**(v) Other Assets**

Other assets are recognised on a cost basis.

**(w) Payables**

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

**(x) Borrowings**

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest method. Gains or losses are recognised in the surplus/(deficit) for the year on derecognition.

**Notes to the Financial Statements for the year ended June 2010****(y) Financial Guarantees**

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument. The Trust has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2010 and at 30 June 2009.

**(z) New Australian Accounting Standards issued but not yet operative**

NSW Treasury has mandated that early adoption of standards is not permitted.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet effective have not been adopted for the annual reporting period ended 30 June 2010. These are listed as follows:

AASB 9 and AASB 2009-11 regarding financial instruments

AASB 2009-5 regarding annual improvements

AASB 2009-8 regarding share based payments

AASB 2009-9 regarding first time adoption

AASB 2009-10 regarding classification of rights

AASB 124 and AASB 2009-12 regarding related party transactions

AASB 2009-14 regarding prepayments of a minimum funding requirement

AASB 2010-1 regarding AASB 7 comparatives for first time adopters.

Interpretation 19 and AASB 2009-13 regarding extinguishing financial liability with equity instruments

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

**(aa) Taxation Status**

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

**(bb) Trustee Benefits**

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

**(cc) Services Provided at No Cost**

Where material contributions are made to the Trust at no charge, an expense is recorded in the accounts to reflect the activities at the Museum and is offset by an equivalent revenue entry. Material assistance provided to the Museum by the volunteers for whom payment was not made is not included in the surplus/ (deficit) for the year (refer Note 19).

**(dd) Comparative Information**

Except where an Australian Accounting Standards permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements.

## Notes to the Financial Statements for the year ended June 2010

2.	EXPENSES	2010 \$'000	2009 \$'000
(a)	<b>Personal Services Expenses <sup>1</sup></b>		
	Salaries and wages (including recreation leave)	18,523	18,379
	Superannuation- defined benefits plans	624	624
	Superannuation-defined contribution plans	1,257	1,205
	Payroll Tax and Fringe Benefit Tax	1,089	1,181
	Long service leave	1,016	802
	Workers' compensation insurance	372	220
	Other	(62)	149
		<b>22,819</b>	<b>22,560</b>

*Employee related costs that have been capitalised in fixed asset accounts and therefore excluded from the above: \$279,000 (\$290,000 in 2008–09).*

<sup>1</sup> Including services provided free of charge by CNSW valued at \$1.68 million (\$1.46 million in 2008–09)  
Refer to Note 6.

**(b) Other Operating Expenses Includes the Following**

Auditor's remuneration audit and review of financial reports	75	71
Operating lease rental expense:		
minimum lease payments	453	481
rental outgoings	180	157
Freight	246	209
Motor vehicles expenses	215	226
Advertising and promotional	342	646
Electricity	721	520
Gas	164	159
Cleaning and waste removal	609	673
Water	60	83
Contractors	1,526	2,430
Travel and accommodation	402	454
Cost of sales	720	609
Insurance	465	458
Postal and telephone	308	410
Working expenses	1,603	1,379
Security service	67	93
Donations and contributions	10	12
Hiring costs	156	121
Books, journals & subscriptions	161	169
Consultants	267	193
Licenses	125	184
Exhibition costs	780	719
Minor plant & equipment	171	287
Promotion costs	113	273
Staff training	101	191
Filming & photography	17	23
Graphics & design	137	110
Legal & professional	57	33
Printing	239	228
Maintenance <sup>1</sup>	1,354	1,468

**11,844**

**13,069**

## Notes to the Financial Statements for the year ended June 2010

	2010 \$'000	2009 \$'000
<sup>1</sup> Reconciliation:		
Maintenance expense, as above	1,354	1,468
Maintenance related employee expenses included in Note 2 (a)	285	300
<b>Total Maintenance Expenses</b>	<b>1,639</b>	<b>1,768</b>
<b>(c) Depreciation and amortisation</b>		
Buildings	699	442
Plant and equipment	4,827	4,379
Intangible Assets	2	0
	<b>5,528</b>	<b>4,821</b>
<b>(d) Grants and subsidies</b>		
Visiting fellowships	67	92
Other grants	141	72
	<b>208</b>	<b>164</b>
<b>(e) Finance costs</b>		
Unwinding of discount	22	20
<b>3. REVENUE</b>		
<b>(a) Sale of goods and services</b>		
Shop sales	1,256	1,234
Rendering of services	3,300	2,680
Admission fees	3,269	2,506
Other	228	231
	<b>8,053</b>	<b>6,651</b>
<b>(b) Investment revenue</b>		
TCorp Hour-Glass investment facility	373	564
Interest	90	123
	<b>463</b>	<b>687</b>
<b>4. GAIN/ (LOSS) ON DISPOSAL</b>		
Proceeds from disposal of plant and equipment	39	12
Written down value of assets disposed	(94)	(57)
Gain/ (loss) on disposal	<b>(55)</b>	<b>(45)</b>
<b>5. OTHER GAINS/ (LOSSES)</b>		
Insurance recovery – other	0	2,843
	<b>0</b>	<b>2,843</b>
<b>6. GRANTS AND OTHER CONTRIBUTIONS</b>		
For conditions on grants and contributions see Note 10		
Communities NSW 1	26,999	29,243
Scientific research- Federal Government grants	993	456
Scientific research- State Government grants	0	34
Other grants	714	596
Donations	660	1,024
Others	967	599
	<b>30,333</b>	<b>31,952</b>

<sup>1</sup> Includes personnel service grants of \$1.68 million (2009: \$1.46 million).

## Notes to the Financial Statements for the year ended June 2010

## 7. CURRENT ASSETS – CASH AND CASH EQUIVALENTS

	2010 \$'000	2009 \$'000
Cash at bank and on hand	645	1,037
Short term deposits	409	395
TCorp Hour-Glass Cash Facility	7,572	7,599
<b>Closing Cash and Cash Equivalents (per statement of cash flows)</b>	<b>8,626</b>	<b>9,031</b>

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

The Trust has the following banking facilities

MasterCard facility (Total credit limit)	150	150
Tape negotiation authority <sup>1</sup>	4,800	4,800

<sup>1</sup> The facility authorises the bank to debit the trust's operating bank account up to the above limit.

## 8. CURRENT/ NON CURRENT ASSETS – RECEIVABLES

Sale of goods & services	1,647	1,337
Accrued income	65	14
Prepayments	179	207
Other debtors	10	65
	<b>1,901</b>	<b>1,623</b>
Less: Allowance for impairments	157	177
<b>Total Current Receivables</b>	<b>1,744</b>	<b>1,446</b>

## (a) OTHER FINANCIAL ASSETS

LIRRF funding for QLD loan <sup>1</sup>	366	344
<b>Total</b>	<b>366</b>	<b>344</b>

<sup>1</sup> As per the Funding Deed signed between the Lizard Island Research Foundation (LIRRF) and the Trust, LIRRF has underwritten to pay \$1 million in 20 annual installments of \$50,000 each beginning from the year 2018. The fair value of this commitment is calculated as per the Accounting Standards.

## 9. CURRENT ASSETS – INVENTORIES

Held for resale:	204	243
Stock on hand- at cost		
	<b>204</b>	<b>243</b>

## Notes to the Financial Statements for the year ended June 2010

## 10. RESTRICTED ASSETS

**CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS****2010  
\$'000****2009  
\$'000**

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

Unexpended balances for all grant projects at year end were:

Scientific research - Federal Government grants	1,068	646
Scientific research - State Government grants	83	327
Other grants	466	109
	<b>1,617</b>	<b>1,082</b>

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

<b>At 30 June 2010 At fair value</b>	<b>Land \$'000</b>	<b>Buildings \$'000</b>	<b>Plant &amp; Equipment \$'000</b>	<b>Collections \$'000</b>	<b>Total \$'000</b>
Gross carrying amount	35,500	187,723	92,665	767,198	1,083,086
Accumulated depreciation	0	(6,680)	(49,398)	0	(56,078)
<b>Net Carrying Amount</b>	<b>35,500</b>	<b>181,043</b>	<b>43,267</b>	<b>767,198</b>	<b>1,027,008</b>

<b>At 30 June 2009 At fair value</b>	<b>Land \$'000</b>	<b>Buildings \$'000</b>	<b>Plant &amp; Equipment \$'000</b>	<b>Collections \$'000</b>	<b>Total \$'000</b>
Gross carrying amount	35,500	186,495	90,984	767,114	1,080,093
Accumulated depreciation	0	(5,982)	(44,871)	0	(50,853)
<b>Net Carrying Amount</b>	<b>35,500</b>	<b>180,513</b>	<b>46,113</b>	<b>767,114</b>	<b>1,029,240</b>

**Reconciliation**

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

<b>Year Ended 30 June 2010</b>	<b>Land \$'000</b>	<b>Buildings \$'000</b>	<b>Plant &amp; Equipment \$'000</b>	<b>Collections \$'000</b>	<b>Total \$'000</b>
Net carrying amount at start of the year	35,500	180,513	46,113	767,114	1,029,240
Additions	0	1,229	2,075	84	3,388
Disposals	0	0	(94)	0	(94)
Depreciation expenses	0	(699)	(4,827)	0	(5,526)
<b>Net Carrying Amount at End of Year</b>	<b>35,500</b>	<b>181,043</b>	<b>43,267</b>	<b>767,198</b>	<b>1,027,008</b>

Assets were revalued as at 30 June 2008

## Notes to the Financial Statements for the year ended June 2010

**11. NON-CURRENT ASSETS- PROPERTY, PLANT AND EQUIPMENT – (continued)**

Year Ended 30 June 2009	Land \$'000	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
Net carrying amount at start of the year	35,500	194,374	27,130	767,064	1,024,068
Transfer		(17,566)	17,566	0	0
Additions	0	4,147	5,853	50	10,050
Disposals	0	0	(57)	0	(57)
Depreciation expenses	0	(442)	(4,379)	0	(4,821)
<b>Net Carrying Amount at End of Year</b>	<b>35,500</b>	<b>180,513</b>	<b>46,113</b>	<b>767,114</b>	<b>1,029,240</b>

**11 (a) NON-CURRENT ASSETS – INTANGIBLE ASSETS**

At 30 June 2010	Software \$'000
Cost (gross carrying amount)	88
Accumulated amortisation and impairment	(2)
<b>Net Carrying Amount</b>	<b>86</b>
<b>At 30 June 2009</b>	
Cost (gross carrying amount)	0
Accumulated amortisation and impairment	0
<b>Net Carrying Amount</b>	<b>0</b>
<b>Reconciliation</b>	
<b>At 30 June 2010</b>	<b>Software \$'000</b>
Net carrying amount at start of year	0
Additions (acquired)	88
Depreciation expenses	(2)
<b>Net Carrying Amount</b>	<b>86</b>

**12. CURRENT LIABILITIES – PAYABLES**

	2010 \$'000	2009 \$'000
Creditors	869	1,878
Sundry accruals	327	264
Unearned revenue	231	217
Payable to personnel services providers:		
Accrued salaries, wages and on- costs	305	228
	<b>1,732</b>	<b>2,587</b>

## Notes to the Financial Statements for the year ended June 2010

## 13. CURRENT/ NON-CURRENT LIABILITIES – PROVISIONS

	2010 \$'000	2009 \$'000
<b>Current:</b>		
<b>Employee benefits and related on-costs</b>		
Recreation leave	1,824	1,474
Long service leave on-costs	490	647
	<b>2,314</b>	<b>2,121</b>
<b>Non-current:</b>		
<b>Employee benefits and related on-costs</b>		
Long service leave on-costs	26	24
	<b>26</b>	<b>24</b>
<b>Total Provisions</b>	<b>2,340</b>	<b>2,145</b>
Aggregate employee benefits and related on-costs		
Provisions- current	2,314	2,121
Provisions- non-current	26	24
Accrued salaries, wages and on-costs (Note 12)	305	228
	<b>2,645</b>	<b>2,373</b>

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

Queensland Government loan at net present value <sup>1</sup>	366	344
	<b>366</b>	<b>344</b>

<sup>1</sup> Due to long term nature of loan (30 years). Repayments commence from 2018. Loan is for Lizard Island facility.

## 15. COMMITMENTS FOR EXPENDITURE

## (a) Capital commitments

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

Not later than 1 year	274	325
<b>Total (Including GST)</b>	<b>274</b>	<b>325</b>

## (b) Other expenditure commitments

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

Not later than 1 year	455	820
<b>Total (Including GST)</b>	<b>455</b>	<b>820</b>

## Notes to the Financial Statements for the year ended June 2010

<b>15.</b>	<b>COMMITMENTS FOR EXPENDITURE (continued)</b>	<b>2010</b>	<b>2009</b>
		<b>\$'000</b>	<b>\$'000</b>
<b>(c)</b>	Operating lease commitments		
	Future non-cancellable operating lease rentals not provided for and payable:		
	Not later than 1 year	537	542
	Later than 1 year & not later than 5 years	371	1,299
	Later than 5 years	49	52
	<b>Total (Including GST)</b>	<b>957</b>	<b>1,893</b>
	The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland government. The current lease expires in 2036.		
<b>(d)</b>	Goods and Services Tax		
	The total commitments above include input tax credits of \$153,000 (2009: \$276,000) that are expected to be recoverable from the Australian Taxation Office		
<b>16.</b>	<b>RECONCILIATION OF SURPLUS/(DEFICIT) TO CASH FLOWS FROM OPERATING ACTIVITIES</b>		
	<b>Reconciliation</b>		
	Surplus/ (deficit) for the year	(1,627)	1,454
	Depreciation and amortisation	5,528	4,821
	Allowance for impairment	(20)	58
	Increase/ (decrease) in provisions	195	382
	Increase/ (decrease) in payables	12	(628)
	Decrease/ (increase) in receivables	(278)	54
	Gain/ (loss) on disposal of plant & equipment	55	45
	Decrease/ (increase) in inventory	39	(13)
	<b>Net Cash Flows from Operating Activities</b>	<b>3,904</b>	<b>6,173</b>

## Notes to the Financial Statements for the year ended June 2010

**17. FINANCIAL INSTRUMENTS**

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

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

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

**(a) Financial Instrument Categories**

	<b>Note</b>	<b>Category</b>	<b>Carrying Amount</b>	<b>Carrying Amount</b>
<b>Financial Assets</b>			<b>2010 \$'000</b>	<b>2009 \$'000</b>
Class:				
Cash and cash equivalents	7	n/a	8,626	9,031
Receivables <sup>1</sup>	8	Loans and receivables (at amortised cost)	1,060	607
Other financial assets	8 (a)	Loans and receivables (at amortised cost)	366	344
<b>Financial Liabilities</b>				
Class:				
Payables <sup>2</sup>	12	Financial liabilities measured at amortised cost	1,257	2,221
Borrowings	14	Financial liabilities measured at amortised cost	366	344

*Notes*

<sup>1</sup> Excludes statutory receivables and prepayments (i.e. not within scope of AASB).

<sup>2</sup> Excludes unearned revenue (ie not within scope of AASB 7).

**(b) Credit Risk**

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

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

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

**17 FINANCIAL INSTRUMENTS (continued)****Cash**

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

**Receivables – Trade Debtors**

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand. Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the entity will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30 day terms.

The Trust is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2010: \$828,000, 2009: \$297,000) and not less than three months past due (2010: \$134,000, 2009: \$276,000) are not considered impaired and together these represent 84% (76% 2009) of the total trade debtors. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

The only financial assets that are past due or impaired are 'sales of goods and services' in the 'receivables' category of the statement of financial position.

	<b>Total \$'000</b>	<b>Past due but not impaired \$'000</b>	<b>Considered Impaired \$'000</b>
<b>2010</b>			
< 3 months overdue	134	134	0
3 months – 6 months overdue	12	0	12
>6 months overdue	166	21	145
<b>2009</b>			
< 3 months overdue	517	517	0
3 months – 6 months overdue	72	55	17
6 months overdue	160	0	160

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

**Authority Deposits**

The Trust has placed funds on deposit with TCorp, which has been rated "AAA" by Standard and Poor's. These deposits are similar to money market or bank deposits and can be placed "at call" or for a fixed term. For fixed term deposits, the interest rate payable by TCorp is negotiated initially and is fixed for the term of the deposit, while the interest rate payable on at call deposits vary. The deposits at balance date were earning an average interest rate of 5.0% p.a.(2009 – 4.3%), while over the year the weighted average interest rate was 4.5% p.a. (2009 – 5.3%). None of these assets are past due or impaired.

## Notes to the Financial Statements for the year ended June 2010

**17. FINANCIAL INSTRUMENTS (continued)****(c) Liquidity Risk**

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due. The Trust continuously manages liquidity risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances. The Trust does not maintain any credit standby arrangements.

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

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

The table below summaries the maturity profile of the Trust's financial liabilities, together with the interest rate exposure.

*Maturity analysis and interest rate exposure of financial liabilities*

				Interest Rate Exposure		Maturity Dates		
	Weighted Average Effective Int. Rate	Nominal Amount <sup>1</sup> \$'000	Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non- Interest bearing \$'000	< 1 yr \$'000	1-5 yrs \$'000	>5 yrs \$'000
<b>2010</b>								
Payables:								
Accrued salaries, wages and on-costs	0%	305			305	305		
Creditors	0%	952			952	952		
Borrowing s:								
Lizard Island loan	6.5%	1,000	1,000	0	0	0	0	1,000
		<b>2,257</b>	<b>1,000</b>	<b>0</b>	<b>1,257</b>	<b>1,257</b>	<b>0</b>	<b>1,000</b>
<b>2009</b>								
Payables:								
Accrued salaries wages and on-costs	0%	228	0	0	228	228	0	0
Creditors	0%	1,954	0	0	1,954	1,954	0	0
Borrowing s:								
Lizard Island loan	6.5%	1,000	1,000	0	0	0	0	1,000
		<b>3,182</b>	<b>1,000</b>	<b>0</b>	<b>2,182</b>	<b>2,182</b>	<b>0</b>	<b>1,000</b>

Note

<sup>1</sup> The amounts disclosed are the contractual undiscounted cash flows of each class of financial above will not reconcile to the statement of financial position.

**17. FINANCIAL INSTRUMENTS (continued)****(d) Market Risk**

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

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

**Interest Rate Risk**

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

	Carrying Amount \$'000	-1% Profit \$'000	Equity \$'000	1% Profit \$'000	Equity \$'000
<b>2010</b>					
<b>Financial assets</b>					
Cash and cash equivalents	8,626	-86	0	86	0
Receivables	1,060	-	-	-	-
Other financial assets	366	-	-	-	-
<b>Financial liabilities</b>					
Payables	1,257	-	-	-	-
Borrowings	366	-	-	-	-
<b>2009</b>					
<b>Financial assets</b>					
Cash and cash equivalents	9,031	-90	0	90	0
Receivables	607	-	-	-	-
Other financial assets	344	-	-	-	-
<b>Financial liabilities</b>					
Payables	2,221	-	-	-	-
Borrowings	344	-	-	-	-

## Notes to the Financial Statements for the year ended June 2010

**17. FINANCIAL INSTRUMENTS (continued)****Other Price Risk – TCorp Hour Glass Facilities**

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

Facility	Investment Sectors	Investment Horizon	2010 \$'000	2009 \$'000
Cash facility	Cash, money market instruments	Up to 2 years	7,572	7,599

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

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

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

NSW TCorp provides sensitivity analysis information for each of the facilities, using historically based volatility information collected over a 10 year period, quoted at two standard deviation i.e. 95% probabilities. The TCorp Hour Glass Investment facilities are designated at fair value through profit or loss and therefore any change in unit price impacts directly on profit (rather than equity). A reasonably possible change is based on the percentage of unit price (as advised by TCorp) multiplied by the redemption value as at 30 June each year for each facility (balance from Hour-Glass Statement).

	Impact on profit/loss Changes in unit price	2010 \$'000	2009 \$'000
Hour Glass Investment – Cash facility	+/- 1%	76	76

**(e) Fair Value Compared to Carrying Amount**

Financial instruments are generally recognised at cost, with the exception of the TCorp. Hour –Glass facility, which is measured at fair value. As discussed, the value of the Hour–Glass investment is based on the Trust's share of the value of the underlying assets of the facility, based on the market value. The Hour Glass facility is valued using 'redemption' pricing

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short term nature of many of the financial instruments. The amortised cost of the loan for Lizard Island also approximates the fair value, because of the insignificant difference in the interest rate on the balance date and the rate of amortisation.

**(f) Derivative Financial Instruments**

The Museum has no outstanding derivative contract at balance date.

	2010 \$'000	2009 \$'000
Current Liabilities		
Forward currency contracts (net) held for hedges	0	5

**18. BUDGET REVIEW****Surplus/ (Deficit) for the Year**

The Museum budgeted for an operating deficit of \$1.04 million for the year, which was exceeded by \$592,000. The key variations included total revenue, which exceeded budget by \$2.89 million resulting from additional external grants and donations as well as increased fees for services offered by the Museum. Increased expenses associated with income generation resulted in other operating expenses exceeding budget by \$1.33 million.

The budget for depreciation was under estimated, resulting in a budget variation of \$1.61 million.

**Assets and Liabilities**

Total assets at balance date were lower than budget by \$1.71 million. The variation primarily related to depreciation costs, which exceeded budget by \$1.61 million.

**Cash Flows**

The closing cash balance exceeded budget by \$269,000 as a result of improved operating performance during the year.

**19. NON-CASH FINANCING AND INVESTING ACTIVITIES**

Non-cash financing and investing activities represented the acceptance of personnel services cost of \$1.68 million (2009: \$1.46 million) by the CNSW.

Material assistance provided to the Museum for which payment was not made, (figures are not available as to the cost of these services) included:

- ▶ Volunteer Services
- ▶ Donation of objects for the Collections

**20. BEQUESTS AND SPECIAL FUNDS**

The Trust may receive monies and gifts of scientific specimens or associated materials. Any such revenues provide for expenditure in the current and future years. There were no such amounts received during the year.

**21. TRUSTEES' FEES OR BENEFITS, ETC.**

Trust members do not receive emoluments or other benefits of office. There were no loans made to members or employees of the Trust.

**22. CONTINGENT ASSETS AND LIABILITIES**

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

The Trust has lodged a claim of \$20,000 with its insurer, the NSW Treasury Managed Fund, for loss of equipment associated with a surveillance system that was installed in a culvert underneath the Pacific Highway.

The Trust was not aware of any other contingent asset or liability as at the balance date.

**23. PROGRAM INFORMATION**

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

**24. RESULTS OF FUNDRAISING APPEALS**

The Trust conducted a number of fundraising activities during the year and the results are as follows:

	<b>2010 \$'000</b>	<b>2009 \$'000</b>
Gross proceeds from fundraising appeals	278	278

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**25. AFTER BALANCE DATE EVENTS**

There are no material subsequent events after the balance date.

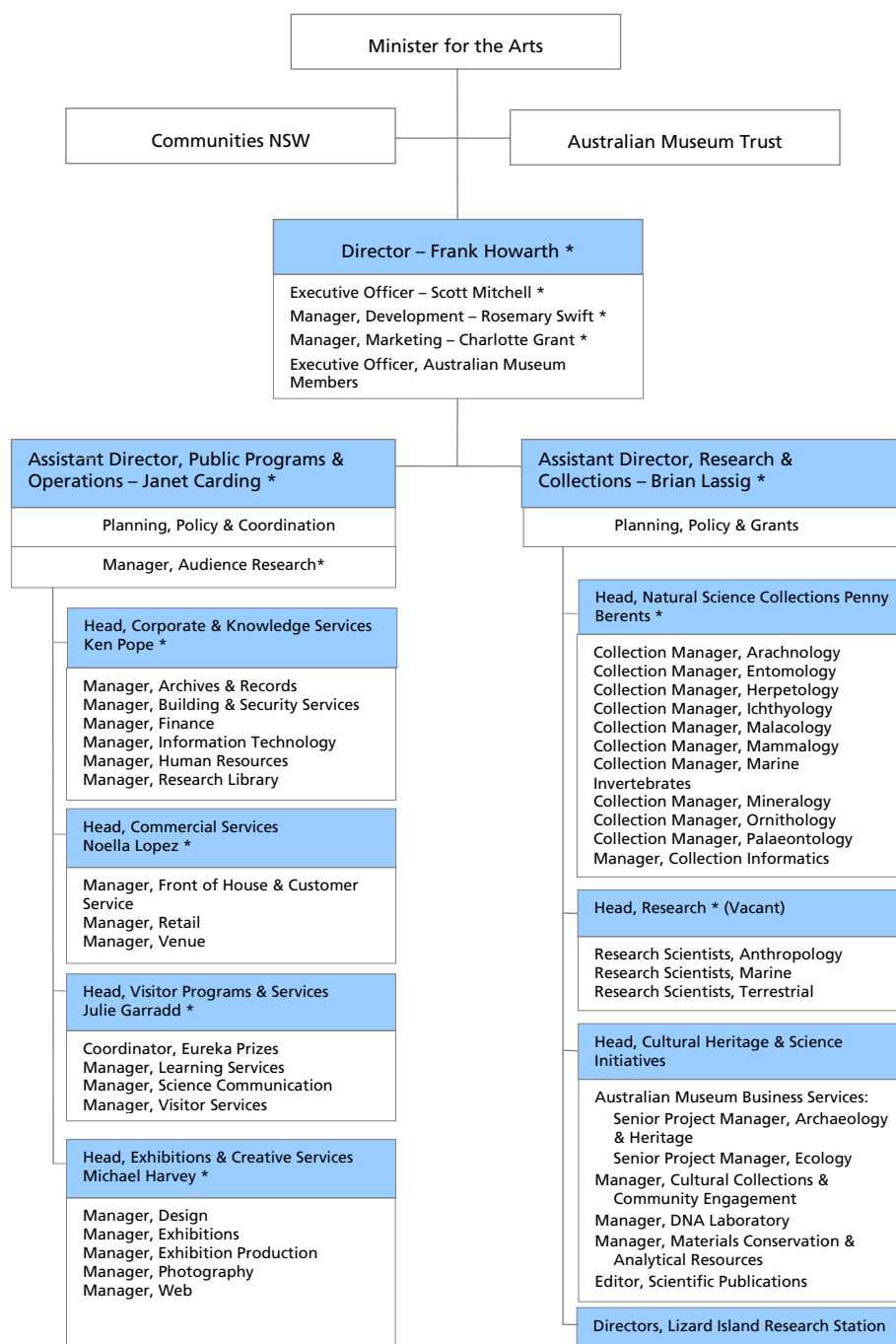
**End of Financial Statements**

# Appendices



# Appendix A Organisation chart

**Figure A.1 Organisation chart for the Australian Museum, 2009–10**



\* Member of the Museum's Executive

## Appendix B Trustee profiles and activities

### PROFILES OF TRUSTEES

#### **Sam Mostyn (President), BA, LLB**

Sam Mostyn is currently the Director of the Institute for Sustainable Solutions at the University of Sydney, Australia. Until September 2008, Sam was Group Executive, Culture & Reputation at Insurance Australia Group where she was responsible for the Human Resources, Corporate & Government Affairs, Internal Communications and Corporate Sustainability functions. Prior to joining IAG, Sam held senior executive positions with Optus Communications in Sydney and Cable & Wireless Plc in London, and between 1994 and 1996 she was a policy advisor to two federal ministers before joining the office of Prime Minister Paul Keating as a senior communications policy advisor. In 2005, Sam was appointed as a Commissioner with the Australian Football League, the first woman to hold such a position. Sam's other board and advisory roles include being a member of Australian Volunteers International and the Sydney Theatre Company, Chair of the Stakeholder Advisory Council of the CSIRO's Climate Adaptation Flagship, a member of the NSW Climate Change Council and serving on the advisory board of ClimateWorks Australia. She also serves on the Coasts and Climate Change Council of the Minister for Climate Change. Sam was appointed to the Trust in January 2003, and President of the Trust in January 2010.

#### **Michael Alscher, BComm**

Michael Alscher is a founding partner and Managing Director of Crescent Capital Partners which is a leading private equity fund in Australia. Mr Alscher is a non-Executive Director and Chairman of a number of portfolio companies and has an extensive background in investment, business management and strategy consulting. He was appointed to the Trust in January 2008.

#### **Michael Chaaya, BEc (Hons), LLB (Hons)**

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

#### **Paul Connor, BArch (Hons), MA**

Paul Connor is an architect, artist and founding director of the NSW Parliament Plein Air Painting Prize. Paul completed his architectural degree with Honours at the University of Sydney in 1985. He spent his early professional life with internationally renowned architect John Andrews. In 1996, having started a lasting interest in the arid zone of far western New South Wales, he was awarded first class Honours in Masters of Fine Arts at the College of Fine Art, University of New South Wales, for research in the area, and co-founded Connor & Solomon Architects which later built for the Mutawintji Local Aboriginal Land Council. Since then, the partnership has enjoyed much publication of its many completed buildings and Paul has had many solo and joint art exhibitions, being represented in both government and private collections. Paul was appointed to the Trust in May 2010.

### David Handley, BA, LLB, LLM

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

### Dr Ronnie Harding, BA, BSc (Hons), PhD

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

### Professor Amanda Lawson, BA (Hons), PhD

Amanda Lawson was appointed Professor and Head of the School of Art and Design at the University of Wollongong in 2004 and appointed as Dean in June 2008. She has more than 20 years' experience in the arts in Australia and during that time has been director of various arts organisations – the Meat Market Craft Centre in Melbourne, the Crafts Council of NSW and, during 1998–2004, Bathurst Regional Art Gallery. She has also worked at the Australian Council for the Arts, NSW State and Regional Development and AusIndustry, and as an independent arts consultant. Amanda gained a BA from the University of Edinburgh and a first class Honours degree in Arts at the University of Wollongong before completing a PhD in Australian Literature at the University of Sydney in 2002. She was appointed to the Trust in March 2010.

### Alison Page, BDesign (Hons)

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

### Dr Cindy Pan, MBBS, FRACGP

Cindy Pan is a medical practitioner, author and media spokesperson. She has many years' experience working in general practice as well as sexual health and women's medicine, and she has lectured, spoken and written extensively about health, lifestyle and relationship issues. She is the author of *Pandora's Box – lifting the lid on life's little nasties* (HarperCollins), a humorous book about health, relationships, sex and drugs, as well as *Playing Hard to Get* (HarperCollins), a light-hearted look at courting and dating in the 21<sup>st</sup> century. She writes for newspapers and magazines in Australia and Asia, including a weekly health column in *Body and Soul* for Sunday papers all over Australia, and a regular column on relationships in *The Women's Weekly* in Asia. Cindy has appeared on a host of television shows including *Q and A*, *The Glasshouse*, *Sunrise*, *The Morning Show*, *The Panel*, *Beauty and the Beast* and *The Super Debates*. She has been an AusAID Ambassador, and the Official Ambassador for Chinese New Year for the City of Sydney since 2000. Cindy is a Patron for Bonnie Babes Foundation, Heartkids Australia, the National Breast Cancer Foundation and Breast Cancer Network Australia. She is an Ambassador for Northcott Disability Services and an Ambassador mentor for Make-A-Wish Foundation. Cindy was appointed to the Trust in January 2002.

### Mr David Sherley, BEc, MBus, CPA

David is the General Manager of Bathurst Regional Council, and a Board Member of both the Central West Area Consultative Committee and Museums & Galleries NSW. David was an integral part of the team which coordinated Band Town in Bathurst during the 2000 Sydney Olympics, and has been involved with the establishment and running of the Australian Fossil and Mineral Museum. As General Manager of the Bathurst

Regional Council, he has also been involved with the operation of the Chifley House Museum, the world famous Mt Panorama Racing Circuit and the National Motor Racing Museum. David was appointed to the Trust in January 2009.

## **TRUST ACTIVITIES**

### **Trust meetings**

The Trust met on six occasions during the 2009–10 financial year. The attendance record of Trustees was Michael Alscher 5, David Handley 3, Dr Ronnie Harding 6, Samantha Mostyn 4, Dr Cindy Pan 6, David Sherley 6, Michael Chaaya 6, Alison Page 3, Professor Amanda Lawson (joined March 2010) 0, Paul Connor (joined May 2010) 0, Dr Brian Sherman AM (retired December 2009) 3, Julie Walton OAM (retired December 2009) 3 and Cate Blanchett (retired December 2009) 0.

## **TRUST COMMITTEES**

### **Finance & Audit Committee**

This committee ensures the sound financial position of the Museum through regular reviews of its budget, finance and business decisions, and policies which have an impact on these areas. The committee also has an important role in risk management and audit through endorsement of internal and external audit plans, review of audit reports and the review of risk assessment and management. Trustees on the Finance & Audit Committee at 30 June 2010 were Michael Alscher (Chair), David Sherley and Sam Mostyn.

### **Research and Collections Advisory Committee**

This committee advises on the direction of research and collections management in the Museum. The committee's members are:

- ▶ Ms Rebecca Hancock, Secretary, Special Projects Officer, Research and Collections, Australian Museum
- ▶ Dr Ronnie Harding, Chair, Museum Trustee and Senior Visiting Fellow, Institute of Environmental Studies, University of New South Wales
- ▶ Professor David Booth (joined March 2010), Program Director, Marine Biology, Department of Environmental Sciences, University of Technology, Sydney
- ▶ Dr James Bradfield Moody (joined February 2010), Executive Director, Development, CSIRO
- ▶ Professor Maria Byrne (until November 2009), School of Biological Sciences, University of Sydney
- ▶ Dr Hal Cogger, John Evans Memorial Fellow, Australian Museum
- ▶ Mr Frank Howarth, Director, Australian Museum
- ▶ Dr Klaus Koop, Director, Environmental and Conservation Sciences, Department of Environment, Climate Change and Water NSW
- ▶ Dr Brian Lassig, Assistant Director Research and Collections, Australian Museum
- ▶ Dr Gaynor Macdonald, Senior Lecturer, Department of Anthropology, University of Sydney
- ▶ Professor Margaret Rose, Director, Research Management, South East & Illawarra Area Health Service, University of NSW
- ▶ Dr Brett Summerell, Director, Science and Public Programs, Royal Botanic Gardens
- ▶ Professor John Talent, Department of Earth and Planetary Sciences, Macquarie University.

## **TRUST REPRESENTATION**

### **Lizard Island Reef Research Foundation**

The Trust has two members on the Lizard Island Reef Research Foundation: Dr Ronnie Harding and Dr Cindy Pan.

## Appendix C Executive profiles and management activities

### PROFILES OF EXECUTIVE

#### Frank Howarth, Director

Frank Howarth trained as a geologist, completing a degree in geology at Macquarie University, and followed that with a Master of Science and Society from the University of NSW, focusing on science and biotechnology policy. Frank joined the NSW Government in 1981 and has held positions with the Department of Industrial Development and Decentralisation, NSW Science and Technology Council, the Public Service Board and the Roads and Traffic Authority. In 1996 he became Director and Chief Executive of the Royal Botanic Gardens and Domain Trust. In September 2003 Frank spent six months as Executive Director, Policy and Science, at the Department of Environment and Conservation NSW before taking up his current role in February 2004 as Director of the Australian Museum. Frank was appointed as the Chairperson of the International Council of Museums (ICOM) Australia in May 2010.

#### Janet Carding, Assistant Director, Public Programs and Operations

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

#### Dr Brian Lassig, Assistant Director, Research and Collections

Brian was appointed Assistant Director, Research and Collections, in January 2010. He has a background in coral reef fish research with extensive field experience on the Great Barrier Reef through his postgraduate projects based at the Heron Island and Lizard Island research stations. Following his PhD from Macquarie University, Brian moved to the Great Barrier Reef Marine Park Authority in Townsville where he led the multidisciplinary research program into the crown-of-thorns starfish. While based in Townsville, Brian was a member of the team responsible for the establishment of the Cooperative Research Centre (CRC) for Ecologically Sustainable Development of the Great Barrier Reef. Before joining the Museum in 2005, Brian held a variety of positions in the Department of the Environment and Heritage in Canberra with responsibilities including the development of coastal monitoring programs, coordination of scientific input into Australia's Oceans Policy, leadership of environmental decision support system teams and management of workforce performance across the department. Brian has been a member of national and state committees and advisory groups in the areas of marine science, environmental management and climate change.

#### Michael Harvey, Head, Exhibitions and Creative Services

Michael Harvey has worked in the science communication field for over fifteen years, primarily in museums and science centres. He has worked at Questacon as coordinator of the Shell Questacon Science Circus and as the manager of science programs for the British Council in Australia. More recently, Michael spent over six

years in the UK, working at the Natural History Museum, London. At the NHM he occupied two posts, establishing and running the Darwin Centre Live program of scientist talks and webcasts, and carrying out strategic planning and concept development for new permanent galleries at the museum. He also worked as a distance learning tutor and occasional guest lecturer at the Department of Museum Studies at the University of Leicester. Michael is also a former staff member at the Australian Museum, working as an Information Officer in *Search and Discover* and contributing to the development of the successful *Spiders* exhibition. He returned to the Museum after an absence of over nine years to take up his current post in February 2009.

#### **Rosemary Swift, Manager, Development Unit**

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

#### **Dr Penny Berents, Head, Natural Science Collections**

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

#### **Charlotte Grant, Manager, Marketing (Acting)**

Charlotte joined the Museum in December 2009. Her responsibilities include developing communications strategies and marketing collateral as well as all media and tourism activities. With over 10 years' marketing experience, Charlotte's background includes media planning and buying, advertising account management, as well as several marketing and strategy roles within the arts and cultural sectors of both Sydney and the ACT. Charlotte is on secondment from the Historic Houses Trust where she has worked since 2002, the last six years as Marketing Manager.

#### **Vinod Daniel, Head, Cultural Heritage and Science Initiatives**

Vinod Daniel is recognised internationally as a materials conservation professional and was appointed as Head, Cultural Heritage and Science Initiatives, in 2005. He is currently responsible for the DNA Laboratory, SEM, Scientific Publications, Materials Conservation, Cultural Collections and Community Engagement, and AMBS. Vinod holds Masters' degrees in engineering and chemistry. Vinod is the Chairman of AusHeritage. He is also a Board Member of the Australia–India Council (Department of Foreign Affairs and Trade) and Vice Chairman of the International Council of Museums Committee for Conservation. Before joining the Museum, he worked for the J Paul Getty Trust (USA). He has managed a number of major projects in the Australasia–Pacific Region and has published over 40 technical papers.

#### **Julie Garradd, Head, Visitor Programs & Services**

Julie Garradd has an extensive background in visitor programs and services in a number of settings including sport and recreation, tourism, local council and the arts sector. Prior to joining the Museum, Julie was Head of Visitor Programs and Services at the Powerhouse Museum, where she was responsible for introducing their highly successful and innovative public programs for children, families and adults. Other management positions Julie held include Manager, Regional Programs; Manager, Student and Volunteer Programs; and Olympics Coordinator. Julie has worked on various special projects, the most recent being the new exhibition commissioning process. Julie's background also includes staff training and development, recreation facilities

planning, and community development at a number of government departments including Sport and Recreation, Tourism, Education, and Minerals and Energy. She has a degree in Applied Social Science and a diploma in Leisure Studies. Julie commenced her position with the Museum in January, 2006.

#### **Dr Lynda Kelly, Manager, Audience Research**

Lynda Kelly has been working in the audience research and evaluation field since 1994. Lynda has extensive experience in planning and conducting quantitative and qualitative research for a variety of programs and clients, both inside and outside the Museum. Lynda has written widely, presented many conference papers and facilitated workshops in evaluation and visitor research. She is particularly interested in visitor experiences and learning outcomes and how these can be measured. More recently she has championed the adoption of social media as a further avenue for the Museum to engage with its audiences.

#### **Noella Lopez, Head, Commercial Services**

Noella Lopez has a background in the commercial sector in Europe and Australia with extensive experience in the management of small and large teams and growing businesses, both in hospitality and retail. Noella trained as a manager specialising in the hospitality industry, completing a Diploma of Management at the Lycée Hotelier de Bordeaux in France. She completed a Master of Business Administration majoring in Arts Management at the University of Technology, Sydney and the College of Fine Arts in 2006. Before joining the Museum, Noella was Marketing and Development Manager with the largest Australian retail chain dedicated to art, graphic and craft supplies. She was responsible for all marketing and development aspects of the company including supplier negotiations, product management, sourcing and development, store merchandising and the creation of a retail concept. She was on the board of Directors of the National Association for the Visual Arts between 2006 and 2008. Noella joined the Museum in November 2005.

#### **Ken Pope, Head, Corporate and Knowledge Services**

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

### **MANAGEMENT ACTIVITIES**

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

#### **Museum Executive**

The Executive met monthly to plan and monitor the Museum's service delivery and performance. During 2009–10, the Executive dealt with a range of matters including:

- ▶ the annual review and revisions of the Corporate Strategic Plan
- ▶ boosting income, improving cost recovery and reducing operating expenses
- ▶ managing the relocation of staff into refurbished accommodation following completion of the new Collections and Research Building
- ▶ planning for the next stage of the Museum's Renewal Project which focuses on the public galleries, improved disability access to the Museum and the eastern end of the Museum site
- ▶ policies including an IT Strategic Plan, a Disability Action Plan, a three-year Occupational Health and Safety (OHS) Strategic Plan and revision of the staff Code of Conduct
- ▶ input to the annual survey of the Council of Australasian Museum Directors

- ▶ a review of the admissions booking system
- ▶ development of emergency plans in the event of a flu pandemic.

The Museum provided administrative support to the Australian Museum Trust and its subcommittees. Management communicated with staff via general staff meetings and with the Public Sector Association via the Joint Consultative Committee.

## MUSEUM COMMITTEES

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

### Animal Care and Ethics Committee

As a registered user of animals for scientific purposes, the Museum must comply with the requirements of the *Animal Research Act 1985* and the current Australian code of practice for the care and use of animals for scientific purposes.

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

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

### Program Review Committee

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

Its members were Michael Harvey (Chair and Head, Exhibitions and Creative Services), Penny Berents (Head, Natural Science Collections Branch), Rosemary Swift (Manager, Development), Charlotte Grant (Acting Manager, Marketing and Publicity), Janet Carding (Assistant Director, Public Programs and Operations), Glenn Ferguson (Manager, Exhibitions), Julie Garradd (Head, Visitor and Learning Services), Lynda Kelly (Head, Audience Research), Noella Lopez (Head, Commercial Services), Amanda Reynolds (Manager, Cultural Collections and Community Engagement), Brooke Ewart (Manager, Web), Dion Peita (Collections Coordinator), Vinod Daniel (Head, Cultural Heritage and Science Initiatives) and Shelley Truskett (minutes secretary).

### Occupational Health and Safety Committee

The Australian Museum has an OHS committee in compliance with NSW legislation. The committee is directly responsible for:

- ▶ assisting management and employees to reach consensus on matters pertaining to OHS
- ▶ reviewing procedures for ensuring the health and safety of all people at the Museum's work site, such as safe work method statements
- ▶ promoting awareness of health and safety throughout the worksite
- ▶ assisting in hazard identification, incident/accident investigation and other matters relating to workplace OHS
- ▶ posting copies of OHS Committee meeting minutes in the workplace for all employees
- ▶ being involved with and assisting in workplace inspections.

Its members were Sue Lindsay (Chair), Max Beatson (Science), Tim Ralph (Alexandria), George Notman (Human Resources employer representative), Shelley Truskett (Public Programs), Richard Samson (Stores), Chris Hosking (Visitor Services), Sukvinder Bagga (Security/Control), Zoran Popovic (Security/Control), Kathryn Lenehan (Education) and Ken Pope (Corporate Services employer representative).

### INTERNAL MANAGEMENT AUDITS

The Museum undertakes an internal audit program to improve its management practice. The program was funded by Communities NSW and undertaken by Deloitte Touche Tohmatsu.

Three audits were completed in the reporting year:

- ▶ OHS
- ▶ physical security of collection items
- ▶ financial management.

The Museum is implementing the agreed recommendations from these audits.

### RISK MANAGEMENT

The Executive actively monitors its programs to identify and manage risks consistent with NSW Government guidelines and policy. Risk management aims to safeguard the public, staff, collections, buildings and related assets. Risk control includes:

- ▶ surveying financial record-keeping (undertaken by the Treasury Managed Fund)
- ▶ assessing corporate risk and conducting management audits (undertaken by Deloitte Touche Tohmatsu)
- ▶ managing ongoing risk, including maintaining asset registers for various classes of assets, and conducting fire and safety audits
- ▶ valuing the collections and building assets
- ▶ developing risk strategies for public exhibitions and spaces, and conducting fire drills
- ▶ monitoring the Museum's buildings and site by full-time security staff and security-support systems
- ▶ maintaining appropriate insurance cover with the Treasury Managed Fund that covers all classes of risk.

## Appendix D Internal audit and risk management

### INTERNAL AUDIT AND RISK MANAGEMENT ATTESTATION FOR THE 2009–10 FINANCIAL YEAR FOR THE AUSTRALIAN MUSEUM TRUST

I, Samantha Mostyn, President of the Australian Museum Trust, am of the opinion that the Australian Museum has internal audit and risk management processes in place that are, excluding the exceptions described below, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 Internal Audit and Risk Management Policy.

I, Samantha Mostyn, President of the Australian Museum Trust, am of the opinion that the internal audit and risk management processes for the Australian Museum depart from the following core requirements set out in Treasury Circular NSW TC 09/08 and that the Australian Museum is implementing the following practicable alternative measures that will achieve a level of assurance equivalent to the requirement:

Core Requirement	Reason for departure and description of practicable alternative measures implemented
Core Requirement 4	Adoption of new terms of reference for the Museum's audit committee was delayed pending confirmation of clustered Audit and Risk Committee arrangements. A new charter for the Museum audit committee, based on the 'model charter' in TPP 09-05, is now under consideration by the Trust and expected to be adopted shortly.

These processes, including the practicable alternative measures being implemented, provide a level of assurance that enables the senior management of the Australian Museum to understand, manage and satisfactorily control risk exposures.

I, Samantha Mostyn, am of the opinion that the Audit and Risk Committee for the Australian Museum is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The Chair and Members of the Audit and Risk Committee are:

- ▶ Chair Michael Alscher (term of appointment 1/1/2008 – 31/12/2010)
- ▶ David Sherley (term of appointment 1/1/2009 – 31/12/2011)
- ▶ Samantha Mostyn (term of appointment 1/1/2009 – 31/12/2011)

Signed:



Samantha Mostyn, President, Australian Museum Trust

Date:

01.09.10

Department or Statutory Body Contact Officer  
Frank Howarth, Director, Australian Museum

## Appendix E Credit card certification

The Australian Museum has a policy for the use of corporate credit cards by staff that is in accordance with the Premier's memorandum 99-05 and the Treasurer's Directions 205.01 to 08.

No irregularities in the use of corporate credit cards have been recorded during the year.

In accordance with Treasurer's Direction 205.01, I certify that credit card use in the reporting period by officers of the Museum was in line with government requirements.

Frank Howarth

Director

## Appendix F Guarantee of service

The Australian Museum is committed to:

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

## Appendix G Key acquisitions and donations to the collection

### ADDITIONS TO THE NATURAL SCIENCE COLLECTIONS

New acquisitions in the natural science collections resulting largely from field sampling programs included:

- ▶ benthic sampling of Antarctica, resulting in over 2000 specimens and about 60 species of malacostracan crustaceans
- ▶ Bush Blitz biodiversity surveys of hundreds of properties across Australia's National Reserve System, making significant additions to the Entomology and Malacology collections
- ▶ collections of millipedes, including a number of type specimens of new species
- ▶ trapdoor spiders from many parts of New South Wales and several large collections of ground-dwelling spiders from the Coleambally Irrigation Area
- ▶ 120 specimens of lizards collected from southern New Caledonia, including a new high-elevation endemic species of skink
- ▶ 131 samples of polychaete marine worms from Ningaloo Reef and Heron Island through the CReefs project
- ▶ a historic mounted specimen of a Western Long-Beaked Echidna, *Zaglossus bruijnii*, a very rare New Guinea species.

Significant donations included:

- ▶ a collection of marine invertebrates and fishes from deep waters of Bass Canyon, donated by Dr Sebastian Holmes of the University of Sydney
- ▶ a collection of 156 high-quality set specimens of Australian swallowtail butterflies with 18 life histories, donated by Barbara Moulds
- ▶ crystals of prehnite and adularia, a collection of 27 minerals from the estate of the late Mr Kym Holliday, donated by Mrs Janelle Holliday, and a set of eight uncommon mineral species, donated by Mr John Rankin
- ▶ a collection of approximately 800 flying-fox and rodent specimens from mainland Australia and Christmas Island
- ▶ specimens of conodonts, fossil turtles and fossil insects.

### ADDITIONS TO CULTURAL COLLECTIONS

The Museum collects material from contemporary cultures to build on historical collections and create a time series of objects for the future. In 2009–10, the Museum made 13 purchases of 19 cultural objects, initiated two commissions of 12 objects, and received three donations comprising five objects.

A major acquisition project was the *Menagerie* collection of sculptures, crafted by 33 Indigenous artists, with associated photographs and audiovisual materials. In the first stage of the project, the Museum acquired works by Ngarrindjeri weaver Yvonne Koolmatrie and Minjunbal/Bundjalung artist Garth Lena.

A new commission included *kete* (a group of ten woven baskets) by contemporary Maori artist Lisa Ward. Her work features in New Zealand collections and she is a respected weaver and artist of her *hapu* (subtribe).

## Appendix H Publications

### PUBLICATIONS BY AUSTRALIAN MUSEUM STAFF

Publications include refereed journals, books and book chapters, non-refereed/other, published conference proceedings, web publications and commissioned reports. Authors or co-authors who are Museum staff, including Senior Fellows, are indicated in bold type.

**Ashcroft, MB**, LA Chisholm & KO French, 2009. Climate change at the landscape scale: predicting fine-grained spatial heterogeneity in warming and potential refugia for vegetation. *Global Change Biology* 15: 656–667.

**Ashcroft, MB**, **JR Gollan**, **DP Faith**, GA Carter, SA Lassau, **SG Ginn**, MW Bulbert & G Cassis, 2010. Using Generalised Dissimilarity Models and many small samples to improve the efficiency of regional and landscape scale invertebrate sampling. *Ecological Informatics* 5: 124–132.

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**Attenbrow, V**, G Robertson & P Hiscock, 2009. The changing abundance of backed artefacts in south-eastern Australia: a response to Holocene climate change? *Journal of Archaeological Science* 36: 2765–2770.

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**Britton, DR**, 2009, Lepidoptera of the Charles Darwin Reserve, May 2009. Final Report for ABRs. 19 pp.

**Britton, DR**, 2010, Darkwood Survey, Bush Blitz, February 2010. Data Summary report for ABRs. 3 pp.

- Capa, M & A Murray**, 2009. Review of the genus *Megalomma* (Polychaeta: Sabellidae) in Australia with description of three new species, new records and notes on certain features with phylogenetic implications. *Records of the Australian Museum* 61(2&3): 201–224.
- Cardoso, MJ, **MDB Eldridge**, M Oakwood, B Rankmore & WB Sherwin, 2009. Effects of founder events on the genetic variation of translocated island populations: implications for conservation management of the northern quoll. *Conservation Genetics* 10: 1719–1733.
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## PUBLICATIONS OF THE AUSTRALIAN MUSEUM

### Explore and What's On

The Museum published the quarterly magazine *Explore* for Members and other stakeholders and four issues of the quarterly *What's On* calendar:

- ▶ *Explore* 31(3) Spring, September to November 2009
- ▶ *Explore* 31(4) Summer, December to February 2010
- ▶ *Explore* 32(1) Autumn, March to May 2010
- ▶ *Explore* 32(2) Winter, June to August 2010.

### Records of the Australian Museum

Issues of the *Records of the Australian Museum*, the Museum's peer-reviewed scientific journal, are published three times a year and circulated to 84 countries.

## Appendix I Grants

This appendix lists details of grant-funded projects where a Museum scientist was nominated as either a chief or principal investigator. The total value of these grants in 2009–10 was \$1,106,262 (2008–09: \$806,760), with an average value of \$32,537 (2008–09: \$31,029). These figures may not match the figures included in the financial statements because they do not include adjustments due to the timing of payments or previous year currency fluctuations. Table I.1 sets out details of grant-funding projects administered by the Museum that received funding during the financial year. Museum staff were also engaged with a number of grants not administered by the Museum. Table I.2 sets out the grants administered by other institutions on which Museum staff worked during the financial year and for which they were listed as chief or principal investigators.

**Table I.1 Grant-funded projects administered by the Australian Museum**

Principal investigator(s)	Title of project	Granting body and program
P Berents	North Western NSW Reserve Survey 2010	Dept of the Environment, Water, Heritage & the Arts (DEWHA) (Caring for our Country, Natural Heritage Trust)
D Bickel	Taxonomic and nomenclatural data for major groups of Diptera	DEWHA (ABRS)
D Britton	Biodiversity Survey Darkwood Reserve NSW	DEWHA (Caring for our Country, Natural Heritage Trust)
D Britton	Taxonomic and nomenclatural treatments of Lepidoptera	DEWHA (ABRS)
P Flemons, J Tann	ALA Sensitive Data Policy	Atlas of Living Australia (CSIRO)
P Flemons	Web Biodiverse Project	University of Florida
P Gordon, A Reynolds	Engaging with Indigenous communities in regional NSW through new media technologies	DEWHA (Indigenous Heritage Program)
P Gordon, A Reynolds	Return of Indigenous Cultural Property (RICP) 2009 Program	DEWHA and Dept of the Arts, Sport & Recreation, NSW
D Hoese	Taxonomic and nomenclatural treatments of fishes	DEWHA (ABRS)
L Hughes	GenCAAP: Applying genetic techniques to marine amphipod fauna as part of the Circum-Australian Amphipod Project	ARC Environmental Futures Research Network
P Hutchings, M Capa	Phylogeny of Sabellida: Postdoctoral Fellowship	Jointly funded Australian Museum and DEWHA (ABRS)
<b>P Hutchings, M Capa,</b> C Glasby, C Watson, V Wei, K Gibb	Polychaete fauna of coral reefs: morphological and molecular characterisation and keys to species	DEWHA (ABRS)
P Hutchings	Taxonomic and nomenclatural treatments of Polychaeta	DEWHA (ABRS)
F Koehler	Kimberley Camaenid	Dept of Environment and Conservation Western Australia
J Leis, C Paris	How do baby fish find a home?	Hermon Slade Foundation
J Lowry	Description of the Australian Lysianassoid Amphipod Fauna (Crustacea: Malacostraca)	DEWHA (ABRS)
J Lowry	Taxonomic and nomenclatural treatments of Crustacea: Amphipoda, Cumacea, Mysidacea	DEWHA (ABRS)
<b>R Major, R Johnson</b>	Conservation ecology of the White-fronted Chat – a declining bird in an endangered ecological community	Hermon Slade Foundation

Principal investigator(s)	Title of project	Granting body and program
<b>R Major</b> , R Johnson	The Importance of Lake Macquarie to the conservation of the White-fronted Chat: a saltmarsh bird at risk	Lake Macquarie Research City Council Grants
W Ponder	Training in Molluscan Systematics – Capacity Building Grant	DEWHA (ABRS – Non-salaried Research Grant)
W Ponder	Australian Museum Aquatic Invertebrate inventory for Edgbaston Reserve, Qld	Bush Heritage Australia
W Ponder	Provision of Taxonomic and Nomenclatural Treatments of Selected Mollusca Groups	DEWHA (ABRS)
W Ponder	Provision of taxonomic and nomenclatural treatments of Lower Heterobranchia	DEWHA (ABRS)
C Reid	Taxonomic and nomenclatural treatments of Coleoptera: Chrysomelidae	DEWHA (ABRS)
J Rowley	Amphibian Conservation in Vietnam	Ocean Park Conservation Fund, Hong Kong
J Rowley	Amphibian Conservation in Indo-Burma	ADM Capital Foundation, Hong Kong
H Smith	The systematics of Australian comb-footed spiders in the subfamily Hadrotarsinae (Araneae: Theridiidae)	DEWHA (ABRS)

**Note**

Australian Museum staff shown in bold type.

**Table I.2 Grant-funded projects administered by other institutions**

Principal investigator(s)	Title of project	Granting body
P Hiscock, <b>V Attenbrow</b>	Evolution of technology and tool use in 10,000 years of Aboriginal History – ANU	Australian Research Council (ARC) (Discovery Grant)
A Vickers, <b>V Daniel</b> , <b>S Florek</b> , P Worsley, S Diamond	Understanding Balinese paintings: collections, narrative, aesthetics and society – through the University of Sydney	ARC (Linkage Grant)
T Flew, B Kummerfeld, C Morley, M Salomon, <b>V Daniel</b>	New Business Models for Revenue Generation	Sub-project of Smart Services CRC
S Singh, <b>V Daniel</b> , M Jackson, S Bellamy	Digital Cultural Collections: Copyright and Traditional Knowledge	Sub-project of Smart Services CRC
S Hand, M Archer, <b>D Bickel</b> , ME Dettmann	Precious time-capsule: discovery of fossil-rich amber from Australia	ARC (Discovery Grant)
A Lawson, <b>V Daniel</b> , <b>B Lassig</b> , P Eklund, B Bunt	The application of concept lattices to digital museum collection management and access – through the University of Wollongong	ARC (Linkage Grant)
<b>D Faith</b> , S Ferrier, C Brown, J Soberon, T Peterson, D Yeates, C Slatyer, J West, V Savolainen	GBIF for 2010	Project led by UNEP-WCMC to develop proposals for involvement in the GBIF campaign to significantly reduce by 2010 the current rate of biodiversity loss at the global, regional and national level.
R Beaman, R Guralnick, A Hill, A Stewart, <b>P Flemons</b>	BiogeBIF: A system for increasing the georeferencing quantity and quality of all GBIF-mediated occurrence records.	Florida Museum of Natural History
SG Dove, WP Leggat, D Yellowlees, JM Lough, <b>PA Hutchings</b> , KG Caldeira	Assessing the risk of ocean acidification for the Great Barrier Reef	ARC (Linkage Grant)
JN Marshall, SP Collin, RD McCauley, KA Fritsches, NS Hart, BM Degnan, SM Degnan, MD Norman, JN Hooper, <b>PA Hutchings</b> , MG Meekan, EA Widder, T Frank, JC Partridge, CE Diebel, EJ Warrant, S Johnsen, G Worheide, DJ Lindsay	Deep Downunder: designing a deep-sea exploration and discovery capability for Australia	ARC (Linkage Grant)
<b>J Leis</b> , L Mason, GP Jones (Project Leader for Prog 8: T Hughes)	Resilience and connectivity: development of and test of realistic larval-fish dispersal models for the Great Barrier Reef (project within Program 8: Sustainable use and Management of Marine resources of the GBR)	Marine & Tropical Sciences Research Facility, through James Cook University
G Closs, <b>J Leis</b>	How do larval fish find their way home?	University of Otago Standard 2010 Research grant
C Taylor, <b>R Major</b> , A Davies	Challenges in a Changing World: Protecting Sydney's Parrot Diversity	WV Scott Foundation
C Simon, <b>M Moulds</b> , T Buckley, J Cooley, P Ritchie	Systematics and biogeography of Australian Cicadettini and their relatives worldwide	National Science Foundation
B Stuart, R Bain, <b>J Rowley</b>	Amphibian and Reptile Biodiversity in the Lower Mekong: Synthesizing Knowledge and Building Capacity	North Carolina Museum of Natural Sciences sub-award of grant from John D & Catherine T MacArthur Foundation
M Felgate, W Dickinson, <b>J Specht</b> , W Ambrose, S Bedford, R Caldwell	The Distribution, Abundance and Diversity of the Lapita Cultural Complex along the Great Barrier Reef Coastline in the Third Millennium BC	The Australia & Pacific Science Foundation
AF Clarke, JP Philp, <b>R Torrence</b>	Producers and Collectors: Uncovering the Role of Indigenous agency in the Formation of Museum	ARC Council (Linkage Grant)
<b>R Torrence</b> , E Carter, N Kononenko	Valuing Stones: obsidian stemmed	ARC (Discovery Grant)

Principal investigator(s)	Title of project	Granting body
	tools in the creation of social complexity in PNG (University of Sydney)	
<b>R Torrence</b> , N Klugev, T Doelman	Reconstructing Prehistoric Exchange of Volcanic Glasses (University of Sydney)	ARC (Discovery Grant)

**Note**

Australian Museum staff shown in bold type.

## Appendix J Recognising staff achievements

### RESEARCH AND COLLECTIONS DIVISION

#### Staff awards, appointments and recognition

Senior Fellow **Dr Winston Ponder** has been awarded the Royal Society of NSW Clark Medal for distinguished work in the natural sciences done in, or on, the Australian Commonwealth and its territories. The medal, first awarded in 1878, remains highly prized among Australian scientists.

Archaeologist **Dr Val Attenbrow** was elected a Fellow of the Australian Academy of the Humanities in November 2009.

**Dr Lin Sutherland**, Senior Fellow in Geoscience, was elected a Fellow of the Geological Society of Australia in May 2010 for services to geology and the Society in particular.

Archaeologist **Dr Robin Torrence** was successful in her application to become a Senior Principal Research Scientist, joining Dr Pat Hutchings and Dr Jeff Leis at the highest level of Research Scientist within the NSW Public Sector. The level is based on scientific achievement and leadership at an expert level of performance.

**Dr Jim Specht**, Senior Fellow, was re-appointed as an honorary associate of the School of Philosophical and Historical Inquiry, University of Sydney, in 2010.

A 2007 article on climate change impacts on biodiversity, co-authored by **Dr Dan Faith**, was assessed by scienceWATCH as one of the top 10 papers internationally on climate change, based on its number of citations over the past two years. The paper is entitled 'Forecasting effects of global warming on biodiversity' and appeared in the journal *BioScience* 57: 227–36.

A paper authored by C-L Wei, **GDF Wilson** and colleagues was selected as the lead article for the international journal *Marine Ecology Progress Series*. The paper is entitled 'Bathymetric zonation of deep-sea macrofauna in relation to export of surface phytoplankton production'.

**Professor Harry F Recher**, Senior Fellow, was appointed Adjunct Professor in the School of Biological Sciences and Biotechnology at Murdoch University, Western Australia.

**Dr Don Colgan** was named as one of the top reviewers for the scientific journal *Molecular Phylogenetics and Evolution*.

**Ms Sue Lindsay** took SEM images of insects and spiders that featured in an Australia Post stamp series called *Micro Monsters*.

A book co-edited by **Dr Pat Hutchings**, with Mike Kingsford and Ove Hoegh-Guldberg, received the Whitley Award for 2009 for the best zoological text. The award was given by the Royal Zoological Society of NSW for the book *The Great Barrier Reef: Biology, Environment and Management*.

#### External committee representation

Research and Collections Division staff are members of 58 external committees of both national and international importance (Table J.1), including the editorial committees of 19 scientific journals and databases.

**Table J.1 Staff representing the Museum on external committees**

External committee	Research and Collections Division staff
Amphibian Specialist Group (IUCN/Species Survival Committee) for Mainland Southeast Asia	Jodi Rowley
Atlas of Living Australia Management Committee	Penny Berents (until 31 December 2009)
AusHeritage	Vinod Daniel (Chair)
Australia India Council	Vinod Daniel
Australian Association of Consulting Archaeologists – NSW State Chapter	Jenna Weston
Australian Aviation Wildlife Hazard Group	Rebecca Johnson (Secretary) Walter Boles
Australian Barcode of Life Network Steering Committee	Andrew Mitchell (Chair) Rebecca Hancock (Secretary) Dan Faith
Australian Biological Resources Study Advisory Council	Penny Berents (until 31 December 2009)
Australian Wildlife Forensics Network	Rebecca Johnson
Australian Institute for the Conservation of Cultural Material	Colin Macgregor (Treasurer, NSW Division)
Australia Marine Science Association, NSW Council	Penny Berents
Biodiversity Information Standards (TDWG) Executive	Paul Flemons (Oceania representative)
Birds in Backyards Steering Committee	Richard Major
Committee on Scientific Names of Australian Fishes (ABRS sponsored)	Jeff Leis
Committee on Tax Incentives for the Arts	Pat Hutchings
Conservation, Heritage & Indigenous Partnerships Reef Advisory Committee	Pat Hutchings
English Names Committee, Birds Australia	Walter Boles
Fisheries Scientific Committee	Jim Lowry
Council of Heads of Australian Faunal Collections	Penny Berents (ongoing member and Chair until December 2009)
Council of Heads of Entomological Collections	Dave Britton
EarthWatch ClimateWatch Technical Advisory Committee	Paul Flemons
Global Biodiversity Information Facility, Global Strategy and Action Plan for Mobilisation of Natural History Collections Data Task Group	Penny Berents
International Council for Museums Committee for Conservation	Vinod Daniel (Vice Chair)
International Ornithological Committee	Walter Boles (Australian representative)
International Repatriation Advisory Committee, Department of Families, Housing, Community Services and Indigenous Affairs.	Phil Gordon (Co-Chair)
International Scientific Committee, Indo-Pacific Fish Conference Series	Jeff Leis (Executive member)
Malacological Society of Australasia	Don Colgan (Treasurer and Secretary)
National Cultural Heritage Committee	Phil Gordon
National Trust Australia, NSW – Industrial Heritage Committee	Jennie Lindbergh
Non-native Animals Advisory Committee	Sandy Ingleby
NSW Council for Pacific Communities	Dion Pieta
NSW Repatriation Working Group	Phil Gordon
NSW Scientific Committee	Richard Major (Chair)
Office of Science and Medical Research Science Agencies Group	Brian Lassig
OzFishNet	Jeff Leis (Executive member)

<b>External committee</b>	<b>Research and Collections Division staff</b>
Pacific Islands Museums Association	Dion Pieta
Research Scientists Classification Committee	Brian Lassig
Scientific Steering Committee of the International Barcode of Life Project	Andrew Mitchell (Australian Representative)
Sydney Institute of Marine Sciences Scientific Advisory Committee	Brian Lassig (until December 2009) Penny Berents Pat Hutchings (from January 2010)
Sydney University Advisory Committee for the Management of Ancestral Remains and Culturally Significant Items	Phil Gordon
<b>Editorial Committees/Boards – Scientific Journals</b>	
Journal of Archaeological Science Archaeology in Oceania (Assistant editor) Lithic Technology Museum Anthropology Australian Archaeology	Robin Torrence
US NOAA Fishery Bulletin Ichthyological Research	Jeff Leis
Journal of Systematic Biology Arthropod Phylogeny and Systematics	Buz Wilson
Zootaxa	Jim Lowry
Methods in Ecology and Evolution	Dan Faith
Associate Editor for Zootaxa, Diptera Editorial Board for Studia Dipterologica Co-editor, Fiji Arthropods (Bishop Museum Occasional Papers)	Dan Bickel
Australian Mammalogy	Mark Eldridge
Annales Zoologici Fennici	Rebecca Johnson
Zootaxa Marine Pollution Bulletin Pacific Conservation Australian Zoologist Graellsia, journal of the Museo Nacional de Ciencias Naturales, Madrid	Pat Hutchings
<b>Editorial Committees/Boards – Databases</b>	
World List of marine, freshwater and terrestrial isopods	Buz Wilson
World Register of Marine Species	Jim Lowry

## OTHER STAFF

Jenny Horder (Manager, Learning Services) has been elected as Vice President of Museums Australia's Educators Network and invited to join Museums and Galleries NSW Reference Group for Museums and Galleries.

Frank Howarth was elected as president, International Council of Museums (ICOM) Australia. Dr Scott Mitchell was elected to the position of National Secretary, ICOM Australia.

# Appendix K Fellowships and postgraduate awards

## ASSISTANCE FOR VISITING SCIENTISTS

Many researchers from around the world make special visits to the Australian Museum and to Lizard Island Research Station, the Museum's research facility in the Great Barrier Reef, to study the collections, undertake research and collaborate with Museum research staff. Each year, the Museum awards a number of visiting fellowships (up to \$8000) and postgraduate awards (up to \$2500) to Australian and international researchers and students to facilitate these visits.

As a result of the generosity of Anne and Kel Geddes, the Museum secured funding for its Visiting Research and Collections Fellowships and Postgraduate Awards program for three years, commencing in 2010. In 2009–10, the Museum awarded the following fellowships and postgraduate awards.

### Visiting Research Fellowships

Leo Aoi Hasoya, Research Institute for Humanity and Nature, Japan. Understanding the composition of late Holocene plant remains from the Arawe Islands, Papua New Guinea: natural or cultural assemblages?

Dr Peter Grave, University of New England. Aboriginal Trade and Exchange in Eastern NSW: Non-destructive provenancing (PXRF) of basalt ground edge axes.

Dr Brenda Lía Doti, Facultad de Ciencias Exactas y Naturales, Universidad de Buenos Aires, Argentina. Systematics of the Asellota isopods living on macroscopic marine algae collected in Batemans Bay, NSW.

Dr Francesco Criscione, Stazione Zoologica 'A. Dohrn', Naples, Italy. Revision of the SE Australian species of the rissoid genera *Merelina* and *Alvania* (Rissooidea; Caenogastropoda) and description of new taxa.

### Visiting Collections Fellowship and the Leo Fleischmann Visiting Fellowship in Pacific Islands Arts and Material Culture

Elizabeth Bonshek, British Museum, London. Continuity and change in the transmission of knowledge: contemporary pottery manufacture in Wanigela, Collingwood Bay, Papua New Guinea.

### Lizard Island Doctoral Fellowship

Christopher Goatley, James Cook University. The ecological role of sediments on coral reefs.

### Ian Potter Doctoral Fellowship at Lizard Island

Darren Coker, James Cook University. Effects of climate-induced coral loss on coral reef fishes: the critical importance of live coral as habitat.

### John and Laurine Proud Fellowship

Dr Nichola Raihani, Zoological Society of London. The evolution of punishment and cooperation in nature.

### Yulgilbar Foundation Fellowship at Lizard Island

Dr Maud Ferrari, University of California Davis. The effect of ocean acidification on predator–prey interactions in coral reef fishes.

### **Postgraduate Awards**

Sally Potter, University of Adelaide. Phylogeography and population genetics of rock-wallabies in the Kimberley.

Martin Schwentner, University Rostock, Germany. Biodiversity and population structure of Australian Spinicaudata.

### **Chadwick Biodiversity Fellowship**

This fellowship was not awarded in 2009–10.

## Appendix L Overseas travel

**Table L.1 Details of work-related overseas travel by staff**

Name	Purpose	Destination	Dates
Cecilie Beatson	Assist Ross Sadlier with the herpetological component of field surveys with Institut de Recherche pour le Développement in Noumea to assess the diversity, distribution, and conservation status of the fauna in two reserves in the Southern Province of New Caledonia.	Noumea	9–30 October 2009
Penny Berents	Represent the Australian Museum and Atlas of Living Australia (ALA) at the Society for the Preservation of Natural History Collections conference <i>New Initiatives and Perspectives in Natural History Collections</i> in Leiden, The Netherlands. Deliver a keynote address about the ALA, a significant national project in which the Museum is a partner.	UK, Denmark, The Netherlands	27 June – 14 July 2009
Penny Berents	Represent the Australian Museum and present a paper about security protocols at the Museum at the Australasian Registrar's conference <i>Fundamentals Now: Collection Ownership, Access and Care</i> at the Christchurch Art Gallery.	New Zealand	23–27 February 2010
Carole-Ann Betts	Attend Tourism NSW New Product USA Workshop in Los Angeles and research upcoming trends and requirements for American inbound tourist marketing. Showcase the Australian Museum's Indigenous Australian tourism products and behind-the-scenes tours.	USA	24–30 March 2010
Daniel Bickel	Attend a workshop on Melanesian Biogeography held at University of the South Pacific, Suva, to plan for future all-taxa biological surveys in the Melanesian archipelago.	Fiji	10–15 August 2009
Kate Brotherston	Supervise the loan of four significant objects from the Museum's Pacific Collections to the Kunst und Ausstellungshalle der Bundesrepublik Deutschland in Bonn following the James Cook exhibition, and supervise their transfer to the next loan venue in Vienna.	Germany	28 February – 6 March 2010
Janet Carding	Attend funeral service for Dr Seddon Bennington, former Chief Executive Director of Te Papa (Museum of New Zealand) and a significant collaborator with the Australian Museum, following his sudden death.	New Zealand	21–22 July 2009
Janet Carding	Lecture to the Sydney University Graduate Program in Museum Studies at the Hong Kong University. Meet with Museum and Gallery counterparts to build relationships and discuss exhibition collaboration that is under development.	Hong Kong	15–23 January 2010
Yvonne Carrillo	Supervise the transport of four significant objects from the Australian Museum's Pacific Collections to the Kunst- und Ausstellungshalle der Bundesrepublik Deutschland in Bonn for their James Cook exhibition.	Germany	17–24 August 2009

Name	Purpose	Destination	Dates
Michael Harvey	Attend meeting between interstate and national museum exhibition managers for the purpose of coordination of international and inter-museum exhibition collaborations, loans, exhibition transfers and exchanges between members and third parties. Attend ASPAC Conference and ASTEN meeting during the conference, and take up new role as President of ASTEN. Meet counterparts at Museum of New Zealand Te Papa Tongarewa to build relationships and discuss exhibition collaboration that is under development.	New Zealand	15–23 March 2010
Frank Howarth	Attend the General Meeting of the Council of Australasian Museum Directors at the Auckland War Memorial Museum in Auckland. Meet new or acting Director of Museum of New Zealand Te Papa Tongarewa in Wellington to discuss several collaborative exhibition projects.	New Zealand	2–6 March 2010
Frank Howarth	See some of the 'world best' new developments in offsite storage and community access to collections, to inform the initiatives currently being developed in these areas by the Australian Museum and Communities NSW. Hold discussions at a senior level with partner institutions over future touring exhibitions currently being developed for the Australian Museum. Explore professional development opportunities at the American Association of Museums Conference in Los Angeles.	Columbia, Mexico, USA, Canada	16–30 May 2010
Rebecca Johnson	Present a paper on the Australian Museum's wildlife forensics work at the Inaugural Meeting of the Society for Wildlife Forensic Sciences, and participate in discussions on the future direction of DNA-based wildlife forensics research globally. Attend training courses on analysis of statistical data and use of new advanced molecular technologies for species identification. Visit the US National Fish and Wildlife Forensics Laboratories to compare laboratory practices and facilities.	United States	19–25 April 2010
Jeff Leis	Scientific research on larval-fish biology and student supervision with scientific colleagues at the University of Otago, Dunedin.	New Zealand	19–31 March 2010
Kate Murray	Escort a commercial Australian Museum Members tour to Lord Howe Island.	Lord Howe Island	27 November – 5 December 2009
Amanda Reynolds	Attend the Australasian Registrars Committee conference; the Institute of Art & Law seminar <i>Art loans and Immunity from Seizure</i> ; and view Te Papa Tongarewa, Christchurch Art Gallery and the Canterbury Museum collections and exhibitions.	New Zealand	22–27 February 2010
Jodi Rowley	Investigate the diversity and conservation of the amphibian and reptile fauna of Southeast Asia, and build on data collected during previous surveys led by Dr Rowley in Indochina. Fulfil external grant obligations for 2009.	Vietnam, Cambodia	7 May – 8 August 2009
Jodi Rowley	Investigate the diversity and conservation of the amphibian and reptile fauna of South-East Asia, and build on data collected during previous surveys led by Dr Rowley in Indochina. Fieldwork is required to collect specimens, call recordings and tissue samples to identify known species, and describe new species.	Vietnam	22 March – 9 April 2010
Jodi Rowley	Investigate the diversity and conservation of the amphibian and reptile fauna of South-East Asia, and build on data collected during previous surveys led by Dr Rowley in Indochina.	Vietnam	2–20 June 2010
Ross Sadlier	Lead the herpetological component of field surveys with Institut de Recherche pour le Développement in Noumea to assess the diversity, distribution, and conservation status of the fauna in two reserves in the Southern Province of New Caledonia.	Noumea	9–30 October 2009

Name	Purpose	Destination	Dates
Ross Sadlier	Work with Conservation International in collaboration with the Direction de l'Environnement of the Northern and Southern Provinces of New Caledonia to assess the New Caledonian lizard fauna for listing under IUCN categories.	New Caledonia	2 January 2010 – 2 February 2010
Helen Smith	Complete a research project funded by the Australian Biological Resources Study on spider systematics with joint investigator Dr Ingi Agnarsson at the University of Puerto Rico.	USA	22 May – 8 June 2010
Kristel Smits	Supervise the return of four significant objects from the Australian Museum's Pacific Collections following completion of the James Cook exhibition at the Kunsthistorisches Museum, Vienna.	Vienna, Austria	22 April – 2 May 2010
Roger Springthorpe	Collaborate with the Australian Antarctic Division (AAD) in a Fisheries Research & Development Corporation (FRDC) funded project to study the impacts of demersal fishing gears on benthic habitats in the Southern Ocean.	Australian Antarctic	1 December 2009 – 24 January 2010
Serena Todd	Escort a commercial Australian Museum Members tour to Lord Howe Island.	Lord Howe Island	27 November – 5 December 2009

## Appendix M Benefactors and sponsors

The Australian Museum is pleased to recognise the generosity and passion of our benefactors and sponsors. We thank those listed here and all our supporters for their contribution to the educational services, public programs and scientific research conducted by the Museum.

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Bill and Alison Hayward  
Ann Hoban  
Dan Howard SC and Dr  
Rosemary Howard  
Frank Howarth  
Jonathon Kilborn  
AJ Loewenthal  
Diccon Loxton  
Mr David Maloney  
Robert McDougall  
Mabs Melville  
Dame Elisabeth Murdoch  
John Neuhaus  
Justice Henric Nicholas QC  
Tanya Noonan and the  
Noonan Family

David Norman  
Campbell Norwood  
Andrew Pardoe  
John Pearson  
Loris Peggie  
Martin Pool and Stephanie  
Miller  
Patricia Reid

Kate Richardson  
Anne Ridley  
David Robb  
Jane and Neville Rowden  
Hazel Sproule  
Alastair Stevenson  
Rosemary Swift  
Senta Taft-Hendry

David Templeton  
Estate of the late Gwendoline  
A West  
Jill Wran  
Jennifer Wright

## Appendix N Energy management

The aim of the Government Energy Management Policy is to achieve sustainable energy and cost reductions across the NSW Public Service. The policy uses energy consumption and greenhouse gas emissions in 1995–96 as a baseline against which savings are assessed.

The Museum's energy usage for the last five years is shown in Table N.1. The different types of energy used for 2009–10 are shown in Figure N.1.

During the year the Museum began occupying and using the new Collections and Research building at its College Street site. This provided more than 7000 m<sup>2</sup> of air-conditioned premises for the storage of natural history collections with associated laboratories and work areas. This new building is responsible for the increase in energy use.

**Table N.1 Energy usage at the Australian Museum, 2005–06 to 2009–10**

Year	2005–06	2006–07	2007–08	2008–09 <sup>1</sup>	2009–10	Change <sup>2</sup> (%)
Energy use (GJ)	22,915	22,500	23,012	29,354	31,901	21.3
Greenhouse gas (tonnes)	4,209	4,157	4,251	5,415	5,333 <sup>3</sup>	4.0

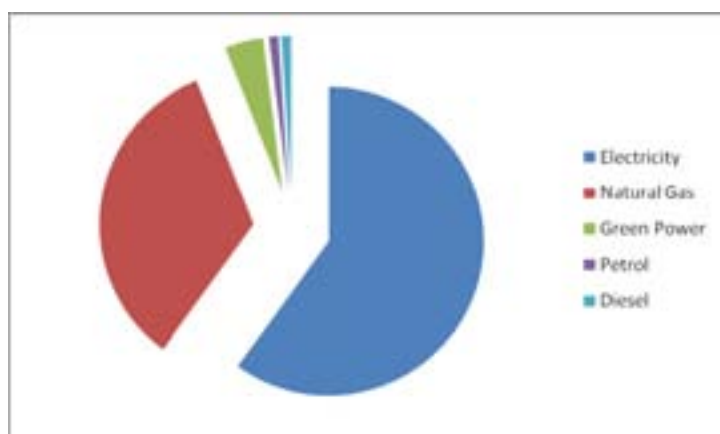
### Notes

1 In 2008–09 the Museum occupied a new building with over 5000 m<sup>2</sup> of environmentally controlled premises for collections storage, laboratories and work areas. The increases for that year are due to the new building.

2 Changes are measured against baseline data from 1995–96 when energy use was 25,107 GJ and greenhouse gas emissions were 5128 tonnes.

3 In 2009–10 the Museum increased its use of natural gas which resulted in a reduction in greenhouse gases, despite an increase in overall energy use.

**Figure N.1 Energy consumption by fuel type (%)**



## Appendix O Waste reduction and recycling

The Museum drafted its Waste Reduction and Purchasing Policy in 1998 in liaison with the NSW Environment Protection Authority. The Museum's recycling and waste system was implemented in April 2001. The Museum aims to reduce the level of waste generated in all areas of the Museum.

The Museum's waste contractor, WSN Environmental Solutions, is responsible for sorting and recycling the Museum's waste material and has provided the data shown in Table O.1.

**Table O.1 Waste management at the Australian Museum, 2006–07 to 2009–10**

	2006–07	2007–08	2008–09	2009–10
Volume collected (m <sup>3</sup> )	519	n/a	n/a	1023
Weight collected (tonnes)	46.7	92.1	100.5	84.6
Weight to landfill (tonnes)	15.5	38.9	15.9	34.1
Percentage to landfill	33%	42%	16%	40%
Percentage recycled <sup>1</sup>	67%	58%	84%	60%

**Note**

- <sup>1</sup> The percentage of waste recycled during 2009–10 is less than expected due to a plant closure at WSN Environmental Solutions during September and October 2009. In these months, recycling was reduced to 8% and 3% respectively. Without this impact, recycling would have averaged 71% in 2008–09.

## Appendix P Heritage management

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

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

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

These buildings are maintained in good condition except for the National School Building which is considered to be in fair condition.

Items of regional significance include:

- ▶ Still Addition
- ▶ Spirit House
- ▶ Old School Building.

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

Other buildings on the site, which have had heritage assessment, are considered to be of local significance. They are considered to be in fair condition.

The Museum's Collections and Research Building, which was completed in 2008, has yet to be assessed for heritage significance.

## Appendix Q Disability Action Plan

Ministerial Memorandum 2009–01 *Guidelines for Disability Action Planning* requires NSW Government agencies to prepare and submit a disability action plan by November 2009. During the year the Australian Museum completed its *Disability Action Plan 2010–2012* with the assistance of Accessible Arts NSW. The plan is available on the Museum's website at [www.australianmuseum.net.au/Disability-Action-Plan/](http://www.australianmuseum.net.au/Disability-Action-Plan/).

Australian Museum facilities for visitors with a disability include special set-down and pick-up points for those with wheelchairs, and special arrangements regarding car parking. General Museum entry is free to the companion of a person with a disability who is a holder of a Companion Card, and visitors may borrow a wheelchair during their visit. There are ramps throughout the exhibitions and two lifts to take visitors between floors. All doors are automatic. A wheelchair accessible toilet is located on Level 2 and tours and hands-on activities can be booked for visitors with special needs.

During the year the Museum completed a number of new disability access initiatives, including:

- ▶ reproducing education material and resources in a version suitable for users with impaired vision (screen readers)
- ▶ a new wayfinding system that includes tactile signage and more accessible design/pictorial images
- ▶ upgrading the main lift in the College Street galleries to be more reliable and accessible for wheelchair access.

## Appendix R Multicultural Policies and Services Program

The Australian Museum is actively engaged with the Pacific and Indigenous communities from which many of the items it holds in its collections were originally sourced. Some examples of projects involving these communities are discussed below.

### Virtual Museum of the Pacific

The Virtual Museum of the Pacific (VMP) showcases 400 artefacts from the Museum's Pacific Collection to a worldwide audience including the NSW Pacific 'diaspora'. The Museum launched a pilot of the VMP at a seminar titled *Access to Cultural Collections* in November 2009. The seminar sought the views of community representatives from New Zealand, Papua New Guinea, Fiji, Bougainville, Tonga and Vanuatu about their notions of access to collections of cultural materials.

### Body Pacifica

In collaboration with the Casula Powerhouse Arts Centre and the National Rugby League the Museum developed the *Body Pacifica* exhibition at Casula. The exhibition showcased Pacific objects from the Museum collections and the work of five Pacific artists who created new works responding to the Museum pieces. The opening festivities for the exhibition included Pacific community cultural events such as traditional tattooing displays, dancing and music.

### Juvenile justice

A highlight of the community access program during 2009–10 was the development of a working partnership with the NSW Department of Juvenile Justice, Fairfield Office. Pilot activities included access visits for Pacific youth to collection areas where they could interact, and reconnect, with culturally significant artefacts from Pacific cultures. This has proven to be a positive and powerful experience for participants and further programs are planned.

### Access to cultural collections

A new intangible heritage program called *Sharing Stories: From the Cultural Collections* was introduced. Twenty-four short films were produced of cultural custodians and other specialists sharing their perspectives on objects held in the cultural collections. The films are available at the Museum website, [www.australianmuseum.net.au/Sharing-Stories-Pacific-Collection](http://www.australianmuseum.net.au/Sharing-Stories-Pacific-Collection).

### Repatriation

In completing the current Commonwealth-funded program *Repatriation of Indigenous Cultural Property* in 2008–09, the Museum returned 26 sets of human remains to five Aboriginal communities in New South Wales.

### Morrison Collection

In collaboration with the Wonnarua Aboriginal Corporation, the Museum prepared an online gallery featuring the Morrison collection of materials from the Hunter Valley, NSW. Community representatives visited the collection stores to assess the material and around 70 youth and 15 community members living in the Hunter Valley attended workshops. More than 124 objects were professionally photographed and the images uploaded to the website at the Museum website, [www.australianmuseum.net.au/The-Morrison-Collection](http://www.australianmuseum.net.au/The-Morrison-Collection).

### Permanent exhibitions

The year 2009–10 has seen the completion of the initial stage of community consultations for the creation of a new permanent exhibition about Pacific cultures. The development of the concept design for the new exhibition has been made possible through a generous donation by Museum supporter Sefta Tant-Hendry.

### FUTURE PRIORITIES FOR THE MULTICULTURAL PROGRAM

Future priorities for the Museum include:

- ▶ possible expansion of the Virtual Museum of the Pacific project in collaboration with other museums nationally and internationally
- ▶ continuing the Morrison Collection project with the Wonnarua community by involving young people in interviewing elders through language and cultural revival programs, and by working on a local exhibition featuring the Morrison collection
- ▶ planning and design for an exhibition about Pacific cultures, with community consultation for a new Indigenous Australians exhibition
- ▶ further repatriation of Aboriginal skeletal remains, with negotiations underway with NSW Aboriginal communities for the repatriation of an additional 40 sets of remains identified from their regions.

## Appendix S Code of Conduct

The Museum revised its Code of Conduct in June 2010 with the following aims:

- ▶ to improve guidance on conflicts of interest and secondary employment
- ▶ to reflect its new Research Policy
- ▶ to replace reference to The Australian Museum Society with reference to Australian Museum Members
- ▶ to clarify that the Code applies to Australian Museum Members staff
- ▶ to include a general principle 'Respect for animals'
- ▶ to provide additional guidance through references to relevant legislation, Museum policies and NSW Government guidelines
- ▶ to clarify the definition of official facilities and equipment
- ▶ to clarify public comment on the work of the Museum.

The Code of Conduct is available at [www.australianmuseum.net.au/document/Staff-code-of-conduct/](http://www.australianmuseum.net.au/document/Staff-code-of-conduct/).

# Appendix T Staff, EEO and OHS statistics

## STAFF STATISTICS

### Senior Executive Service

There are currently three Senior Executive Service (SES) positions within the Museum. The Director, Frank Howarth, commenced duties in February 2004. The Assistant Director, Public Programs and Operations, Janet Carding, commenced duties in August 2004. The Assistant Director, Research and Collections, Dr Brian Lassig, commenced duties in January 2010.

Table T.1 shows the number of SES positions at 30 June for the period 2005–06 to 2009–10. Table T.2 shows the number of female SES officers at 30 June for the same period.

**Table T.1 Number of SES positions, 2005–06 to 2009–10**

Level	2005–06	2006–07	2007–08	2008–09	2009–10
SES 4	1	1	1	1	1
SES 2	1	1	1	1	1
SES 1	1	1	1	1	1

**Table T.2 Number of female SES positions, 2005–06 to 2009–10**

	2005–06	2006–07	2007–08	2008–09	2009–10
Female SES	1	1	1	1	1

### All staff

The following tables provide summary statistics and trends in non-casual staff, salary and EEO status. They are:

- ▶ Table T.3 Salary level and EEO status of non-casual employees, 30 June 2010
- ▶ Table T.4 Employment basis and EEO status of employees, 30 June 2010
- ▶ Table T.5 Salary of non-casual employees, 2005–06 to 2009–10
- ▶ Table T.6 EEO status and representation of non-casual employees, 30 June 2010 (% of total staff)
- ▶ Table T.7 Distribution of non-casual employees by EEO status, 2005–06 to 2009–10
- ▶ Table T.8 EEO status of full-time equivalent staff by occupation group, 30 June 2010.

**Table T.3 Salary level and EEO status of non-casual employees, 30 June 2010**

Salary level	Total staff	Men	Women	Aboriginal People and Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose first language is not English	People with a disability	People with a disability requiring work-related adjustment
< \$38,144	23	7	16	0	3	1	1	0
\$38,144 – \$50,099	18	2	16	0	1	0	0	0
\$50,100 – \$56,008	27	13	14	0	3	5	0	0
\$56,009 – \$70,873	63	26	37	2	14	12	0	0
\$70,874 – \$91,652	80	46	34	1	12	9	2	0
\$91,653 – \$114,566	26	15	11	0	3	3	0	0
> \$114,566 (non-SES)	11	8	3	0	1	0	0	0
> \$114,566 (SES)	3	2	1	0	0	1	0	0

**Table T.4 Employment basis and EEO status of employees, 30 June 2010**

Employment basis	Total staff	Men	Women	Aboriginal People and Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose first language is not English	People with a disability	People with a disability requiring work-related adjustment
Permanent full-time	146	84	62	1	25	21	2	0
Permanent part-time	26	6	20	1	5	0	1	0
Temporary full-time	50	21	29	1	6	7	0	0
Temporary part-time	26	6	20	0	1	2	0	0
Contract – SES	3	2	1	0	0	1	0	0
Contract – non-SES	0	0	0	0	0	0	0	
Training positions	0	0	0	0	0	0	0	
Retained staff	0	0	0	0	0	0	0	
Casual	49	19	30	0	3	3	2	0
Total	300	138	162	3	40	34	5	

**Table T.5 Salary of non-casual employees, 2005–06 to 2009–10**

Salary level	2005–06	2006–07	2007–08	2008–09	2009–10
< \$36,667	29	1	0	26	23
\$36,667 – \$48,172	28	9	7	17	18
\$48,173 – \$53,854	77	31	25	32	27
\$53,855 – \$68,147	52	78	71	62	63
\$68,148 – \$88,127	26	91	91	81	80
\$88,128 – \$111,160	8	30	29	27	26
> \$111,160 (non-SES)	13	12	11	11	11
>\$111,160 (SES)	3	3	3	2	3
Total	236	255	237	258	251

**Table T.6 EEO status and representation of non-casual employees, 30 June 2010  
(% of total staff)**

EEO status	Benchmark or target	2005–06	2006–07	2007–08	2008–09	2009–10
Women	50	57	57	52	54	53
Aboriginal people and Torres Strait Islanders	2	1.5	2	0.8	1.2	1.2
People whose first language was not English	20	3	12	11	11	12
People with a disability	12	4	2	1	3	1
People with a disability requiring work-related adjustment	7	0	0	0	1	0

**Table T.7 Distribution of non-casual employees by EEO status, 2005–06 to 2009–10**

EEO status	Benchmark or target	2005–06	2006–07	2007–08	2008–09	2009–10
Women	100	86	92	94	79	83
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a	n/a
People whose first language was not English	100	n/a	97	93	106	104
People with a disability	100	n/a	n/a	n/a	n/a	n/a
People with a disability requiring work-related adjustment	100	n/a	0	0	n/a	0

**Table T.8 EEO status of full-time equivalent staff by occupation group, 30 June 2010**

Occupation group	Total respondents	Men	Women	Aboriginal People and Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose first language is not English	People with a disability	People with a disability requiring work-related adjustment
Managers	43	23	20	1	5	4	1	0
Professionals	92	45	47	1	9	5	1	0
Technicians and Trades Workers	60	27	33	1	13	14	0	0
Community and Personal Service Workers	16	11	5	0	3	1	0	0
Clerical and Administrative Workers	33	11	22	0	6	6	1	0
Sales Workers	3	0	3	0	1	1	0	0
Machinery Operators and Drivers		0	0	0	0	0	0	0
Labourers	4	2	2	0	0	0	0	0
Total	251	119	132	3	37	31	3	0

## OCCUPATIONAL HEALTH AND SAFETY

There were no lost-time injuries reported to the Museum's insurer in 2009–10. There were 17 injuries reported to the Museum, three of which were commuting injuries. This was three fewer than the previous year. There were no prosecutions under the *Occupational Health and Safety Act 2000*.

The Museum's OHS Committee continued working with Museum management to identify, assess and manage workplace hazards and ensure that the Museum complies with its statutory OHS responsibilities. The committee met each month through the year. Achievements for 2009–10 include:

- ▶ no lost-time injuries
- ▶ OHS risk-assessment surveys of operational areas with recommendations submitted for proposed remedial actions
- ▶ improvements to the Museum's OHS system
- ▶ incorporation of OHS responsibilities in staff position descriptions
- ▶ training for staff in OHS responsibilities, including training for newly elected OHS Committee members and fire wardens.

## Appendix U Privacy and personal information

The Australian Museum's Privacy Management Plan outlines how the Museum complies with the *NSW Privacy and Personal Information Protection Act 1998* and the standards outlined in its Information Protection Principles. The Plan outlines the personal information held by the Museum and includes strategies to ensure the Museum effectively meets its responsibilities under the Act.

The Plan is available to staff on the Museum's intranet. Copies may be obtained by contacting the Privacy Contact Officer, Archives and Records Unit, Australian Museum, 6 College Street, Sydney NSW 2010, telephone 02 9320 6148, fax 02 9320 6050. The Museum's Web Privacy Statement is available at [www.australianmuseum.net.au/Privacy/](http://www.australianmuseum.net.au/Privacy/).

There were no applications for internal review during the year.

## Appendix V 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 2010. On 1 July 2010, the Freedom of Information legislation was replaced by the *Government Information (Public Access) Act 2009*.

The Museum had its inception as the Colonial Museum in 1827 and was subsequently incorporated by Act of Parliament as the Australian Museum in 1853. *The Australian Museum Trust Act 1975, No.95* and the Australian Museum Trust Regulation 2003 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 2002*.

The Museum will provide visitors and wider audiences with a fair and reasonable opportunity to be heard regarding any aspect of the running of the 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 website provides much online information about the Museum, including its public programs, research work and current projects, and offers online information products and services. The URL is [www.australianmuseum.net.au](http://www.australianmuseum.net.au).

### Documents held by the Australian Museum

As might be expected from an institution of its age and nature, the Australian Museum holds many documents, mainly onsite. The categories of documents held are described below, as are the ways in which they may be accessed, and whether or not a charge is involved. Some of the documents listed below are freely available.

#### Archives

The extant records of the 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.

Associated with the acquisition of large collections of specimens and artefacts, the Museum Archives holds a correspondingly large group of supporting documentation, such as accession schedules, purchase and exchange records, correspondence, minutes of various committees and personal papers.

A large body of official inward and outward correspondence from 1837 onwards is held and the majority of this is indexed. In addition the Archives also holds Minute Books, reports, files, exhibition files, research notes and papers, news cuttings, photographs, drawings and illustrations, material archives, maps, plans and publications.

Access to items held is available by contacting the Museum's Archives and Records Unit. The Museum's archives are public records under the *NSW State Records Act 1998* and are managed and accessed in accordance with that Act. Acquired archives are accessed in accordance with donor conditions.

#### Staff records

All records relating to staff, selection, appraisal, recruitment and training are held in the Human Resources Unit. Staff of the Museum may gain access to their own files by contacting this section. Other staff records are generally not available for inspection.

### Administrative records

These records cover all aspects of the Museum's decision making and administrative functions, and are registered in the central records system or held in local office areas.

### Scientific records

The functions of the Research and Collections Division include: management of the collections, research, contributing to public programs and disseminating information. The records created and maintained reflect these functions: collection records (documenting the acquisition, registration, use, conservation and management of the collections), research records (notes, data, field trips, pictorial material, manuscripts, conferences and committee, professional societies), information files, publications, correspondence files, and administrative records (budgets, corporate plans, grant applications, annual reports, correspondence).

### Public program records

Records documenting the Museum's public program functions include exhibition files, education files, teaching materials, public relations and marketing files, public program planning papers and reports, audience research surveys and reports, and publications.

### Planning and policy documents

The following documents may be accessed through the Australian Museum website [www.australianmuseum.net.au](http://www.australianmuseum.net.au).

- ▶ The Australian Museum Corporate Strategic Plan
- ▶ Aboriginal Cultural Protocols for Public Events
- ▶ Australian Museum Research Policy
- ▶ Charges for Loans to Other Cultural Institutions
- ▶ Child Protection Policy
- ▶ Collections Conservation Policy
- ▶ Collection Management Policy
- ▶ Debt Recovery Policy
- ▶ Disability Action Plan
- ▶ Display and Use of Live Animals in Public Programs
- ▶ EEO Policy
- ▶ Honorary Appointments at the Australian Museum
- ▶ Intellectual Property Policy
- ▶ Library Collection Management Policy
- ▶ OHS Policy
- ▶ Pandemic Policy
- ▶ Repatriation Policy
- ▶ Sleepover Policy
- ▶ Smoking in the Workplace Policy
- ▶ Statement on Evolution
- ▶ Staff Code of Conduct
- ▶ Use of Business Accounts in the Australian Museum.

### Publications

The Australian Museum produces a wide range of publications, including a quarterly magazine, *Explore*, events calendar, *What's on* and several electronic newsletters. It is possible to access these in the Australian

Museum Research Library, the State Library of New South Wales, and university libraries in Australia. Publications may be purchased through the Australian Museum Shop.

#### **Access arrangements, procedures and points of contact**

Documents published by the Australian Museum: All of the Museum's published books, serials and reports may be accessed through the Australian Museum Research Library, open by appointment, telephone 02 9320 6152.

Policy and planning documents: These may all be accessed through the Australian Museum Archives, open by appointment, telephone 02 9320 6148.

Archives: These may be accessed through the Australian Museum Archives, open by appointment, telephone 02 9320 6148.

All other documents: To access all other records, apply in writing or in person to the Coordinator (Public Access to Government Information), Australian Museum, 6 College Street, Sydney NSW 2010. Requests for access under the *Government Information (Public Access) Act 2009* must be accompanied by a \$30 application fee. Full details of the application process are available on the Australian Museum website.

#### **Freedom of Information requests**

The Museum received one request for information in 2009–10. A determination was made in accordance with the *NSW Freedom of Information Act 1989* and a response was provided in accordance with the prescribed deadlines.

# Appendix W Honorary appointments 2009–10

The Australian Museum has a long history of making honorary appointments as a way of recognising individuals who have contributed to the advancement of the Museum. The following people held honorary appointments as at 30 June 2010.

## HONORARY ASSOCIATES

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

## SENIOR FELLOWS

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

## RESEARCH ASSOCIATES

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

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

## Appendix X Museum volunteers 2009–10

The Museum gratefully acknowledges the invaluable support of the following who volunteered their services during the year.

### **DIRECTORATE DIVISION**

Carole Bennetts  
Warren Bennetts  
Wendy Charng  
Victoria Collis  
Anthony Ellis  
Jennifer Jenkins  
Margaret Killin  
Nan Manefield  
Graham McLean  
Gaye McLean  
Ross Pearson  
John Robertson  
Keith Robinson  
Beatrice Scheepers

### **PUBLIC PROGRAMS DIVISION**

#### **Exhibitions and Creative Services Branch**

Geeyanjali Banwait  
Ashisha Cunningham  
Vicki Spichopoulos  
Felicity Wegemund

#### **Visitor Programs and Services Branch**

Karen Adams  
Peter Andrews  
Julia Barnes  
Les Bassett  
Lyn Baveystock  
Carole Bennetts  
Warren Bennetts  
Ray Biddle  
Jess Bhudi  
Wendy Bishop

David Brawn  
Marie Buchanan  
Val Bower  
Marsha Canning  
Douglas Cham  
Anna Chang  
Helen Clark  
Mavis Clements  
Dennis Collins  
Kate Cox  
Fatima Dablan  
Sylvia Diab  
Jan Duttmer  
Emily Entwisle  
Brent Findlay  
David Finnigan  
Des Foster  
Denise Francis  
Karen Gardiner  
Geoff Gardner  
Phill Good  
Sue Goorevich  
Patricia Grocholsky  
Peter Grocholsky  
Janet Hanscomb  
Adrienne Hirst  
Mary Hughes  
Jessica Igoe  
Erinn Fagan Jeffries  
Jennifer Johnson  
Roger Langsworth  
Julia Lee  
Helen Letts  
Paul Levin  
Angela Low  
Dot Lucas  
Joan Luijckink  
Dave Mackinnon  
Jim Mammoliti

Dianne Marangos  
Nick Martin  
Mireille Mazzarolo  
Annette McGregor  
Lynne McKenzie  
Andrew Mills  
Amanda Milles  
Albert Mispel  
Philippa Mott  
Lynne Palmer  
Joan Parke  
Alison Pearce  
Leonie Philip  
Denise Playoust  
Evangeline Polyzos  
Alan Roby  
Lesley Roby  
Gaye Ross  
Libby Sakker  
Natalia Santarelli  
Esther Sarantis  
John Schattiger  
Marieanne Schattiger  
Moiria Shackleton  
Aimée Shaw  
Hazel Sproule  
Jenny Starling  
Jane Stevenson  
Ailsa Stewart  
Lesley Strauss  
Susan Sweller  
Keren Symonds  
Lala Szybinski  
Gillian Tansilao  
Heather Taylor  
Angela Thomas  
Ashleigh Thomson  
Szuszy Timar  
Barbara Tregear

Candy Tonkin  
Judith Townsend  
Doug Wade  
Jill Wellington  
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## Appendix Y Use of consultants

The Museum contracted one consultant during the year where the fee was over \$30,000. Let's Think Pty Ltd was hired to develop licensing strategies and create commercial opportunities that capitalise on the Museum's intellectual property. The cost was \$185,000. There were no consultants engaged where the fee was less than \$30,000.

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