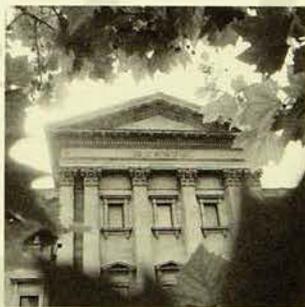


1995

A U S T R A L I A N M U S E U M



1996

*Annual Report*

A  
M

1995  
*Annual Report of the*  
AUSTRALIAN MUSEUM  
1996





To the Hon Bob Carr MP  
*Premier and Minister for the Arts*

Sir,

In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984*, and the *Public Finance and Audit Act 1983*, we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended 30 June 1996 for presentation to Parliament.

On behalf of the Australian Museum Trust,

Dr Des Griffin AM  
*Secretary of the Trust*

Mr Malcolm Long  
*President of the Trust*



AUSTRALIAN MUSEUM

6 College Street Sydney 2000

Phone: (02) 9320 6000

Internet:

[info1@amsg.Austmus.gov.au](mailto:info1@amsg.Austmus.gov.au)

Open 7 days

(except Christmas Day)

9.30am to 5pm

Admission Charges:

Family \$12, Child \$2,  
Adults \$5, Concession \$3,  
Seniors and TAMS  
Members Free.

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# statement of philosophy



EXCELLENCE IN  
RESEARCH AND  
SCHOLARSHIP IN  
NATURAL SCIENCE  
AND HUMAN  
STUDIES IS OFFERED  
FOR THE BENEFIT  
OF CURRENT  
AND FUTURE  
GENERATIONS.

The future of our natural environment and cultural heritage is of central concern: we intend to join in public debate and give advice to government, the community and business, where we have special knowledge.

The Australian Museum is committed to:

- Excellence in research and scholarship in natural science and human studies for the benefit of current and future generations.
- Sharing knowledge with the community and providing opportunities for enjoyable learning experiences through exhibitions, education programs, publications and other media.
- Ensuring continuous improvement in the quality of Museum programs and services to meet the needs of all customers and stakeholders.
- Respect for the rights and wishes of the peoples whose knowledge and material culture form the basis of our human studies programs and to abiding by legislation and conventions protecting the natural environment, wildlife and cultural heritage.
- Public accountability in using the community's resources and to acting in a manner consistent with our mission and deserving of the continued support and participation of the community, the private sector and government.
- Involving staff through multi-disciplinary teams and other means in the development of the Museum and Museum programs and to being innovative in developing ways to advance the Museum's goals.
- Creating a more environmentally friendly workplace and use of resources.
- Ensuring the Museum is an exciting and rewarding place to visit and work in ... and it should be fun!



## *Mission*

*Our mission is to  
increase understanding of, and  
influence public debate on, the  
natural environment, human  
societies and human interaction  
with the environment.*



*Items from the Reth collection including a forehead circlet from the Whitsunday Islands, and a spinning top from the Cairns district*

# introduction



THE AUSTRALIAN  
MUSEUM IS PROUD  
OF ITS RECORD FOR  
PRESERVING,  
DOCUMENTING,  
EXHIBITING AND  
INTERPRETING  
MATERIAL  
EVIDENCE AND  
INFORMATION, AND  
PROVIDING  
OPPORTUNITIES FOR  
ENJOYABLE  
LEARNING  
EXPERIENCES

The Australian Museum declares and celebrates its scientific integrity and its connection with its community of visitors. It is proud of its record for preserving, documenting, exhibiting and interpreting material evidence and information.

The future of our natural environment and cultural heritage is of central concern, and the Australian Museum accepts the challenge to join in public debate and give advice to government, the community and business, where it has special knowledge.

The Australian Museum is committed to excellence in research and scholarship in natural science and human studies for the benefit of current and future generations. It enthusiastically provides opportunities for enjoyable learning experiences through its exhibitions, education programs, publications and other media.

It respects the rights and wishes of the peoples whose knowledge and material culture form the basis of its human studies programs and it abides by legislation and conventions protecting the natural environment, wildlife and cultural heritage.

The Museum involves its staff through multi-disciplinary teams and other means in the development of its programs to advance the Museum's goals. Most importantly, the Museum works hard to create an exciting and rewarding place to work and to visit.

# h i g h l i g h t s

- The establishment of four centres of excellence in scientific research: the People and Place Research Centre; the Centre for Biodiversity and Conservation Research; the Geodiversity Research Centre; and the Centre for Evolutionary Research.
- The 75th year of continuous publication of the Museum's magazine, *Nature Australia* (formerly *ANH*), now one of the Museum's most successful public programs.
- The exhibition *Frogs* created such enthusiasm among the community, and positive response from the media, that its season was extended. Tadpoles of the highly endangered Green and Golden Bell Frog, bred in the exhibition, were placed in a natural habitat site at Marrickville.
- The successful New Zealand tour of the exhibition, *Gargantuans From The Garden*, produced by the Australian Museum.
- The acquisition of the world-renowned Albert Chapman Mineral Collection as an important semi-permanent exhibition.
- The establishment of the Australian Museum World Wide Web site.
- The implementation of Australia's first performance contract for energy efficiency to update the Museum's lighting and air-conditioning.



# premier's message



TODAY, THE  
AUSTRALIAN  
MUSEUM IS  
RENOWNED  
THROUGHOUT THE  
WORLD FOR THE  
QUALITY OF ITS  
RESEARCH, ITS  
COLLECTIONS AND  
ITS INVOLVEMENT  
WITH THE  
COMMUNITY  
THROUGH LIVELY  
PUBLIC PROGRAMS.

The Australian Museum has a long and impressive history of contribution to our understanding of our natural environment and cultural history. Established in 1827, it traces its origins from the first sparks of interest by Europeans in the natural environment of NSW. It is Australia's oldest and largest museum of natural history, and its story is of an institution which has become much greater than the sum of its parts.

Today, the Australian Museum is renowned throughout the world for the quality of its research, its collections and its involvement with the community through lively public programs.

Its enviable reputation was further enhanced during the year by the establishment of four centres of excellence in scientific research. These centres collaborate with other eminent research centres in Australia and overseas. Sharing the results with the community, the centres represent a progressive step for all research bodies; scientific debate and information belong to us all.

The Museum's outreach program for all sections of the community continued its commitment to open access. Many major corporations and organisations sought the Museum's expertise, and provincial and outlying rural areas received the benefits of the Museum's knowledge through engaging programs such as Museum-in-a-Box and Museum-on-the-Road.

As Minister for the Arts, I am most interested in the Museum's continuing drive to encourage visitors to share the pleasures of this marvellous place, and make use of its facilities.

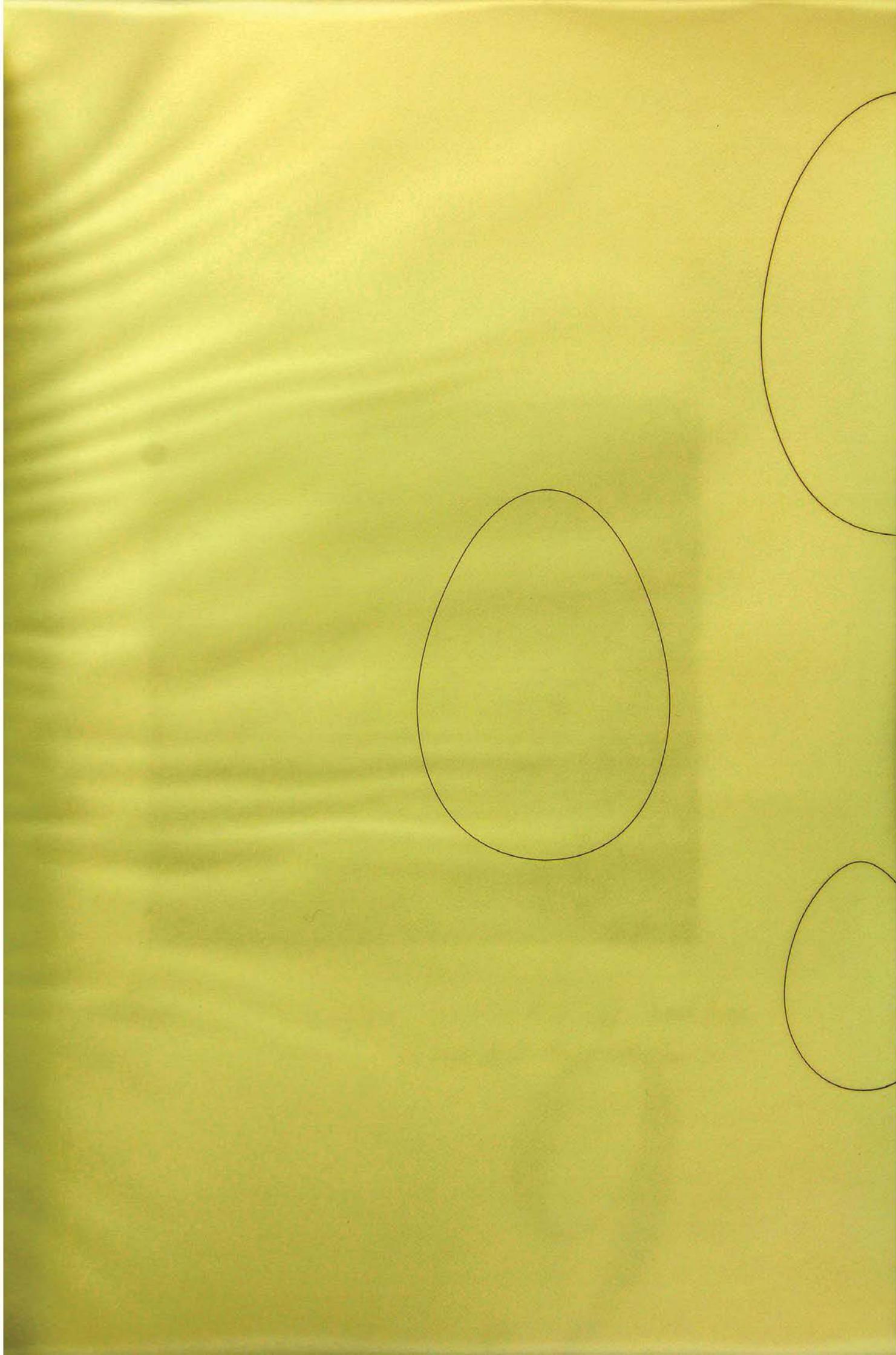
I am particularly delighted with the Museum's innovative programs involving Aboriginal culture and history, its work with Aboriginal communities in establishing and maintaining Aboriginal keeping places and the important forthcoming exhibition, *Aboriginal Australia*.

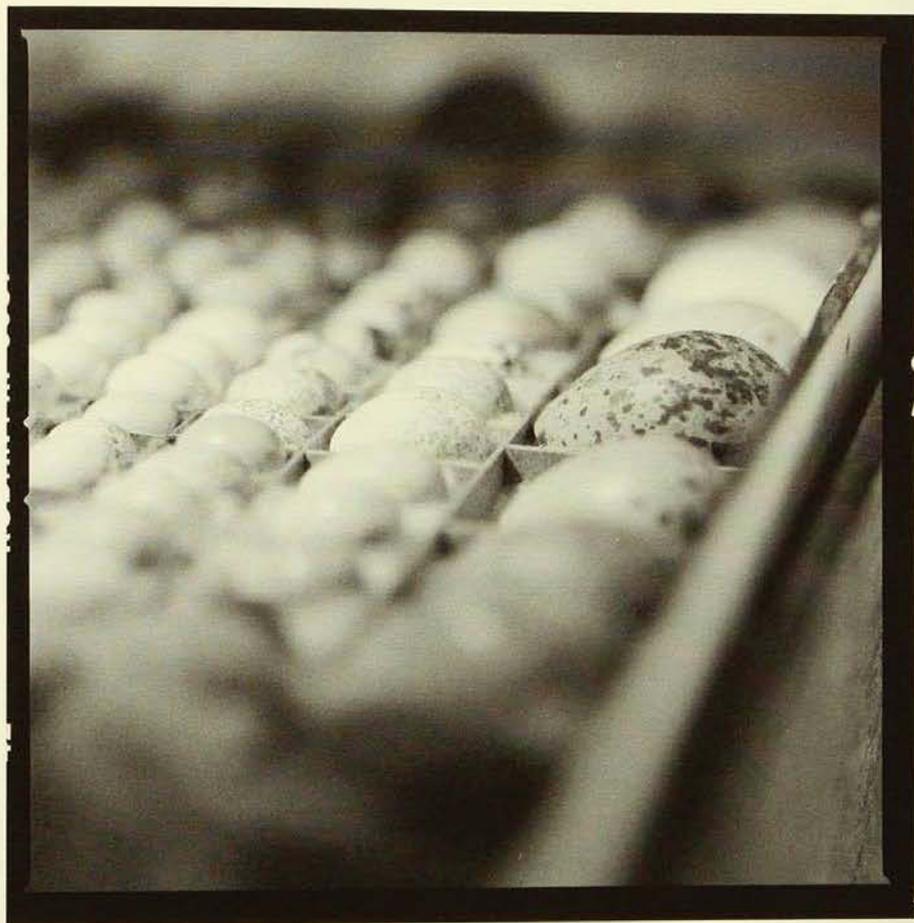
The Australian Museum is dedicated to principles of access and equity. It continues to play an integral role in fostering and furthering public enjoyment, and it is meticulous in its commitment to public accountability in using the community's resources.

I congratulate the Australian Museum Trust, the management and the staff for their imaginative, exciting work over the last year.

**Bob Carr, MP**

*Premier, Minister for the Arts and Minister for Ethnic Affairs*





*Native Australian birds' eggs, detail from  
the 1878 H.G. Bray collection*

# president's message

Malcolm Long



DURING THE YEAR,  
THE SCIENTIFIC  
WORK OF THE  
AUSTRALIAN MUSEUM  
MOVED INTO A NEW  
KEY WITH THE  
CREATION OF FOUR  
RESEARCH CENTRES.

Some important foundations for future development were laid during a busy year for the Museum. The Museum Trust, together with the senior management, held an intensive policy seminar to clarify core strategies and identify opportunities to extend even further the Museum's important role. As a result, a revised Corporate Plan, incorporating new strategic objectives and mission statement, was developed.

Separately, the NSW Government conducted a wide-ranging review of the Museum's structure and activities. It was generally complimentary and supportive of the Museum's work. It also identified some measures aimed at assisting the Museum's effectiveness. These meshed well with those identified by the Trust and management in their own policy development work.

In addition to this, the Museum has been assessing its physical needs. With government support, work has begun on a site development plan to ensure that the Museum's facilities are suitable for our needs for the future.

During the year, the scientific work of the Museum also moved into a new key with the creation of four Research Centres in Biodiversity and Conservation, Evolutionary Biology, Geodiversity, and People and Places, designed to move the Museum's research into innovative, substantial, cross-disciplinary, teamwork-based projects. The Museum's value as a working scientific research institution was also reflected in the *Threatened Species Services Act 1985* which identified the Museum as a major player in the State biodiversity field.

Public program highlights included the opening of the *Frogs* exhibition, the *Australia Street* project in conjunction with the University of Technology, Sydney, and the *Gargantuans From The Garden* exhibition's highly successful tour of New Zealand. The Museum's own home page is also on-line on the Internet.

This lively activity of the Museum during the year is a reflection of the passion and dedication of the Museum's management and staff. The Trust is certainly grateful to them for their efforts. As for the Trust itself, two prominent members have completed their terms since the last annual report. I pay tribute to the contribution of former Deputy President, Dr Malcolm Eutick, and especially former President, Patricia Watson, whose untiring commitment to the Museum during her term in office stimulated many important initiatives.

I would also like to thank The Australian Museum Society for its continuing active contribution to the life of the Museum, and the many volunteers who selflessly support the Museum's activities.

Our corporate sponsors are, of course, invaluable and we are very grateful for their interest and involvement.

Finally, I would like to thank the Minister for the Arts, the Premier of NSW, Bob Carr, and the staff of the Ministry for their on-going support.

This institution has deep roots in the affections of the people of NSW. At so many functions at the Museum, visitors from all walks of life have spoken to me about what the Australian Museum means to them, and the Trust is acutely aware of its responsibility to ensure that the Museum maintains its important role in our community.



# director's message

Des Griffin AM



IN ALL THE BEST  
MUSEUMS, SCIENCE  
CENTRES AND  
AQUARIA, THE  
INTEGRATION OF  
COMMON GOALS IS  
A FUNDAMENTAL  
FEATURE OF THEIR  
SUCCESS.

In all the best museums, science centres and aquaria, the integration of common goals is a fundamental feature of their success. People have commitment and a strong feeling of being one team. This goes together with a focus at the top of the organisation on long-term vision: balancing the concern for the immediate against the long-term. The Trust has considered these things and provided great support to management.

The work of two prominent researchers in leadership and management, Gary Hamel and CK Prahalad, exemplify this. They say:

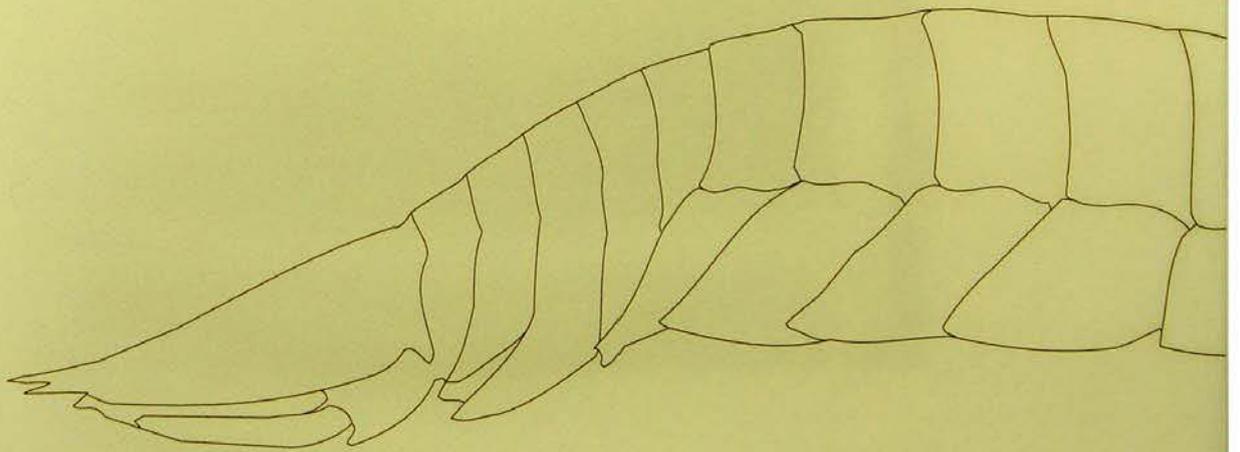
*"In business, as in art, what distinguishes leaders from laggards, and greatness from mediocrity, is the ability to uniquely imagine what could be. Industry foresight requires a deep-seated curiosity. Executives of a top company were asked, 'Could you sustain a debate for eight hours about the implications of the trends and forces at work which have the potential to powerfully transform industry structure...how fast the trend is emerging in different markets of the world, specific technologies propelling it, choices competitors are making, companies in the lead, who has most to gain and most to lose, investment strategies of competitors and ways in which the trend may influence customer demands and needs?' They couldn't! They could do so for issues such as allocating corporate overheads, setting sales targets, managing transfer prices. However, they realised they had lost control of the company, their destiny, to competitors who were willing to devote time and necessary intellectual energy to understand and influence forces shaping the future of the industry."*

Adapted from *Competing For The Future* (HBR Press, 1994)

On the other hand, museums are conglomerates: the different parts that comprise a museum can have different visions of the organisation's purposes and future, and equally diverse interests. Organisations dominated by bureaucracy tend to exacerbate these difficulties and conflict. In some cases, there is a history of little more than power struggles.

The Australian Museum is past that. Teams developing public programs and scientific research are multi-disciplinary. They draw on people's knowledge and contribution from all areas of the Museum. The challenge is to make all these things work when so much is happening.

We have established four centres of scientific research to focus our research into areas where we can have influence: Biodiversity and Conservation





*Deep-sea scavenging crustacean*  
(*Bathynomus immanis*)



IF THE SCHOLARSHIP  
OF A MUSEUM IS TO  
BE VALUED, THE  
CONCLUSIONS AND  
VISIONS REVEALED  
MUST COUNT WITH  
THOSE WHO  
INFLUENCE THE  
FUTURE, AS WELL AS  
THOSE WHO  
INFLUENCE THE PAST.

Research, People and Places, Geodiversity and Evolution. These centres, like public program project teams, comprise representatives of all the Museum's groups.

The Biodiversity Centre will be launched in August and will be a great success with the strong leadership of Dr Gerry Cassis, and support from an excellent team, including Community Relations and Exhibitions people. The point is integration.

The development of the new *Aboriginal Australia* and *Australian Environments* semi-permanent exhibitions clearly establish that we are doing the things successful organisations do: focusing on all our stakeholders and the audience to a much greater extent than before. There has been an extensive 'front-end' evaluation of visitor needs, establishing consultative processes in the development of communication and content as both a matter of quality and better engagement with visitors. The same with stakeholders, particularly in cultural programs. Aboriginal people have been involved in the development of messages, concepts and content for the *Aboriginal Australia* exhibition since the project's germination.

It is important to start where the visitor is and develop from that understanding even better ways of stimulating learning and communication. It is often said that change requires education. Whilst museums are in the business of education, they must work with other groups to achieve influence with decision makers. As I have said before, they must make a difference. If the scholarship of a museum is to be valued, the conclusions and visions revealed must count with those who influence the future, as well as those who influence the past.

Available resources are still tight. In such a climate it is easy to be pessimistic, to be driven by considerations of inputs rather than the important outputs and outcomes, to look at cutting. Four independent surveys have shown that downsizing (rightsizing, hollowing-out, call it what you like) does not work as a strategy for doing more with less. It is a short-term fix approach which the Museum has never considered seriously. It is easy to say what should not be done and to cut resources. It is much harder to say what should be invested in. Contrary to some views, intervention at the right time, at the right place and with the right people is of fundamental importance - it is what leadership is about, NOT following rules.

This is starkly revealed by the failure of capital in some countries to invest in ventures that will take time to come to market, such as new technology for

cardiac ailments or X-ray lithography derived from the study of the eyes of lobsters which will revolutionise computing power. Countries where 'the city' is only interested in money will eventually crumble.

This year saw the retirement of the Deputy Director, Dr Hal Cogger, after more than 40 years in the Museum, 18 as Deputy Director. His contribution to the Museum's work, and the many people whose lives he has enriched, is immeasurable. I am pleased that he is maintaining his links with the Museum as a research associate, and that the Trust saw fit to appoint Hal as the inaugural John W. Evans Memorial Fellow. Dr John Evans was Director of the Museum - one of the best the Museum has had - from 1954 to 1966 at the time when Hal joined the Museum.

I would like to thank the Trust and especially the President, Mr Malcolm Long, for strong support and vision throughout the year. It is customary to look with rhetorical relish to the challenges which lie ahead, and there are many. Through supporting each other and continuing a focus on quality and doing things better, we can indeed face the future with confidence.



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# public programs and Marketing



THE AUSTRALIAN  
MUSEUM'S  
EXHIBITION  
PROGRAM IS NOW  
THE MOST  
AMBITIOUS AND  
ACTIVE OF ANY  
NATURAL HISTORY  
MUSEUM IN THE  
COUNTRY.

The goal of public programs and marketing is to promote awareness and understanding of the Australian Museum, to reaffirm and promote its work, and to encourage people to take part in its activities.

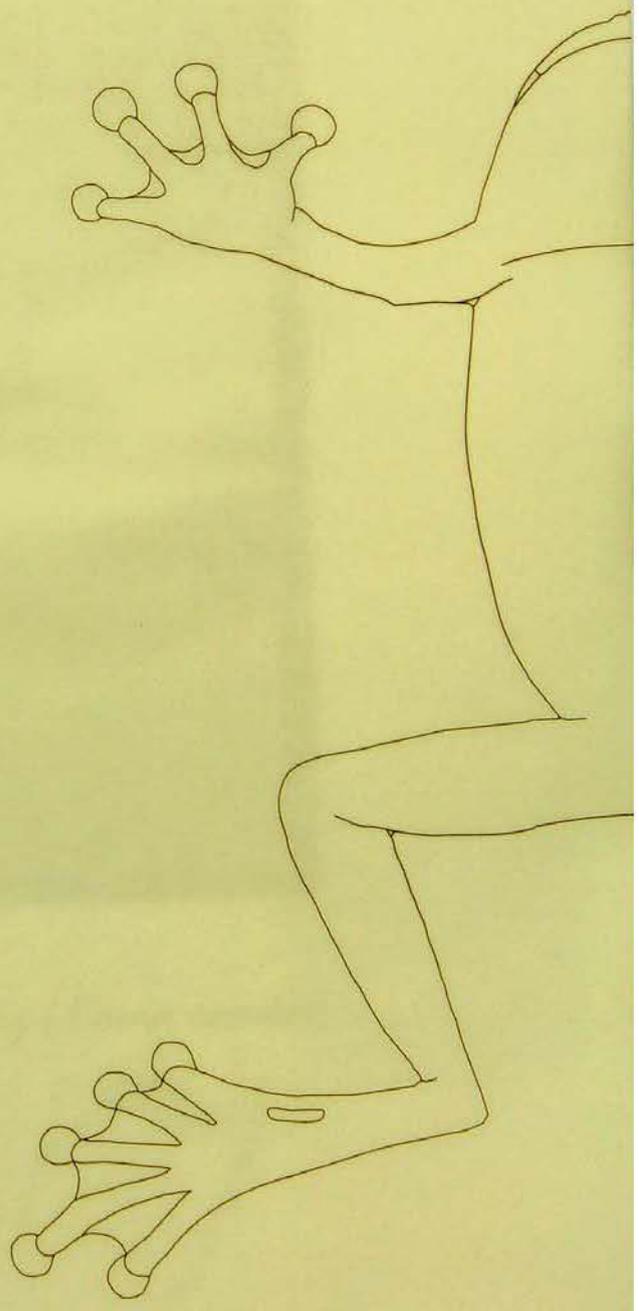
The Museum divisions of Exhibitions, Education and Community Relations work together to formulate the public programs, in collaboration with all scientific divisions.

The interpretive design and development, documentation, production and ongoing maintenance of exhibitions is the direct responsibility of the *Exhibitions* division. It also organises the sourcing and installation of exhibitions and national, and sometimes international, exhibition tours; the design and production of the public programs; and the Australian Museum's print media.

This year, the division placed more emphasis on expanding the range of exhibitions developed internally so that the Australian Museum's exhibition program is now the most ambitious and active of any natural history museum in the country.

Successful exhibition projects carried out include *Frogs*, a major interactive exhibition that promoted the importance of frogs as environmental indicators and their significance to wetland ecology; *Images of Power*, an exhibition which made a strong contribution to visitors' awareness of Balinese culture, especially when juxtaposed with performances by a gamelan orchestra; ICI *Zoom-In*, an enormously popular exhibition which revealed some of life's little mysteries through the power of robotic microscope and magnifier; *The BBC Wildlife Photography Exhibition*, which focused attention on environmental issues through award-winning and commended photographs by some of the world's leading wildlife photographers; and *My Tibet*, a much-praised exhibition of photographs by renowned American photographer Galen Rowell, with accompanying text by the Dalai Lama.

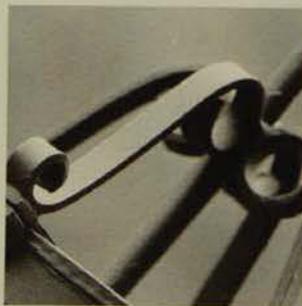
Pre-production covered *The Albert Chapman Mineral Collection*, which opens as a semi-permanent exhibition, housed in a specially designed new gallery, in late September 1996; the major temporary exhibition *Sex*, opening in December 1996; and the *Aboriginal Australia* exhibition scheduled for April 1997.





*Green tree frog (Litoria caerulea)*

MORE THAN 48,000  
STUDENTS AND  
TEACHERS VISITED  
THE MUSEUM  
DURING THE YEAR,  
ATTRACTED BY THE  
EDUCATION  
SERVICES SECTION'S  
PROGRAM OF  
INFORMATION AND  
INSTRUCTION.



Once again, the *Education* division provided challenging and enjoyable services which were innovative, significant and responsive to community needs and which raised awareness of relevant issues. The division consists of Education Services, Evaluation, Multimedia Development, Resource Services, Text Editing and Visitors Services.

More than 48,000 students and teachers visited the Museum during the year, attracted by the Education Services section's program of information and instruction. Many new teaching materials were developed, from activity sheets for infants, junior secondary and senior secondary students, to teacher resource packs. The section also ran several professional development courses for teachers, and a teacher survey to identify the needs of primary and secondary teachers of environmental education.

This year, the Evaluation section concentrated on examining the initial stages of program development to test out themes, audiences, objectives, messages and interpretative strategies. Such evaluation was carried out for upcoming exhibitions including *Aboriginal Australia* (results showed a strong interest in topics relating to spirituality, family and land); *Australian Environments* (people are interested in different environments, and human impacts on the environment); and *Frogs* (people were particularly interested in the live exhibits). Such essential information helps in successfully planning and developing future exhibitions.

Multimedia staff developed several computer exhibits for exhibitions such as *Frogs*, and the new Aboriginal Studies boxes for the Museum-in-a-Box program. A new multimedia unit was formed this year, in collaboration with the Exhibitions division, with its own programmer, designer and educator to develop specific multimedia programs and products for the Museum.

The Resource Services section provided rural and urban communities in NSW with exhibitions and programs through the Museum-on-the-Road and Museum-in-a-Box programs. More than 537,000 people throughout the State enjoyed the Museum-on-the-Road travelling exhibitions, including *Aboriginal Australia*, *Street Science*, and *What On Earth*. The Museum-in-a-Box program was revitalised, with many boxes being updated - Dinosaurs, Insects, Spiders, Brushtail Possum, Ringtail Possum, Sugar Glider, Reptiles, and Penguins. Four new Aboriginal Studies boxes were added - Aboriginal Land, Aboriginal Art and Performance, Aboriginal Food Technology, and Aboriginal History.

Resource Services staff were also responsible for maintaining the live animals in the *Frogs* exhibition. The endangered Green and Golden Bell Frogs bred

while on display, and the tadpoles were used in a re-introduction program on a site in Marrickville.

In the last two years, the language of exhibition texts and resource materials for visitors has been a major focus of the Text Editing section. The section's editor has worked with all the Museum's project teams to make sure that text is understandable and appropriate, and that the Museum's messages are clear. A new commercial publication was produced which provides guidelines for the development and editing of all texts for museum exhibitions and programs.

The Visitor Services section developed and implemented interpretive programs for Museum visitors. This year, over 170,000 people (or 65 per cent of all visitors) took part in the programs. A major contribution was made by an enthusiastic team of volunteers who supported other staff in running weekend and holiday activities for children and family groups in *Discovery Space*, *More Than Dinosaurs* and temporary exhibitions. Four major holiday programs were developed; the Museum Theatre Unit produced seven special shows; and the Community Access Program brought many communities into the Museum to share their stories. Other highlights included *Samba de Samba*, *Australia Street Archive* (developed with the University of Technology, Sydney), *Dinosaur Day*, and the Museum's annual *Open Day*.

Through the market development and sponsorship activities of the *Community Relations* division, the Australian Museum welcomed a number of leading companies as sponsors this year. At a time when private financial support has been difficult to find, there has been a significant re-evaluation of established programs, as well as a concerted effort to expand traditional sponsorship ideas. This has resulted in a wider employment of resources and diversification into areas such as 'cause' marketing, new business development and in-kind supply of goods and services.

IBM Australia continued its long association with the Museum by supporting a variety of programs with computer hardware, including the *Discovery Space*, the national *Earthworm Awards*, and the *Frogs* exhibition. Brashs and Blue Haven Pools & Spas both took the plunge and contributed to the *Frogs* exhibition with generous donations of in-kind goods and services. Hewlett Packard reaffirmed its pledge to supply computer technology to the Museum's information and resource centre, search & discover, over a two-year period. The opening of *Frogs* in March 1996, introduced a new sponsor in Allen's, a subsidiary of Nestlé Australia. •





The Australian Museum seeks to align itself with companies that reinforce its philosophy and policies. A commitment to a high standard of educational service is one of those important policies so it is pleasing that the Museum has continued its relationship with member organisations of The Minerals Council of Australia.

A site-leasing contract with telecommunications leaders Optus and Vodafone, designed to expand their global mobile digital service network, was successfully negotiated. The revenue from this new business development will assist programs such as Museum-in-a-Box, Museum-on-the-Road, and the Theatre Unit.

The Multicultural Foundation of Australia continued its financial support of *Our Place* and its range of programs celebrating the ethnic diversity of contemporary Australia.

Jackson Wells Communications, members of The Australian Museum Trust, and members of The NSW Aboriginal Land Council continued working with the Museum to achieve marketing targets and corporate support for two upcoming major exhibitions, *Aboriginal Australia* and *Australian Environments*.

The Public Relations and Marketing section continued a lively program of promotion, publicity, marketing and advertising. Targetted publicity, media campaigns, special promotional events, tourism liaison and protocol programs enhanced the Museum's image in the public mind. The section's promotion of good, accessible media liaison had gratifying results, with the Museum consistently achieving the greatest amount of press coverage of all the major Sydney museums and galleries.

The role of *The Australian Museum Society (TAMS)* is to promote the Museum within the community, assist the Museum financially and increase understanding of our natural environment and cultural heritage.

Membership of the Society remained healthy and stable, due, in part, to an entertaining and successful program of special lectures, seminars, social events, family occasions, walks, and tours and field trips.

In the Science Super Series, Professor Paul Ehrlich made a return visit to Sydney and delivered a timely address to a large, enthusiastic audience which included politicians and members of the media. Sir David Attenborough also returned to reveal *The Private Life of Plants* to a capacity audience. The innovative, popular Focus program ('subjects explained and explored') dealt with microscopes, the Olympic site, and frogs.

The overseas tours program picked up after some slow years, with trips to the Galapagos and the Amazon; Bunaken; and Kamchatka, Pacific Siberia. Local trips were made to Kangaroo Island and northern NSW.

The Society's own volunteer-run radio show *Talking Science* continued to present great news on science and the lighter side of human discovery on 2SER-FM. The Society's volunteer co-ordinator also managed the selection and placement of more than 120 volunteers throughout the Museum, a valuable contribution to the volunteer program.

THE AUSTRALIAN  
MUSEUM SEEKS TO  
ALIGN ITSELF WITH  
COMPANIES THAT  
REINFORCE ITS  
PHILOSOPHY AND  
POLICIES.



21

# science in the museum



MUCH RESEARCH  
FOCUSED ON THE  
TAXONOMY AND  
SYSTEMATICS OF  
LIVING AND  
EXTINCT  
CREATURES, WITH  
THE AIM OF  
DEVELOPING  
BETTER KNOWLEDGE  
OF THE  
BIODIVERSITY OF  
THE AUSTRALIAN  
REGION

The Australian Museum has an international reputation for the excellence of its scientific research and collection management, and for the input of this knowledge and expertise into public programs, commercial ventures and science policy.

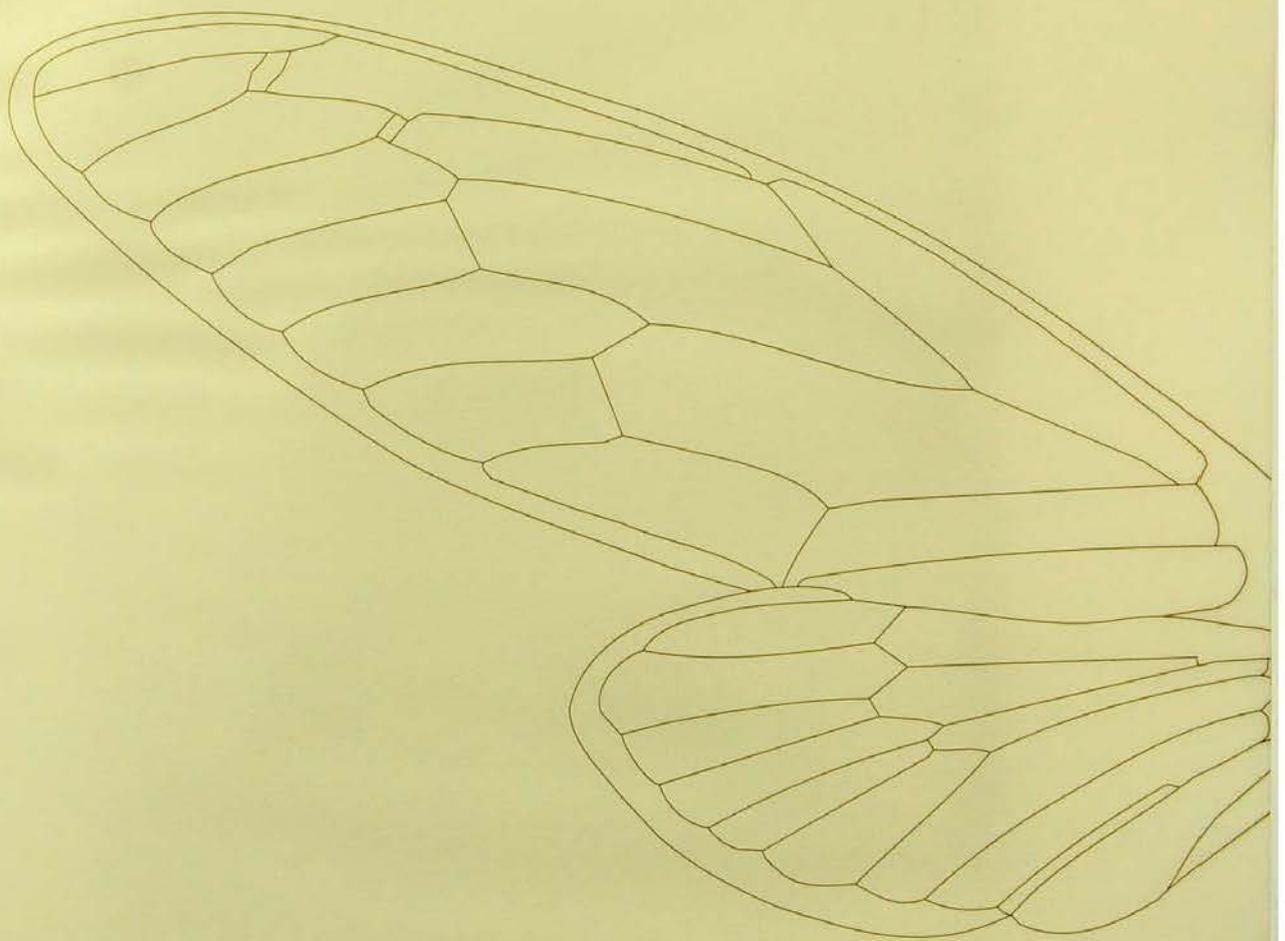
As in past years, much research focused on the taxonomy and systematics of living and extinct creatures, with the aim of developing better knowledge of the biodiversity of the Australian region and the evolutionary relationship of its fauna. As well, the Museum's anthropologists, archaeologists, earth scientists and ecologists have continued research broadly aimed at making a difference, both scientifically and sociologically.

Thousands of specimens and objects were added to, and registered as part of, the Museum collections. For example, the Invertebrate Zoology division alone added more than 40,000 insect, 5,000 arachnid and 3,800 lots of marine invertebrate specimens to the collections.

Not surprisingly, the housing and maintenance of the Museum's unique and irreplaceable collections are of primary concern, and in this area, the Museum has led the way. Pioneering research on the use of modified atmospheres for pest eradication was completed during the year and the methods developed have already been adopted by museums, archives and libraries all over the world. Two special training courses on museum pest control conducted at the Museum and the University of Canberra helped establish the Australian Museum as a world leader in materials conservation research.

Innovative changes to the structure of the Australian Museum's scientific research divisions were implemented during the year with the establishment of four centres of excellence in scientific research. They are the People and Place Research Centre, the Centre for Biodiversity and Conservation Research, the Geodiversity Research Centre, and the Centre for Evolutionary Research. The centres have specific aims and objectives and are managed by a Centre leader and advisory committees, the members of which come from within the Museum as well as other scientific organisations.

The division of *Anthropology* reported continuing research on the prehistory of the Aboriginal inhabitants of Port Jackson as part of The Port Jackson Archaeological Project. Materials from excavated sites, in particular Balmoral Beach, Sugarloaf and Cammeray, were processed; analyses of faunal remains from those areas were taken; and stone materials from John Curtin Reserve and Mt Trefle used for artefact manufacture, were analysed.





*Cicada (Cyclochila australasiae)*

A FINAL PHASE  
OF ROCK ART  
RECORDING  
FIELDWORK IN  
WESTERN ARNHEM  
LAND WAS  
CONDUCTED,  
RESULTING IN THE  
RECORDING OF 20  
PREVIOUSLY  
UNKNOWN SITES  
WITH SIGNIFICANT  
ROCK PAINTINGS  
UP TO 12,000  
YEARS OLD.

The Port Jackson Pumice Project, conducted with the Geodiversity Research Group of the division of Earth and Environmental Sciences, continued investigations of pumice in the Balmoral Beach Aboriginal shell midden with the aim of characterising the petrology, identifying the source of the pumice and dating more precisely a particularly dense layer of pumice which may have come from a specific volcanic event.

In accordance with the Australian Museum's Memorandum of Understanding with the Vanuatu Cultural Centre, the Museum helped organise the second Women's Oral Traditions Training Workshop in Vanuatu and played a major role in the preparation for the opening of the National Museum of Vanuatu.

Research began on the Raymond Firth collection from Tikopia, Solomon Islands, which was made in 1928-29, to examine the relationship between contemporary views of cultural identity in Tikopia and the concept of cultural heritage as manifest in museum collections, and specifically the Australian Museum collection. A paper, prepared in collaboration with Southern Cross University and La Trobe University, on Holocene sea level and uplift in the Kandrian area of south-west New Britain was completed for publication.

A final phase of rock art recording fieldwork in western Arnhem Land was conducted, resulting in the recording of 20 previously unknown sites with significant rock paintings up to 12,000 years old. New field work into the oldest rock engravings of the East Kimberley region of the Northern Territory was also begun. Some previously undocumented sites were recorded, along with significant rock engravings possibly over 40,000 years old.

The Garua Archaeological Project, in West New Britain, Papua New Guinea, which seeks to trace the origins and history of subsistence, settlement, and trading patterns within a highly unstable volcanic region of the Pacific, proceeded. Recent work focused on analysis of the chemical composition of obsidian tools in order to trace changes in trading patterns; a study of a unique form of obsidian stemmed tools; and environmental reconstruction of the volcanic history of the island and the geomorphology and vegetation during the past 10,000 years.

The People and Place Centre Starch Project also got underway with the aim of recovering and analysing starch grains from ancient plants, which survive as microscopic fossils in sediments, to provide missing information about when and how plants were used and domesticated. In conjunction with the preparation of reference material, studies of starch from archaeological sites in Papua New Guinea and Australia, began.

The division of *Earth & Environmental Sciences*, which comprises earth science (Mineralogy and Petrology, and Palaeontology) and environmental science (Marine Ecology and Terrestrial Ecology), recorded major achievements over the last year.

Collaborative research between Marine Ecology and the NSW Environment Protection Authority on the benthic invertebrate recolonisation of contaminated sediments from Sydney estuaries is nearing completion. The section is also involved in a Commonwealth-funded project on methods of assessing estuarine health.

Terrestrial Ecology launched several research projects, including the effect of habitat fragmentation on woodland birds in the NSW wheatbelt, funded by the EPA Environmental Trust Scheme; and the habitat value of wildlife corridors for vertebrates, conducted through the Museum's Centre for Biodiversity and Conservation Research. Work continued on the biology and management of the Green and Golden Bell Frog which has resulted in a better understanding of this species' distribution, conservation status and habitat requirements.

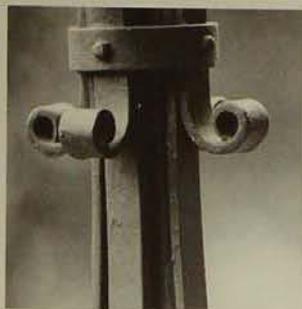
Palaeontology recorded the earliest chordate known from the fossil record and a new Mesozoic platypus in the leading scientific journal, *Nature*; and is continuing important research on the evolution of arthropods, through the Museum's Centre for Evolutionary Research, and early vertebrates, especially the Late Devonian fish discoveries from Canowindra and Eden, NSW.

The Geodiversity Research Group was established by the Mineralogy and Petrology section to expand the role of geological research at the Museum. The section also set up the Australian/Asian Gem Project to study the origins of sapphire, ruby and diamond in the region, in co-operation with the Research School of Earth Sciences, the Australian National University and Gubelin Laboratories, Switzerland. It is also involved in the Port Jackson Pumice Project; the Raman Laser Zeolite Study which is characterising these minerals by their spectral patterns; and continues research on the source of valuable gemstones in eastern Australia and the volcanic processes which deliver them. During the year, the Museum acquired the internationally renowned Albert Chapman Mineral Collection, which is now on display. The division's scientists made a considerable contribution during the year to commercial projects with Australian Museum Business Services and the Museum's public programs.



PALAEONTOLOGY  
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The division of *Vertebrate Zoology & Scientific Services* conducted further research on the systematics, ecology and behaviour of Australian vertebrates (fishes, amphibians, reptiles, birds and mammals), and their relatives from other areas. It is also responsible for maintaining and enhancing the collections of these animal groups, and the Evolutionary Biology Unit, which conducts research and provides services to all other scientific divisions in the Museum. The division is made up of Evolutionary Biology, Herpetology, Ichthyology, Mammalogy, Ornithology.

Current research in the Evolutionary Biology Unit concentrated on DNA sequencing. Some of the main projects are a study of snail relationships; investigation of polychaete worm phylogeny, and the evolutionary systematics of acanthopterygian fish; and the use of DNA sequences to study marsupial relationships.

During the last four years, the Herpetology section has been active in developing commercial work. It continued to be involved in the conservation of the Green and Golden Bell Frog, one of the most endangered species in NSW, and completed a study for Sydney Water on the distribution and abundance of the frog at the Cronulla Sewage Treatment Plant and advised the Kurnell Land Fill Company on the management of its population of the frogs. Other research projects covered descriptions of a new species of skink lizards; and the taxonomy of the dragon lizards in the genus *Diporiphora*.

Research work in the Ichthyology section continued on whalefishes, with current work concentrating on DNA sequences and relationships of whalefishes and related families; the systematics of gobioid fishes; and larval lutjanid fishes. The section was involved in two major field trips to the Museum's Lizard Island Research Station to study behavioural capabilities of coral reef fishes; a fish survey of southern and central Vanuatu; and a trip to the northern Philippines to collect deep-sea fishes.

The Mammalogy section registered an additional 700 specimens in its collections, including that of a Western pygmy possum which was the first record of the species in NSW. It was involved in a fauna survey, in conjunction with the National Parks and Wildlife Service Western Division, in the mallee areas in south-west NSW. Specimens of mammals, reptiles and amphibians were collected as part of a continuing program on arid zone vertebrate fauna. The division's discovery of two new families of fossil monotremes from Lightning Ridge was published in *Nature*.

During the year, major curatorial projects in the Ornithology section included the continued development of the skeleton holdings, and sorting and re-arrangement of the spirit collection. Rare specimens were rehoused in an area of greater protection and improved environmental conditions. Among fossil birds under current study are a swift, stork, flightless rail and figbird-like songbird from the Miocene, and a budgerigar from the Pliocene. Work was completed on a small megapode from Miocene deposits in central Australia and the avifauna of the Musselbrook district of north-western Queensland, as part of the Musselbrook Scientific Study organised by the Royal Geographic Society of Queensland and the National Parks Association of Queensland.

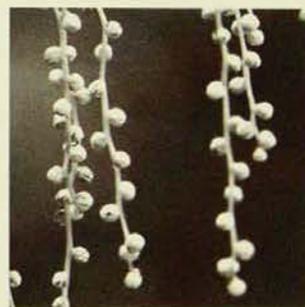
The *Invertebrate Zoology* division continued to promote the importance of invertebrate biodiversity through taxonomic and environmental research, collection management and public programs. The division consists of Arachnology and Entomology, Malacology, and Marine Invertebrates.

Among many projects in the Arachnology and Entomology section, research work continued on the long-legged flies and dance flies; the mirid genus *Creontiades*, which includes a major pest of cotton; the systematics of cicadas, and the hawk moth; and the spider families Stiphidiidae and Desidae. The section is also developing an interactive CD-ROM identification manual for oribatid soil mites.

The morphological component and much of the molecular component of the gastropod phylogeny project of the Malacology section was completed, as well as the documentation of currently undescribed fauna of hydrobiids for south-eastern Australia. New projects examined freshwater snails, freshwater and estuarine molluscs, and inter-tidal animals around Sydney's rocky shores.

During the year, the Marine Invertebrates section continued its studies on Australian polychaetes, including the development of an interactive computerised database of coastal and estuarine polychaetes in south-east Australia - initially collections from Bass Strait, Jervis Bay and Botany Bay will be incorporated into the database, including many currently undescribed species.

The Scavengers of Eastern Australian Seas (SEAS) project continues, funded by the Australian Research Council and the Fisheries Research and Development Corporation, as does research on the phylogeny of arthropods, through the Centre for Evolutionary Research. The section is also currently involved in examining ways of assessing estuarine health, with funding from the Urban Water Research Association of Australia. A field trip to Barrington





Tops substantially improved the Museum's collection of freshwater phreatoicid crustaceans ('friartucks'), with 12 new localities, and two species new to science.

The *Lizard Island Research Station*, established by the Museum in 1973, now has an international reputation as one of the world's most important coral reef research stations. Each year, about 100 scientists use the Station's facilities to work on some 60 different projects. The Station's mission is to increase understanding of the Great Barrier Reef by fostering high quality scientific research. Providing superior research facilities is central to the achievement of the mission.

Usage of the Lizard Island Research Station reached an all-time high during the year, with 5,157 user days. In addition to scientists, educational groups from Australia and the United States also made use of the facilities.

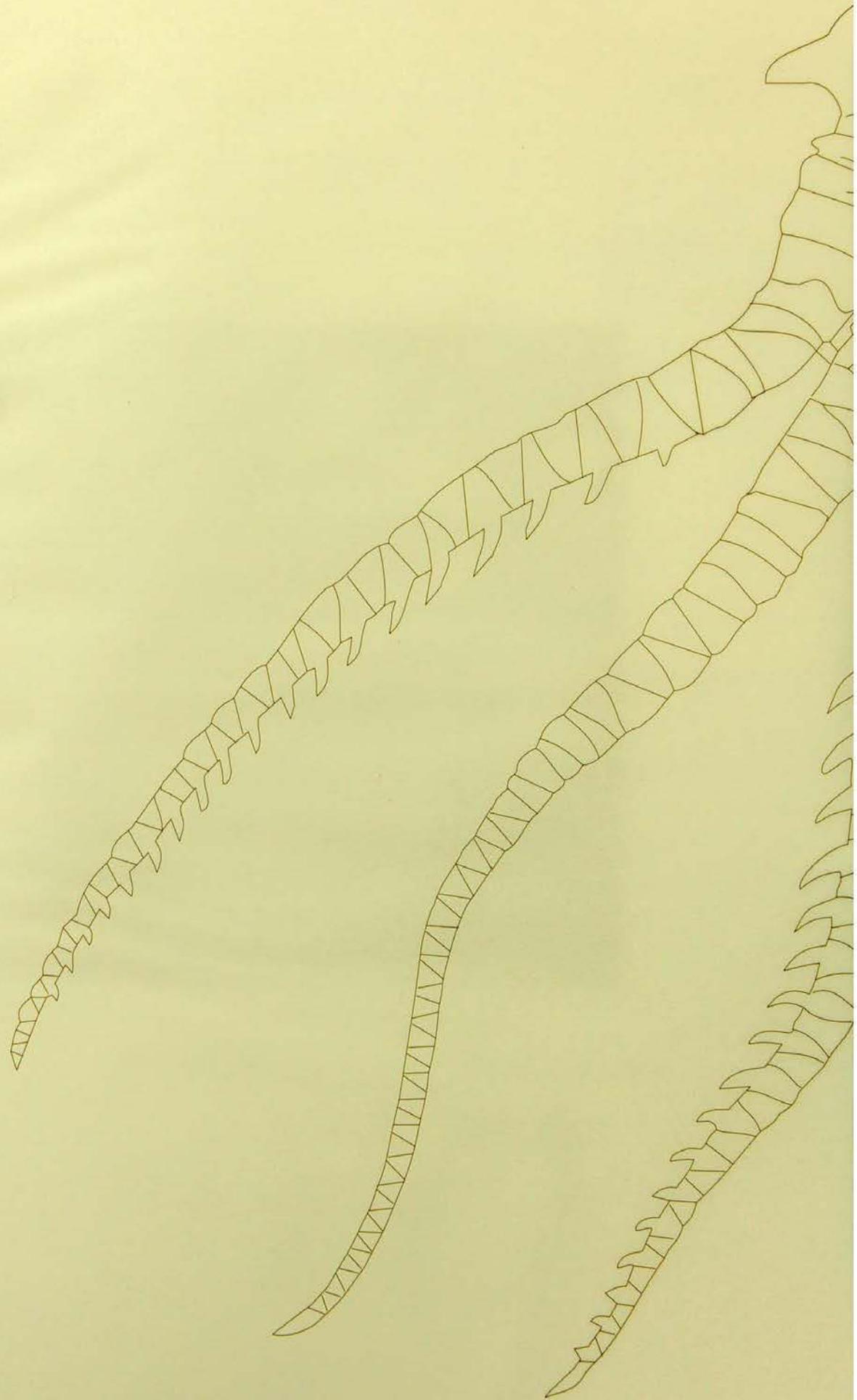
Research remained the Station's primary focus, with the majority of projects being conducted on the biology and ecology of reef fishes and hard corals. Several researchers continued work on an important and perplexing fish riddle: how do the larvae of fish find a small reef in a very big ocean when it is time to leave the open sea? The answer is important for management of fish stocks, including commercially valuable species.

With Crown of Thorns starfish numbers increasing dramatically at Lizard Island over the past few years, researchers focused their work on this most controversial animal, studying the age structure of its populations, growth rates, reproductive cycles, and the most cost-effective means of controlling it in small areas.

The Station continued to support the Lizard Island Doctoral Fellowship Scheme, with the help of the Lizard Island Reef Research Foundation. Current Fellowship research is examining factors that control predatory fish populations and determine where fish live. The findings will have important management implications concerning the wise use of fisheries stocks on the Great Barrier Reef.

A new Sir John Proud Aquarium (named in honour of the founder and inaugural chairman of the Lizard Island Reef Research Foundation) was completed and has proved a great success among researchers.

*The Lizard Island Reef Research Foundation* is an independent trust set up in 1978 to raise funds for capital development of





*Fossil crinoids, acquired with a generous  
donation from Akubra Hats*

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the Station and to support research on the Great Barrier Reef. This year, the Foundation contributed \$50,000 to expenditure. This sum attracted an additional \$25,000 as a subsidy from the NSW Government through the Australian Museum Trust.

This year, the Foundation obtained most of its revenue from its membership. Each member makes a annual donation of at least \$1,000, which is tax-deductible. There were 53 members of the Foundation in 1995/96. Friends of the Lizard Island Research Foundation contributed smaller sums to assist with development of the Station and to fund research.

The role of the *Materials Conservation & Photographic Services* division is to preserve the Museum's collections and so improve accessibility to the community, now and in the future. During the year, the division also worked with other museums, cultural groups and the public on the care of cultural heritage.

A much greater emphasis was placed during the year on training in the rare book and paper conservation area, and covered aspects of the treatment of degraded paper: washing, de-acidification and sizing, guarding and minor repairs, and the manufacture of tailor-made, durable, archival enclosures. A new interim method of linen re-backing small leather books with detached boards, retaining all original materials, was developed.

The division held a paper conservation workshop for small museums and Aboriginal keeping places in Darwin, in collaboration with the Northern Territory Museum and Art Gallery, under the outreach conservation program. As this was the first workshop, the ground work was extensive and will be used to develop future workshops in NSW.

Visits and training programs have had promising results, one being a successful exhibition in the Armidale Aboriginal Keeping Place, which was developed and installed with full community involvement, and another the well-attended meeting of the Aboriginal Keeping Place Network at Wallaga Lake, which expressed enthusiasm for the continuation of the current program of community visits and in-house training in conservation. There is a steady stream of enquiries from Aboriginal keeping places, indicating a growing awareness of the need for preventive conservation.

As part of the provision of assistance to museums in the Pacific, the division arranged a training course for fieldworkers and museum staff at the Cultural Centre, Port Vila, Vanuatu. The course, funded by the Australian High



Commission in Port Vila, provided training on introductory preservation techniques and assistance in setting up a display. In turn, the division gained valuable information on construction techniques and materials for many significant objects held at the Australian Museum. The division also gave assistance to the National Museum and Art Gallery, Papua New Guinea.

Insects are a major problem for museums, and a number of research projects are being conducted to provide non-toxic alternatives for pest control. The potential for long-term damage to artefacts due to freezing at  $-20^{\circ}\text{C}$  is being researched, as is the use of high temperatures for pest control which would be beneficial for Aboriginal keeping places and museums in the Pacific. The benefits of low oxygen storage on many of the geological collections is the focus of another research project, in which meteorites and iron pyrites are being used.

The Photographic Services section looks after the scientific, public programs and promotional needs of the Museum, and provides original black and white, and colour images, documentation of the Museum's galleries and collections, X-radiography, slide duplication and electronic imaging. The section manages a collection of modern and historic photographs of Australian fauna, the landscape and the indigenous peoples of Australia and the Pacific.

The photographic services section continued to develop its computer data entry and contact printing program for black and white roll-film negatives and historic plate negatives. The program has improved storage, conservation and access to the photographic collection.

The division of *Information Science* integrates the Museum's information sections and systems to provide a shared focus and the best results for access and delivery of information. It handles information created and disseminated in a variety of media, and organises, stores and preserves it for easy referral.

The sections within the division include the Museum's Archives, Local Area Network, Records Management, Research Library, and the science information and resource centre, search & discover.

Major projects for the Museum's Archives, which holds records created by the Museum from 1836, included the development of a photographic archives database; and the registering of material archives objects into a series, complete with a description of each object. Work on the Historic Bird Photograph Collection continued, with a list of all the individual groups which



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THE AUSTRALIAN  
MUSEUM'S  
RESEARCH LIBRARY  
IS ONE OF THE  
COUNTRY'S FINEST  
AND OLDEST  
NATURAL HISTORY  
LIBRARIES,  
HOUSING A  
SIGNIFICANT RARE  
BOOK COLLECTION  
AND A GENERAL  
COLLECTION OF  
35,000 MONOGRAPHS  
AND 10,000  
SERIAL TITLES.

make up the Collection being compiled, and details of all the historic lantern slides being collated on a database.

The Museum's Local Area Network (LAN) completed several key projects including the addition of 50 new computers to the network; full access to the Internet for 50 staff members; the establishment of the Australian Museum's World Wide Web server, with the Australian Museum Home Page; the upgrading and extension of cabling/LAN nodes to Museum sites such as the Anthropology Collection Storage, the Research Library, Education, Fish, Evolutionary Biology, Herpetology, and Terrestrial Ecology; and the development of the first test stage of a corporate Intranet.

The Australian Museum's Research Library is one of the country's finest and oldest natural history libraries, housing a significant rare book collection and a general collection of 35,000 monographs and 10,000 serial titles. Its comprehensive and specialised collections cover the Museum's main activities - invertebrate and vertebrate zoology, taxonomy, environmental science, earth sciences, anthropology, materials conservation, management, education and museology.

The impact of new technologies on the Research Library's information services has seen the use of World Wide Web resources in answering reference and research enquiries, and the increased delivery of findings in electronic format via LAN.

The division's science information and resource centre, search & discover, which attracted more than 70,000 visitors in the past year, was established as a centralised location for the Museum's many thousands of public scientific enquiries. Its role is also to promote Museum science and provide individuals and small groups with access to scientific expertise and resources through a range of technology and media.

search & discover routinely provides information to the general public, school children, tertiary students, teachers, and staff from organisations such as the National Parks and Wildlife Service, the NSW Department of Agriculture, and The Reader's Digest. Information about, and identification of, spiders is the most frequent single animal group enquiry.

The Australian Museum now has its own site on the World Wide Web ([www.austmus.gov.au](http://www.austmus.gov.au)) and the process of adding material to it is constant. The aim is to include the following: general museum information on programs, staff, access details, mission and policies; science abstracts, research projects, collaborative research, core data on collections, images, information and interpretation; public relations releases, newspaper articles; abstracts of articles in museum publications; resources for teachers, interactive learning resources; information products from museum archives, research library and search & discover; museum shop catalogue, images sales, sponsorship opportunities.

The *Deputy Director's Office* farewelled Dr Hal Cogger who retired as Deputy Director in 1994/95. The position of Acting Deputy Director was shared by Dr Doug Hoese and Dr Jim Specht. Following the report of the review of Museum management requisitioned by the Premier's Department, the Division of Materials Conservation was made accountable to the Deputy Director.

Significant changes and developments occurred at both State and national levels in the study and protection of biodiversity, a field in which the Museum has a major role because of its extensive collections of fauna. The Museum entered negotiations with the National Parks and Wildlife Service of NSW to establish a Memorandum of Understanding for collaborative work in this field. The Museum also began discussions along similar lines with the Royal Botanic Gardens, Macquarie University and Sydney University.

During the year, the Threatened Species Conservation Act was passed by the NSW Parliament and the Museum took a place on the Biological Diversity Advisory Council and the Biological Committee. The Museum continued to be represented on the Advisory Council of the National Parks and Wildlife Service, the Urban Bushland Biodiversity Study, and the Non-Indigenous Animals Advisory Committee.

One of the main activities for the Acting Deputy Directors, in conjunction with the Director, was the introduction of four research centres in science: the Centre for Biodiversity and Conservation Research, the Centre for Evolutionary Research, the People and Place Research Centre, and the Centre for Geodiversity Research. The major Centre projects funded during the year were the Mandibulata project, examining the evolutionary relationships of insects and Crustacea; the Western Corridors project studying the utility of corridors for fauna linking patches of isolated habitat; a



study of early Aboriginal rock art in the East Kimberley; development of a plant starch atlas for studying use of prehistoric tools in Papua New Guinea; the application of Laser Raman analytical techniques to diamonds and zeolites; studies of the origin of gem stones in Australia and south-east Asia; and a pilot study for identifying the source of pumice in Aboriginal archaeological sites in the Port Jackson area.

The Visiting Fellowship scheme was reviewed and modified to create two streams: one supporting research centre projects and one supporting collection management projects.

The Deputy Director's Office once again co-ordinated the nation-wide Eureka Prizes to acknowledge and reward outstanding achievements in key areas of Australian science. Sponsors were: the ABC (Eureka Prize for the Promotion of Science); POL (Eureka Prize for Environmental Research); the *New Scientist*/Reed Books (Eureka Science Book Prize); the Department of Environment, Sport and Territories (Peter Hunt Eureka Prize for Environmental Journalism); and the Australian Museum (the Eureka Prize for Industry). The prizes were presented at the Museum on November 21.



## RECOMMENDATIONS OF THE ROYAL COMMISSION INTO ABORIGINAL DEATHS IN CUSTODY

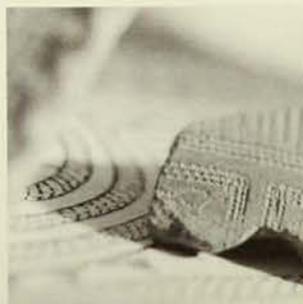
Initiatives have been undertaken by the Museum to implement recommendations of the Royal Commission into Aboriginal Deaths in Custody, specifically Recommendation 56, which stated (in part):

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

Activities and initiatives in 1995-96 included:

- Consultation for the new Aboriginal Gallery
- Second year of the Museum's Aboriginal Outreach project
- Further repatriation of Aboriginal skeletal remains to appropriate Aboriginal communities
- Establishment of the Aboriginal Heritage Unit
- Publication of a catalogue in the Museum's ongoing series for Aboriginal communities
- Various loans of artefacts to Aboriginal communities
- A variety of programs run by the Museum's Education Section aimed at increasing the awareness and understanding of Aboriginal culture
- Committee involvement as follows:
  - Phil Gordon represented the Australian Museum on the NSW National Parks and Wildlife Service's Working Party on the Return of Cultural Property to Aboriginal Communities.
  - The Aboriginal Heritage Unit attended TAFE's reference group on Aboriginal Cultural Heritage and Tourism Management.
  - Further development of storage systems for the Aboriginal collections which provides greater access for Aboriginal people.

# commercial activities



THE MUSEUM  
OPERATES  
A NUMBER OF  
COMMERCIAL  
ENTERPRISES WHICH  
GENERATE  
SUPPLEMENTARY  
INCOME FOR  
MUSEUM ACTIVITIES  
AND RESEARCH.  
THE MUSEUM  
ALSO OFFERS ITS  
PROFESSIONAL  
SERVICES ON A  
COMMERCIAL BASIS.

Museum as a Venue continue to provide revenue support to the Museum by hiring out areas for commercial functions. The Level Two Exhibition Space has become well-established and popular as a function space for Christmas and other celebratory functions. The Terrace was closed in April for refurbishment, after which demand for the space increased, especially as a venue for Friday and Sunday wedding receptions.

This year, the Museum attracted a considerable number of conferences and meetings and the Theatrette was used more than in any past year. This pleasing result was due to lively sourcing of business and participation in advantageous trade shows such as 'Sydney On Sale'.

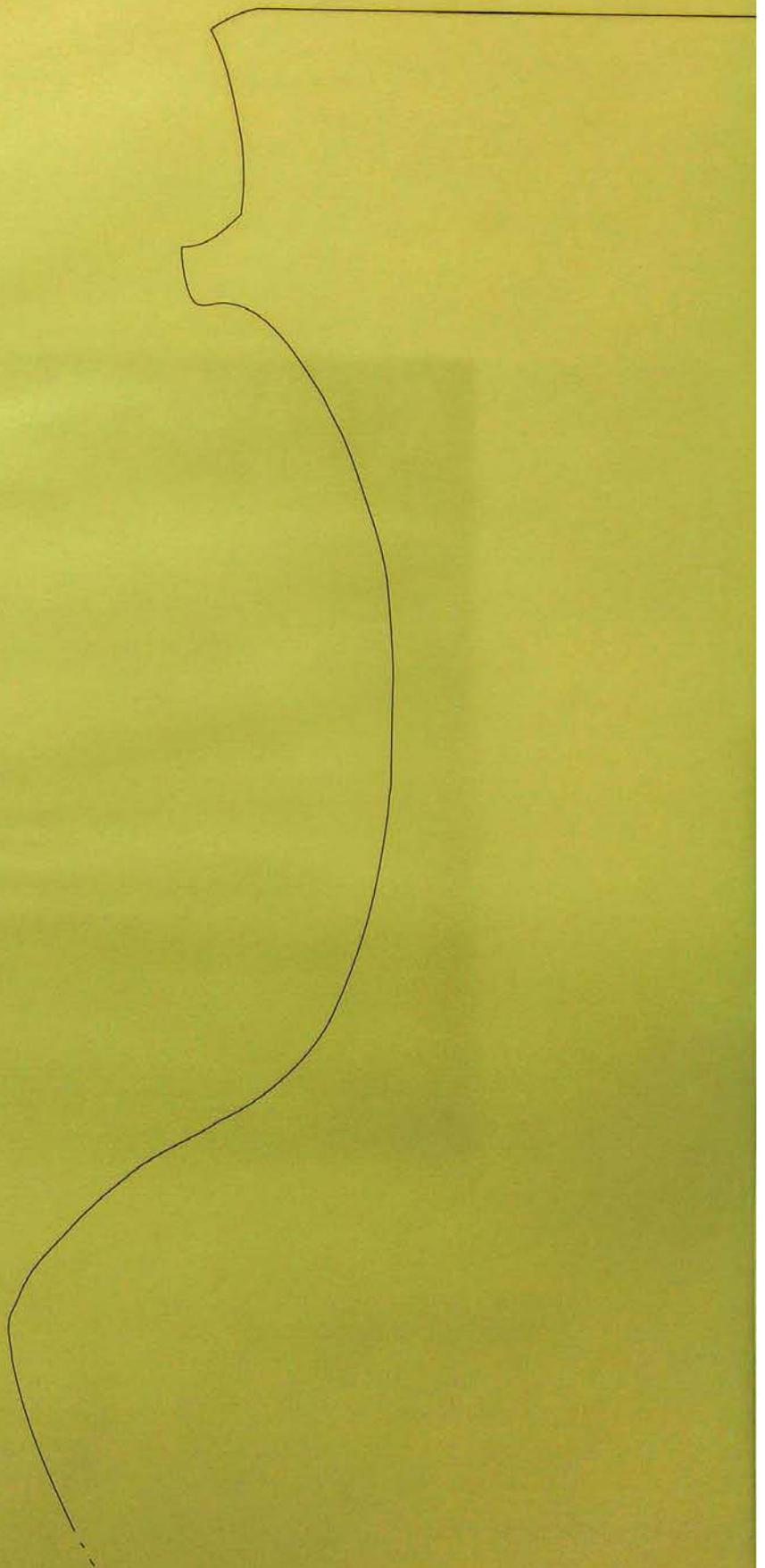
The Venues Section is a member of the Sydney Convention and Visitors Bureau, the Meetings Industry Association of Australia, the Restaurant and Catering Association of NSW, the Venue Managers Association (Asia and Pacific), the International Special Events Society, and is founder of Sydney's Unique Venues Association.

The Museum Shop traded well in the last year, with biological science publications and books providing 40 per cent and non-book merchandise 60 per cent of gross sales. The Shop strategy was to link the publications, stock and ambience to the Museum's functions and mission, where appropriate. As a result, the Shop played an increased role in the life of the Museum, providing improved customer relations and better service to members of The Australian Museum Society (TAMS). The decision to open the Shop for evening TAMS lectures was a financial and social success.

The newly developed children's department, Fun Things For Kids, was the area of greatest growth, with substantially increased sales in both books and products. The positive response to Fun Things For Kids from Museum visitors, TAMS members and Museum staff has helped enhance the Shop's profile.

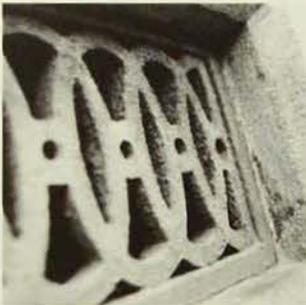
Mail orders once again generated healthy revenue, with new low-cost specialist book lists fulfilling the community-wide demand for information-based publications and products.

A shop supervisor was appointed to help with customer and internal service processes. As a result, customer service and labour-saving processes were upgraded. Towards the end of the year, the Shop acquired a new point-of-sale computer system, which provides effective inventory and auditory tracing reports, not previously available.





*Fragments of Lapita pottery dated to  
2900 years ago, from Koné, New Caledonia*



NATURE AUSTRALIA'S  
CURRENT  
READERSHIP MAKES  
IT ONE OF THE  
MUSEUM'S LARGEST  
PUBLIC PROGRAMS  
IN TERMS OF  
AUDIENCE REACH.

In its first full year trading as *Nature Australia*, the magazine continued to grow in influence and financial strength. The publication, which is held in high regard by both scientists and the general public, is distinctive in its ability to satisfy the requirements of both these demanding audiences - scientists need accurate, up-to-date research reports, and the general public requires interesting, entertaining information presented in a visually engaging format.

*Nature Australia's* current readership makes it one of the Museum's largest public programs in terms of audience reach, as well as the only one with a regular interstate and international audience. The year was special since it marked the 75th year of continuous publication - a rare event in publishing.

Editorial highlights include the Summer 1995 cover story on dingoes which was published at a time when dingoes were in the headlines. The immediacy of the story helped increase newsagent sales and subscriptions. An engaging article on stick insects in the Autumn 1996 issue attracted considerable attention. The cover story on foxes in the Winter 1996 issue created much interest and was followed up by Channel 9's *Burke's Backyard* program.

Nature Focus, The Australian Museum Photograph Agency, continued to be a source of high quality professional photographs and doubled its sales in the year. The increase was due to targeted promotion, an increased database and specialised categories not available in other picture libraries.

The agency has grown in size with an extra 10,000 images added to the database. These additions have extended the Australasian flora, fauna and landscape categories. A new computer software package, developed specifically for the agency this year, will boost efficient filing, access and transaction processes.

Nature Focus supplied all the pictures for the *Frogs* exhibition, and Bill Rudman's information disc on frogs, as well as supplying pictures for a series of children's books published by Museum Book Publishing. The agency extended its client base and supplied transparencies to manufacturers of posters, cards, books, CDs, calendars, diaries, slide presentations, stamps and telephone cards.

Scientific Publications include *Records of the Australian Museum*, the *Supplements*, and the *Technical Reports*, all of which continued to provide Australian and international scientists with an important forum for publishing taxonomic, anthropological and geological research relating to the region.

*Records of the Australian Museum* has attracted papers of high quality from

various Australian and foreign universities and academic institutions such as the University of Adelaide, the Australian National University, the University of Sydney, the University of Aberystwyth (Dyfed, UK), the University of Guelph (Ontario, Canada), Koninklij Museum voor Midden-Afrika (Belgium), Smithsonian Institution (Washington, USA), Bernice P. Bishop Museum (Hawaii) and ORSTOM (New Caledonia), as well as a number of independent and collaborative contributions from Australian Museum scientists.

The Australian Museum circulates *Records of the Australian Museum*, the *Supplements* and *Technical Papers* to 723 libraries in 89 countries around the world, either on exchange (with 640 libraries) for other scientific publications or as donations (to 83 libraries, including eight in Asia and South-East Asia, eight in South America, five in Africa, and three in the Middle East). The estimated value of the journals received in exchange by the Australian Museum is about \$100,000. An additional \$15,000 comes from the sales of back issues and extras.

An electronic catalogue of available stock and price lists is now being offered over the Internet. Sales of the monographic *Supplements*, to Japanese naturalists and professionals in particular, are increasing as advertisements are being placed in specialist Japanese newsletters.



# corporate services



THE CORPORATE  
SERVICES DIVISION  
PROVIDES  
INNOVATIVE AND  
PROACTIVE  
FINANCIAL,  
PROPERTY, PEOPLE  
AND INFORMATION  
MANAGEMENT,  
THROUGH HIGH  
QUALITY  
CO-OPERATIVE  
SERVICES WHICH  
RESPOND TO THE  
NEEDS OF ITS  
CUSTOMERS.

During the year, the Museum participated in an evaluation and comparison of corporate services efficiencies within the NSW Government budget sector. This project was undertaken by the Premier's Department with the aim of costing corporate services activities; setting targets for savings (in the cost of individual Department's corporate services); and identifying ways to improve performance.

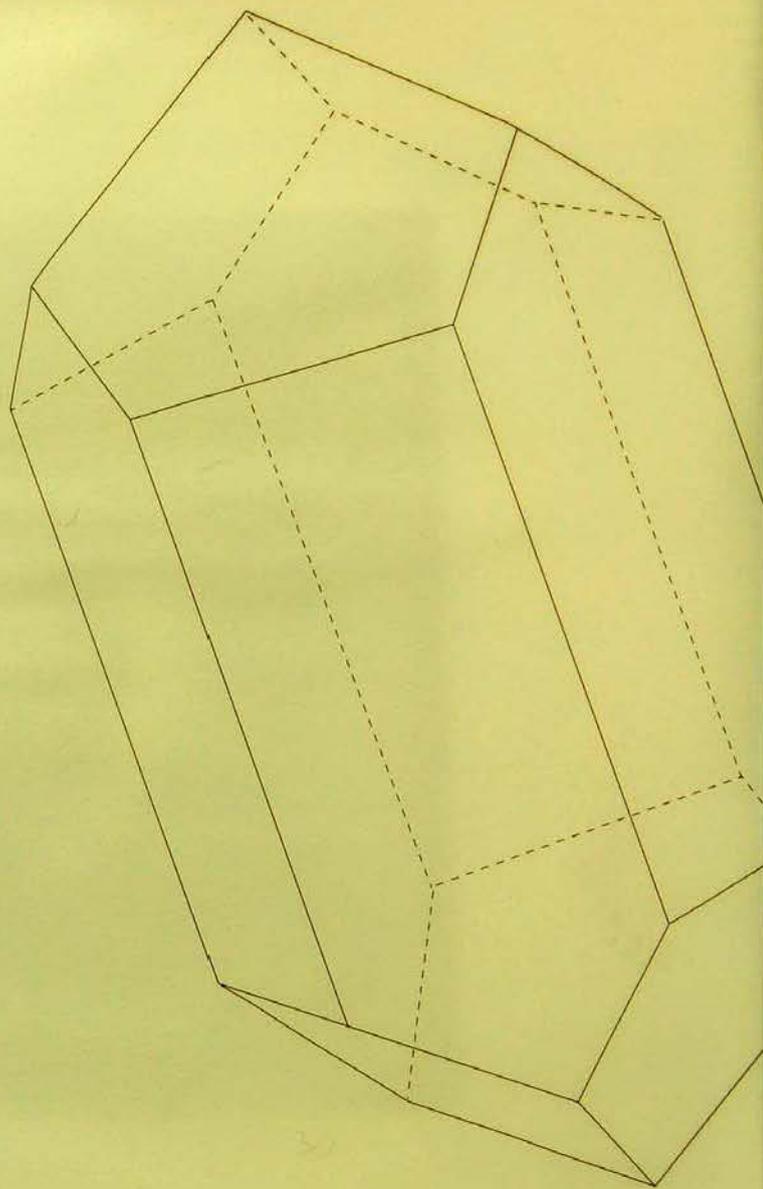
Of the 69 agencies, the Museum ranked 14th lowest (percentage of corporate services costs to total costs). The arts institutions generally had a lower ratio of expenditure on corporate services than other portfolio groupings. The report suggests that this may be due to arts institutions all being centralised and operating in an increasingly competitive environment. The Museum's costs of human resources, finance, information technology, management/administration and property management, as a percentage of total corporate service costs, are all under or at the average for all the arts institutions.

Funding of \$375,000 was provided by the Treasury in May 1996 to enable the Museum, in conjunction with Australian Energy Solutions, to implement Australia's first performance contract for energy efficiency. The project will completely modernise the Museum's lighting and will introduce modern computerised monitoring systems to control heating, air conditioning, ventilation and water systems. Savings from these initiatives in reduced operation and maintenance costs will entirely pay for the project.

In February, the President and Director of the Museum discussed a detailed submission concerning the need for development of the eastern end of the Museum site with the Premier and Minister for the Arts. Subsequently, funding of \$300,000 was provided in 1996/97 for detailed studies of the site.

The Human Resource Services section continued to provide a focused customer service to Museum staff. A continuing project has been enterprise bargaining. Highlights of negotiations include a revised performance appraisal system, an eight-level salary structure to cover all Museum staff, a skills-based progression system, and a revised flexitime system.

Two new training and development courses were offered in media and presentation skills. A customer service training package has been developed focusing on provision of customer service excellence to internal as well as external clients, and managing customer service excellence.





*A specimen of English calcite, from the  
Albert Chapman Mineral Collection*



Human Resource Services intends to implement a bench-marking program in conjunction with the Museum's Finance Section against other cultural institutions. From this, it is hoped that new procedures and standards will be indentified and adopted by the Australian Museum which will improve service to internal and external clients.

This is the final year of the five-year Asset Management Plan, with the Property Services section. The plan is innovative and ambitious and brought new management methods and introduced new technology to the Museum's building services. A register of building equipment assets was established and life cycle/replacement dates have been developed, together with cyclic replacement/maintenance for floor coverings and re-painting schedules.

A new stategic plan for the building services and fabric is being developed for the period up to 2001, and will include service delivery and quality management systems.

Contractual agreements for both statutory and periodic maintenance requirements were further developed during the year, which have provided fixed costs for the servicing of the Museum's lifts, fire protection, mechanical services and telecommunications.

Restoration of the sandstone on the facade of the Lewis Wing and on the pediment of the Museum's main entrance has been undertaken in 1995/6 at a cost of approximately \$900,000. This is a continuation of a stonework conservation program being undertaken by the Department of Public Works and Services which commenced in 1992.

In the Finance section, the Museum's cash position has been carefully monitored throughout the year. The Museum's liquidity remains at a low level. New reports have been developed and implemented for management purposes.

A number of occupational health and safety issues regarding the Finance office space were highlighted. These have been handled, where possible, with a better environment for staff being achieved.

The House Services section is responsible for providing security, front-of-house admission and reception, and cleaning services. The Information Support Team, which was formed during the year to provide admissions services, maintained a high degree of professionalism and a quality service.

An overhaul of the electronic surveillance and access control service is in its final stages. The Security Control Room has had a complete refit, and the reception area in the front entrance hall was moved to the Atrium and replaced by an information desk.

The Australian Museum Business Services section attracted over 159 projects during the year, exceeding its \$1.2 million target. The largest project awarded to AMBS was from the Olympic Co-ordination Authority for the conservation of the Green and Golden Bell Frog at the Homebush Bay Olympic site.

For the first time, almost all the commercial projects handled by AMBS were carried out, or project managed, by AMBS staff. The section is now distinguishing itself as a leader in the environmental and archaeological consulting arena in Australia.

A Performance Planning and Review system was developed by the Ministry for the Arts to measure the performance of the Museum's Senior Executive Staff, and was implemented during the year. There are three SES positions at the Museum, none held by female staff: Director, Des Griffin; Assistant Director, Geoff McKenzie; and Deputy Director, currently vacant.

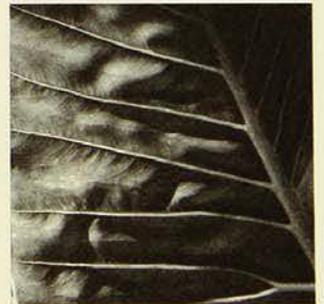
Some six consultants (under \$30,000) were engaged by the Museum: Judith Bowler & Associates; Workcare Australia; ICOM Solutions; Internal Audit Bureau; Trinity People; and Berkeley Challenge.

Recycling of waste was streamlined and a new contractor appointed, and the Museum continued its involvement with the Public Sector Risk Managers Association.

Visitors to the Museum are encouraged to record their comments on public programs and facilities in a comments book placed at the admissions desk. The vast majority of comments recorded indicated a high level of satisfaction. All complaints were investigated, and all comments responded to where adequate detail was provided.

The Australian Museum aims to provide appropriate access and employment opportunities to people with disabilities and aims to meet the needs of disabled people as both visitors to the Museum and employees of the Museum.

THE AUSTRALIAN  
MUSEUM BUSINESS  
SERVICES SECTION  
IS NOW  
DISTINGUISHING  
ITSELF AS A  
LEADER IN THE  
ENVIRONMENTAL  
AND  
ARCHAEOLOGICAL  
CONSULTING ARENA  
IN AUSTRALIA.



The Museum's public areas were, and continue to be, accessible to disabled visitors via a wheelchair ramp leading to the William Street entrance from College Street. Parking is available upon request for disabled visitors, including mini-bus parking facilities. Within the Museum, access is available to each floor via the lift. Situated within the Museum are toilets and public telephone access for disabled visitors. Wheelchairs are available from the College Street reception desk.

Touch tables and hands-on sessions were, and continue to be, arranged for special needs groups, and tours tailored, making use of trained staff and volunteers, to meet the special needs of disabled individuals. A special tour for blind people has been developed and implemented. Exhibitions at the Museum now include an audio element which also enhances blind visitors' experience.

#### Freedom Of Information (FOI)

The Australian Museum is committed to the concepts embodied in the Freedom of Information Act 1989. For the reporting period, 1 July 1995 - 30 June 1996, the Australian Museum received one request for information under the FOI Act. It did not carry over any requests from the previous year.

The Australian Museum publishes, as required, both a Freedom of Information Statement of Affairs and also a Summary of Affairs.

Documents published by the Australian Museum: All of the Museum's published books, serials, reports and documents are available through the Australian Museum Research Library, Monday to Friday, 9 am - 12.30 pm, 1.30 pm - 5 pm.

Personnel Files: Staff do not need to use FOI to gain access to their personnel files. A request to access one's file should be directed to the Human Resources Section.

Planning and Policy Documents: These documents are all available through the Australian Museum Library, at the times listed above.

Archives: Access may be gained through the Australian Museum Research Library at the times listed above.

All other documents: To gain access to all other records, applications in writing must be made to the FOI Coordinator, Australian Museum Research Library, 6 College St., Sydney, 2000. Applications may be made in person at the Australian Museum Research Library.

The Australian Museum has policies covering the Code of Conduct and Commitment to Service. These policies are available on request from the Australian Museum Research Library.



# INDEPENDENT AUDIT REPORT

## *Australian Museum Trust*

To members of the New South Wales Parliament and Members of the Australian Museum Trust

### Scope

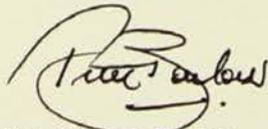
I have audited the accounts of the Australian Museum Trust for the year ended 30 June 1996. The preparation and presentation of the financial statements consisting of the statement of financial position, operating statement and statement of cash flows, together with the notes thereto and the information contained herein, is the responsibility of the Trust. My responsibility is to express an opinion on these statements to members of the New South Wales Parliament and Members of the Trust based on my audit as required by sections 34 and 41C(1) of the *Public Finance and Audit Act 1983*. My responsibility does not extend here to an assessment of the assumptions used in formulating budget figures disclosed in the financial statements.

My audit has been conducted in accordance with the provisions of the Act and Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with the requirements of the *Public Finance and Audit Act 1983*, Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) so as to present a view which is consistent with my understanding of the Trust's financial position, the results of its operations and its cash flows.

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

### Audit opinion

In my opinion, the financial statements of the Australian Museum Trust comply with sections 41B and 41BA of the Act and present fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements the financial position of the Trust as at 30 June 1996 and the results of its operations and its cash flows for the year then ended.



P.J. BOULOUS, ACA  
PRINCIPAL AUDITOR

(duly authorised by the Auditor-General of New South Wales under section 41C(1A) of the Act)

SYDNEY  
*16 October 1996*

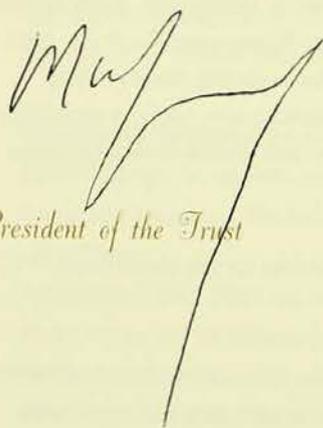


# financial statements

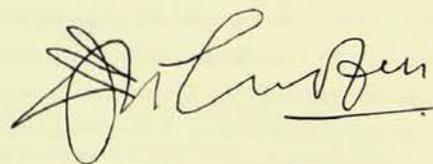
AUSTRALIAN MUSEUM TRUST STATEMENT  
IN ACCORDANCE WITH SECTION 41C(1C)  
OF PUBLIC FINANCE AND AUDIT ACT, 1983

Pursant to Section 41C(1C) of the Public Finance and Audit Act we state that:

- (a) The financial statements and notes thereon exhibit a true and fair view of the financial position and transactions for the year ended 30 June 1996.
- (b) The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views), the requirements of the Public Finance & Audit Act 1983, Public Finance and Audit (General) Regulations 1995, and the Financial Reporting Code Under Accrual Accounting for Inner Budget Sector Entities.
- (c) There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



*President of the Trust*



*Secretary of the Trust*

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AUSTRALIAN MUSEUM TRUST OPERATING STATEMENT  
FOR THE YEAR ENDED 30 JUNE 1996

	Notes	Actual 1996 \$'000	Budget 1996 \$'000	Actual 1995 \$'000
<b>Expenses</b>				
Operating Expenses				
Employee related	4 (a)	12,601	12,936	11,912
Other Operating expenses	4 (b)	6,931	6,937	8,070
Maintenance	4 (c)	1,513	1,995	1,615
Depreciation	4 (d)	980	1,021	1,111
Grants & subsidies		40	-	83
Other services		30	-	5
<b>Total Expenses</b>		<b>22,095</b>	<b>22,889</b>	<b>22,796</b>
<b>Revenues</b>				
User charges	5	4,568	4,893	6,185
Donations and industry contributions	6	1,580	1,454	1,507
<b>Total Revenues</b>		<b>6,148</b>	<b>6,347</b>	<b>7,692</b>
Net gain/(loss) on sale of exhibit		(100)	-	-
<b>NET COST OF SERVICES</b>		<b>(16,047)</b>	<b>(16,542)</b>	<b>(15,104)</b>
<b>Government Contributions</b>				
Consolidated Fund recurrent appropriation		14,450	14,450	12,386
Consolidated Fund capital appropriation		825	825	1,596
Acceptance by State of Museum				
Trust liabilities	2	1,214	1,300	1,109
<b>Surplus/(deficit) for the year</b>		<b>442</b>	<b>33</b>	<b>(13)</b>
Accumulated surplus at the beginning of the year		2,458	2,458	2,317
Transfer from Reserves		-	-	154
<b>Accumulated surplus at the end of the year</b>		<b>2,900</b>	<b>2,491</b>	<b>2,458</b>

The accompanying notes form part of these statements.

AUSTRALIAN MUSEUM TRUST STATEMENT OF FINANCIAL  
POSITION AS AT 30 JUNE 1996

	Notes	Actual 1996 \$'000	Budget 1996 \$'000	Actual 1995 \$'000
<b>Current Assets</b>				
Cash	7 (a)	177	52	132
Investments	7 (b)	71	103	103
Receivables	7 (c)	309	383	383
Inventories	7 (d)	130	120	120
<b>Total Current Assets</b>		<u>687</u>	<u>658</u>	<u>738</u>
<b>Non-Current Assets</b>				
Property, Plant & Equipment etc	8	125,327	124,925	124,876
<b>Total Non-Current Assets</b>		<u>125,327</u>	<u>124,925</u>	<u>124,876</u>
<b>TOTAL ASSETS</b>		<u>126,014</u>	<u>125,583</u>	<u>125,614</u>
<b>Current Liabilities</b>				
Borrowings	9 (a)	100	392	106
Creditors	9 (b)	1,182	966	1,166
Provisions	9 (c)	962	864	914
<b>Total Current Liabilities</b>		<u>2,244</u>	<u>2,222</u>	<u>2,186</u>
<b>Non Current Liabilities</b>				
Borrowings	9 (a)	-	-	100
<b>Total Non Current Liabilities</b>		<u>-</u>	<u>-</u>	<u>100</u>
<b>TOTAL LIABILITIES</b>		<u>2,244</u>	<u>2,222</u>	<u>2,286</u>
<b>NET ASSETS</b>		<u>123,770</u>	<u>123,361</u>	<u>123,328</u>
<b>Equity</b>				
Accumulated surplus	10 (a)	2,900	2,491	2,458
Reserves	10 (b)	120,870	120,870	120,870
<b>TOTAL EQUITY</b>		<u>123,770</u>	<u>123,361</u>	<u>123,328</u>

The accompanying notes form part of these statements.



AUSTRALIAN MUSEUM TRUST STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 1996

	Actual 1996 \$'000	Budget 1996 \$'000	Actual 1995 \$'000
<b>Cash Flows from Operating Activities</b>			
Payments			
Employee related	11,339	11,686	11,255
Other Operating expenses	6,915	7,137	7,228
Maintenance	1,513	1,995	1,615
Grants & subsidies	40	-	83
Other services	30	-	5
	<u>19,837</u>	<u>20,818</u>	<u>20,186</u>
Receipts			
User charges	4,639	4,893	6,205
Donations and industry contributions	1,573	1,454	1,503
Interest Received	7	-	4
	<u>6,219</u>	<u>6,347</u>	<u>7,712</u>
Total Net Cash outflow on Operating Activities (see note 17b)	(13,618)	(14,471)	(12,474)
<b>Cash Flow from Investing Activities</b>			
Purchase of property, plant & equipment	(889)	(495)	(477)
Sale of Exhibits	81	-	-
Proceeds from Inventory	(10)	-	8
Purchase of Exhibitions	(720)	(565)	(1,222)
Sale/(Purchase) of Investments	32	-	(30)
Total Net Cash Outflow on Investing Activities	<u>(1,506)</u>	<u>(1,060)</u>	<u>(1,721)</u>
<b>Net Cash Outflows from Operating &amp; Investing Activities</b>	<u>(15,124)</u>	<u>(15,531)</u>	<u>(14,195)</u>
<b>Government Funding Activities</b>			
Consolidated Fund Recurrent Appropriation	14,450	14,450	12,386
Consolidated Fund Capital Appropriation	825	825	1,596
New/(Repayment) of Loans from Treasury	(100)	(100)	200
Total Net Cash provided by Government	<u>15,175</u>	<u>15,175</u>	<u>14,182</u>
<b>Net Increase/(Decrease) in Cash</b>	51	(356)	(13)
<b>Opening Cash Balance</b>	126	126	139
<b>CLOSING CASH BALANCE</b>	<u>177</u>	<u>(230)</u>	<u>126</u>

The accompanying notes form part of these statements

AUSTRALIAN MUSEUM TRUST  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE, 1996

**1. THE MUSEUM TRUST REPORTING ENTITY**

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

All transactions and balances between the funds and entities comprising the Australian Museum Trust have been eliminated in the process of preparing the financial statements.

**2. SUMMARY OF ACCOUNTING POLICY**

The financial statements which are a general purpose financial report of the Australian Museum Trust have been prepared in accordance with the applicable Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views), industry practices, the requirements of the Public Finance and Audit Act 1983 and Public Finance and Audit (General) Regulations, 1995 and Treasurer's Directions including the Financial Reporting Code under accrual accounting for Inner Budget Sector Entities.

**a. Basis of Accounting**

Except for land and some buildings which are recorded at valuation and the Museum collections which are valued at \$1 in accordance with previous Treasury Guidelines (see Note 8(e)), the financial report is prepared in accordance with the historical cost convention.

**b. Insurance**

All potential liabilities including personal accident, workers compensation, fire, theft and damage, etc, are covered under the New South Wales Treasury Managed Fund.

**c. Annual and Extended Leave**

A calculation has been made of the total liability for both accrued extended leave for all employees with an entitlement based on five (5) or more years service and accrued annual leave at their rate of pay at balance date.

The NSW Treasury, from 1 July 1991, has accepted the liability in respect of extended leave as an obligation of the State. The amount of this liability is \$1,939,580 (\$1,799,105 in 1994/95) and is not included in the Museum's Statement of Financial Position. The increase in extended leave liability for 1995/96 was \$140,475 (\$120,592 in 1994/95) and has been charged as an operating expense within the category Employee Related Costs and an offset corresponding amount included as a funding component - Acceptance by State of Museum Liabilities. Long Service Leave Entitlements are calculated at their nominal value.

The accrued annual leave is a liability of the Museum funded from future recurrent allocations. The \$47,723 (\$44,938 decrease in 1994/95) increase in this year's liability has been charged as an increase in operating expense within the category Employee Related Costs.

No liability is recognised in the accounts for non vesting sick leave, as the Museum does not consider it probable that sick leave taken in the future will be greater than the entitlements accrued in the future.

#### d. Depreciation and Amortisation

The buildings on Lizard Island are depreciated on a straight-line basis over their remaining estimated life of up to 27 years on the assumption that the Museum's lease of land on the Island will be renewed in 1998.

The Museum believes that the life of the Museum buildings (Sydney) is indeterminate but conservatively estimate that the useful life of the buildings as a Museum would be in excess of 200 years provided that the building is subject to normal maintenance. Therefore the annual depreciation expense to be applied to the building is determined to be immaterial.

Depreciation of Plant and Equipment is calculated on a straight line basis.

Depreciation rates for each asset category are as follows:

Audio Visual, Computers	20%
Photography, Science and General	10%
Vehicles	15%

Individual assets acquired for less than \$500 are fully expended in the year of acquisition and therefore not depreciated.

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

#### e. Employee Superannuation Entitlements

As from 1 July 1991 the Treasury accepted superannuation liabilities in respect of Museum employees as an obligation of the State.

The cost of superannuation benefits is calculated by using the accrued benefit calculation method. These figures are not included in the Museum's Statement of Financial Position. It has been agreed that where the Superannuation liability of budget sector agencies has been assumed by the State, any changes in the liability from past service should only affect the State's Statement of Financial Position.

The annual cost of the employer superannuation expense for 1995/96 is \$1,073,868 (\$988,417 in 1994/95) and has been charged as an operating expense within the category Employee Related Costs and an offset amount included as a funding component - Acceptance by State of Museum Liabilities.

### 3. BUDGET REVIEW

The actual net cost of services for 1995/96 was \$495,000 less than Treasury Budget Paper, (\$481,000 more in 1994/95). Budget variances were due to:

The budget figures as published in the Treasurers budget papers 1995/96 were subsequently reviewed and varied to reflect more up to date information and budget decisions. During the year there was a further change in the expenditure mix between building maintenance and other operating expenses. With gallery revenue and shop income, it was realised early that the targets were not achievable so some compensating adjustment to expenditure were made. A new exhibit (Frogs) which was originally a temporary exhibit (and thus expensed), but is now expected to have a longer life because it is being toured. The successful Gargantuan's exhibit life span has also been increased due to a proposed South East Asian Tour.

### 4. EXPENSES

	1995/96	1994/95
	\$'000	\$'000
<b>a. Employee related expenses</b>		
Comprised the following items:		
Salaries and Wages	10,472	10,008
Superannuation	1,074	988
Payroll tax and fringe benefit tax	729	671
Long Service leave	141	127
Annual Leave	48	(45)
Workers compensation insurance	130	160
Other	7	3
	12,601	11,912
<b>b. Other Operating expenses</b>		
Comprised the following items:		
Rent	300	297
Freight	138	414
Motor Vehicles	47	49
Advertising & Promotional	728	566
Electricity	491	492
Insurance	365	321
Postal & Telephone	294	301
Working Expenses	2,042	2,336
Trading:		
Shop	347	357
Australian Natural History	468	443
Special Exhibits	83	1,292
Commercialisation Project	839	438
Research Facilities	271	516
Printing	378	183
Maintenance Contracts	120	65
Other	20	-
	6,931	8,070

	1995/96 \$'000	1994/95 \$'000
<b>c. Maintenance</b>		
Comprised the following items:		
General	1,138	1,065
Energy Conservation Plan	375	-
Halon Replacement	-	393
PABX Replacement	-	157
	<u>1,513</u>	<u>1,615</u>

**d. Depreciation**

Depreciation was charged as follows:

Buildings	20	18
Exhibitions	564	884
Plant and Equipment	396	209
	<u>980</u>	<u>1,111</u>

**5. USER CHARGES**

User Charges comprised:

Sales - Shop Trading operations (note 5(a))	493	535
The Australian Museum Society (note 5(b))	305	315
Other Trading (note 5(c))	3,770	5,335
	<u>4,568</u>	<u>6,185</u>

**a. Shop Trading Operations**

<b>Sales</b>	<b>493</b>	<b>535</b>
<b>Less: Cost of Sales</b>		
Opening Stock	120	129
Purchases	284	342
	<u>404</u>	<u>471</u>
Less: Closing Stock	130	120
Cost of Goods Sold	<u>274</u>	<u>351</u>
<b>Gross Profit</b>	<b><u>219</u></b>	<b><u>184</u></b>

Stock has been valued at the lower of average cost price or net realisable value.

Direct salaries and wages of \$140,896 (\$135,132 in 1994/95) and measurable overheads of \$63,000 (\$13,385 in 1994/95) were also identified against Shop Trading Operations. It is not the Museum's policy to consider and charge against the Shop Trading Account indirect costs. Expenditure mentioned above is included in the appropriate expense item in the Operating Statement.

**b. The Australian Museum Society (TAMS)**

The Society was established for the purpose of promoting a greater knowledge of and concern for the environment and to encourage community support for the work of the Museum.

	1995/96	1994/95
	\$'000	\$'000
<b>Revenue</b>		
Subscriptions	227	257
Functions	70	50
Donations	2	4
Other	6	4
	<u>305</u>	<u>315</u>
	1995/96	1994/95
	\$'000	\$'000
<b>Expenditure</b>		
Salaries	108	143
Working Expenses	158	146
Depreciation	7	6
	<u>273</u>	<u>295</u>
<b>Net Revenue</b>	<u>32</u>	<u>20</u>

Expenditure mentioned above is included in the appropriate expense item in the Operating Statement.

**c. Trading Operations - Other**

Revenue from Other Trading operations comprised:

Australian Natural History Magazine	614	530
Gallery Revenue	678	795
Special exhibits - Sydney	-	1,367
Special exhibits - Touring (Gargantuans)	194	550
Commercialisation Projects	1,459	1,219
Restaurant Activities	34	53
Venue Hire	151	173
Research Facilities - Lizard Island	455	474
Nature Focus Photographic Agency	117	142
Miscellaneous	68	32
	<u>3,770</u>	<u>5,335</u>

## 6. DONATIONS AND INDUSTRY CONTRIBUTIONS

	1995/96	1994/95
	\$'000	\$'000

Revenue from Donations and Industry Contributions comprised:

Scientific Research - Federal Government funds	550	930
Scientific Research - Other	351	340
Grants - State Government	478	80
Foundation - Donations	144	155
Other	57	2
	<u>1,580</u>	<u>1,507</u>

The treatment of Grants in Advance in the Financial Reporting Code under accrual accounting for Inner Budget Sector Entities recognises Grants in Advance as revenue when the cash is received.

## 7. CURRENT ASSETS

	1995/96	1994/95
	\$'000	\$'000

### a. Cash

Cash at Bank	167	122
Cash on Hand	10	10
	<u>177</u>	<u>132</u>

### b. Investments

Investments recorded at cost comprised:

Bank Term Deposits	71	103
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Investments are brought to account at cost (Face value \$70,426 as at 30 June 1996).

### c. Receivables

At an aggregate value of \$308,524 was recorded at balance date and comprised:

Trade Debtors	294	380
Less Provision for Doubtful Debts	3	6
	<u>291</u>	<u>374</u>
Accrued Revenue and Prepayments	18	9
	<u>309</u>	<u>383</u>

The Trade Debtors are aged:

Less than 30 days	216	242
30 to 59 days	48	49
60 to 89 days	3	71
90 to 120 days	4	10
120 and over	23	8
	<u>294</u>	<u>380</u>

Bad Debts to the value of \$1,249 (\$1,325 in 1994/95) have been written off this year. These debts related to trading operations.

**d. Inventories**

The value recorded at 30 June 1996 of \$130,405 (\$120,474 in 1994/95) represented stock in trade held in the Museum's shop outlets. Stocks were brought to account at the lower of average cost price or net realisable value.

**8. NON-CURRENT ASSETS**

**a. Summary of Property, Plant & Equipment, Exhibition and Collections**

	Land	Buildings	Plant & Equip	Exhibits	Collections	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Cost</b>						
At July 1, 1995	-	591	2,936	5,877	-	9,404
Additions	-	246	643	720	-	1,609
Disposals	-	-	(315)	(708)	-	(1,023)
At June 30, 1996	-	837	3,264	5,889	-	9,990
<b>Valuation</b>						
At July 1, 1995	15,870	105,000	-	-	-	120,870
Increments	-	-	-	-	-	-
Decrements	-	-	-	-	-	-
At June 30, 1996	15,870	105,000	-	-	-	120,870
<b>Cost and Valuation</b>	<b>15,870</b>	<b>105,837</b>	<b>3,264</b>	<b>5,889</b>	<b>-</b>	<b>130,860</b>
<b>Depreciation</b>						
At July 1, 1995	-	109	1,842	3,447	-	5,398
Charge for year	-	20	393	564	-	977
Disposals	-	-	(315)	(527)	-	(842)
At June 30, 1996	-	129	1,920	3,484	-	5,533
<b>Net Book Value</b>						
At June 30, 1996	15,870	105,708	1,344	2,405	-	125,327
At June 30, 1995	15,870	105,482	1,094	2,430	-	124,876

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

- Aboriginal Gallery
- Birds Gallery
- Insects Gallery
- Marine Gallery
- Mineral Gallery

**b. Land and Buildings**

The value recorded in the Statement of Financial Position covers the following Trust Property:

	1995/96 Land \$'000	1995/96 Buildings \$'000	Total	1994/95
Museum Property - College and William Street, Sydney (at valuation)	10,000	-	10,000	10,000
Museum Property - Yurong and William Street, Sydney (at valuation)	5,870	-	5,870	5,870
Museum Buildings - At above listed properties	-	105,000	105,000	105,000
Lizard Island Research Station Buildings (at cost)	-	837	837	591
Less Accumulated Depreciation	-	(129)	(129)	(109)
	<u>15,870</u>	<u>105,708</u>	<u>121,578</u>	<u>121,352</u>

The Valuer General's Department valued the land at a market valuation. The date of valuation was 30 June 1995 for College Street.

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland Government for a twenty five year period terminating in 1998 at a nominal annual rental. A depreciation charge of \$20,022 against operations was brought to account in 1995/96, based on the assumption that the lease will be extended.

The Public Works Department valued on 6 August 1991 the Museum Buildings which are recognised heritage assets of the State in Sydney at replacement cost. This valuation is for a replacement modern building that has the same service capacity. It does not represent the replacement, historic or intrinsic value of the existing building.

	1995/96 \$'000	1994/95 \$'000
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**c. Plant & Equipment**

The book values are summarised as follows:

Book value at 1 July	1,094	1,026
Additions	643	305
Deletions	-	(28)
	<u>1,737</u>	<u>1,303</u>
Less Depreciation	393	209
Book Value at 30 June	<u>1,344</u>	<u>1,094</u>

It is considered that the market value of Plant and Equipment approximates the book value.

#### d. Exhibitions

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

Development and establishment costs as capitalised 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 thus costed) for the 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.

	1995/96	1994/95
	\$'000	\$'000
Book value of Exhibitions operational at 1 July 1995	2,430	2,092
Capitalisation of Exhibitions developed in 1995/96	720	1,222
Net (loss) on sale of Shark! exhibition	(181)	-
	<u>2,969</u>	<u>3,314</u>
Less Depreciation to Operating Statement	564	884
Book value of Exhibitions at 30 June 1996	<u>2,405</u>	<u>2,430</u>

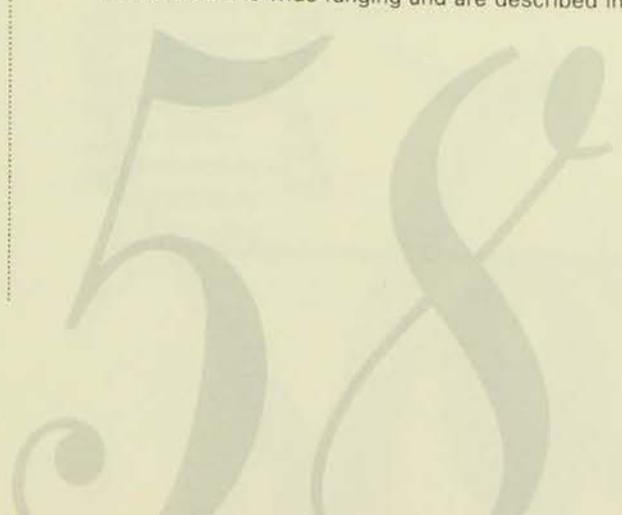
#### e. Collections, Specimen and Other Acquisition

The Museum is not required to value its collections for the current year.

Acquisitions costs do not normally feature as a major component of operating costs. The costs so expended over the past 5 years are:

	\$'000
1991/92	35
1992/93	330
1993/94	35
1994/95	79
1995/96	35

Expenditure mentioned above is included in the Operating Statement in the relevant year of purchase. The nature, size, quantity and quality of the collections held by this Museum is wide ranging and are described in the annual report.



## 9. CURRENT LIABILITIES

	1995/96 \$'000	1994/95 \$'000
<b>a. Borrowings</b>		
Bank Overdraft - Current	-	6
Loans - Treasury	100	100
Total Current Borrowings	<u>100</u>	<u>106</u>
Loans - Treasury	-	100
Total Non-Current Borrowings	<u>-</u>	<u>100</u>

This unsecured loan enabled the Museum to expand its Business Services commercialisation activities. Interest will be charged at the State Banks reference rate in force at the commencement of each calendar quarter. The remaining principal repayment of \$100,000 will be made no later than 1 May 1997.

	1995/96 \$'000	1994/95 \$'000
<b>b. Creditors</b>		
Employee Related	193	97
Other operating expenses	989	1,069
	<u>1,182</u>	<u>1,166</u>
<b>c. Provision for Employee Annual Leave Entitlements</b>		
Balance 1 July	914	959
Increase/(decrease) in provision	48	(45)
Balance 30 June	<u>962</u>	<u>914</u>

## 10. EQUITY

<b>a. Accumulated Funds</b>		
Balance at 30 June 1995	2,458	2,317
Operating Result for Year	442	(13)
Transfer from Reserves	-	154
Balance at 30 June 1996	<u>2,900</u>	<u>2,458</u>
<b>b. Asset Revaluation Reserve</b>		
Net reserve at 30 June	120,870	124,114
Revaluation of Property	-	(3,090)
Transfer to Accumulated Fund	-	(154)
Balance as at 30 June	<u>120,870</u>	<u>120,870</u>

## 11. COMMITMENTS FOR EXPENDITURE

### a. Goods and Services Commitments

Purchase orders for goods and services contracted for at 30 June 1996 not otherwise accounted for in the Statement of Financial Position totalled \$347,379 (\$702,290 at 30 June 1995) of which \$47,296 (\$19,564 at 30 June 1995) represents capital commitments.

### b. Lease Commitments

The Trust has forward commitments for lease rentals with respect to three properties it occupies as lessee. The aggregate lease expenditure contracted for at 30 June 1996 (subject to adjustments) comprises:

	\$'000
Not later than 1 year	231
Later than 1 year & not later than 2 years	-
Later than 2 years & not later than 5 years	-
Later than 5 years	-
	<u>231</u>

## 12. MATERIAL ASSISTANCE PROVIDED AT NO COST TO THE TRUST

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  
Industrial Relations from the Department of Industrial Relations  
Donation of objects for the Collections

## 13. AUDIT FEE

The fee for the audit of the Museum's accounts and records, by the Audit Office of New South Wales was \$31,000 (\$28,000 in 1994/95). No other benefits were provided/paid in respect of the audit. Internal audit valued at \$18,920 (\$31,650 in 1994/95) was provided by the Internal Audit Bureau and paid by the Ministry for the Arts.

## 14. MEMBERS FEES OR BENEFITS, ETC.

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

## 15. RESTRICTED ASSETS

The Museum receives grants for specific purposes. If the expenditure is not incurred in the manner specified or in terms of the conditions of the grants then the Museum has an obligation to return the funds advanced. The cash received is therefore restricted in its application.

## 16. CONTINGENT LIABILITIES

The Trust was not aware of any contingent liability relevant to its functions at 30 June 1996.

## 17. NOTE TO STATEMENT OF CASH FLOWS

### a. Reconciliation to Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in the bank accounts (including overdrafts). Cash at the end of financial year shown in the cash flow statement is reconciled to the items, Cash and Borrowings in the balance sheet as follows :

	1995/96 \$'000	1994/95 \$'000
Cash	10	10
Salary Advance account	15	15
Lizard Island Advance account	9	17
Trust operating account	59	80
Australian Museum Foundation accounts	10	10
The Australian Museum Society accounts	72	(6)
Peter Rankin Memorial fund	2	-
	<u>177</u>	<u>126</u>

### b. Reconciliation of net cash outflow on operating activities to net cost of services

Net Cost of Services	16,047	15,104
Adjustments for non-cash items		
Depreciation	(980)	(1,111)
Provision for recreation leave	(48)	45
Gain/(loss) on disposal of assets	(100)	-
Acceptance by the State of Museum liabilities	(1,214)	(1,109)
	<u>13,705</u>	<u>12,929</u>
Increase in receivables	(71)	7
(Increase) in creditors	(16)	(462)
Total net cash outflow on operating activities	<u>13,618</u>	<u>12,474</u>

### c. Bank Overdraft facility

The Museum has a \$403,000 bank overdraft facility on its operating account.

## 18. PROGRAM INFORMATION

The Australian Museum operates under one program. The objective is to increase understanding of, and influence public debate on, the natural environment, human societies and human interaction with the environment.

*End of audited Financial Statements*

# appendices

## TRUST PROFILES

The Australian Museum Trust consists of nine trustees appointed by the Governor on the nomination of the Minister.

A Trustee is appointed for three years but is eligible for re-appointment.

A Trustee is not to hold office for four consecutive terms.

The President of the Trust shall be nominated by the Minister.

The Governor may, on the nomination of the Minister, appoint a person to fill any vacancy that occurs for the residue of the term of office of his or her predecessor.

The appointment of a Trustee takes effect on 1 January of the year following that in which the appointment is made.

The Trustees must include at least one person who has a knowledge of, or experience in science, and at least one person who has a knowledge of, or experience in education.

Mr Malcolm Long LL.B was appointed Managing Director of the SBS Corporation in February 1993. The Corporation is Australia's multicultural and multilingual broadcaster, operating a national television network, radio services broadcasting in 68 languages and a range of related services. Prior to joining SBS, he was the Deputy Managing Director of the ABC. He is a graduate in law from the University of Western Australia, he has been a newspaper journalist, a producer, executive producer, station and network manager in Perth, Sydney and Melbourne. He has worked in a range of senior executive positions in broadcasting. He is currently vice-president of the International Institute of Communications (a leading organisation which draws its membership from telecommunications, broadcasting and information industry experts around the world). He is a member of the Board of the National Institute of Dramatic Art in Australia and a member of the Musica Viva National Council. He was appointed to the Museum Trust in January 1995 and appointed President in January 1996.

Professor Brian Low is Pro-Vice Chancellor (Academic) at the University of Technology, Sydney. He was born and educated in Queensland and has worked as a secondary school teacher in Queensland, and as an academic staff member in universities in New South Wales. His research interests are in the areas of mathematical reasoning, the education of mathematics teachers, and education policy. Professor Low joined the Museum Trust in January 1990 and was elected Deputy President in 1996.

Ms Robyn Holt is the CEO of Sanofi Beaute Australia, a French company whose brands include Yves Saint Laurent, Oscar de la Renta and Van Cleff & Arpels. Robyn was the head of Yves Saint Laurent in Australia for five years and is now responsible for all Sanofi brands in Australia. She began her career in the stockholding industry and has worked in journalism and film design. She was editor of Vogue Living magazine for eight years and wrote a children's book 'Let's Do It Together - Build a Cubby'. She is married with one daughter. Robyn was appointed to the Australian Museum Trust in January 1993.

Ms Lucy Hughes Turnbull holds a Bachelor's degree in law and an MBA from Sydney and New South Wales universities respectively. She has worked as a solicitor and investment banker since 1986, specialising in commercial, corporate, insolvency and trade practices law. In investment banking, she has worked in the corporate advisory area, mostly in investment evaluation and financial statement analysis. She is Chair of the Prince of Wales Childrens' Hospital Appeal, and a director of the Prince of Wales Childrens' Hospital Foundation Ltd. She is also a director of several companies, including Turnbull and Partners Holdings Ltd. She joined the Australian Museum Trust in January 1995.

Mr Aden Ridgeway is a member of the Gumbayngirr Aboriginal people of northern New South Wales. He is Executive Director of the NSW Aboriginal Land Council. He has extensive experience in issues concerning Aboriginal perspectives on land management, cultural property, Aboriginal land rights and community planning. He has been a consultant to Aboriginal organisations on business planning and was a member of the team developing the regional plan for the socio-economic conditions of Aboriginal people in the Sydney region. He has been an assessor (Aboriginal) at the NSW Land and Environment Court. He is an executive member of the Sydney Regional ATSIC Council and a counsellor to the Geographic Names Board of NSW. He convenes the Trust Committee for Indigenous Issues. He joined the Trust in January 1993.

Associate Professor Margaret Rose is director of animal care for the Prince Henry, Prince of Wales and the Prince of Wales Childrens' Hospitals and an Associate Professor in the Clinical School of the University of NSW which is associated with that hospital group. She is a veterinarian with over 20 years experience in biomedical research. For most of that time, she has been involved in issues relating to science and public policy, particularly with regard to the use of animals in research and teaching. She is Chairman of the Animal Research Review Panel, the statutory body responsible for the overview of animal use in science and teaching in NSW. She also serves as a member of the NSW Animal Welfare Advisory Council and is a founding member of the Australian and New Zealand Council for the Care of Animals in Research and Teaching. She joined the Museum Trust in January 1995.

Dr Nicola Ward graduated with honours in medicine. She spent several years working in teaching hospitals before completing her MBA. She joined the Nucleus Group 10 years ago, initially as clinical and marketing executive for the Group, then transferring to Cochlear Pty Ltd, world leader in cochlear implants (the bionic ear) as strategic planning executive. She is also a member of the Industry Research and Development Board and its Health, Food and Bio-industries Committee, and the Advisory Council on Industrial Property. She joined the Trust in January 1995.

Professor Kathleen Bowmer is Deputy Vice-Chancellor of Charles Sturt University in Wagga Wagga. Professor Bowmer is Deputy Chief, CSIRO Division of Water Resources and chief research scientist. Professor Bowmer is currently a member of the Boards of the CRC for Freshwater Ecology; Murray-Darling Freshwater Research Centre; Australian Centre for Water Quality Research; and represents CSIRO on the ARMCANZ Water Resources Management Committee. She was appointed to the Trust in January 1995.

Mr Peter O'Connell is Managing Director of Hargraves Consultants. Mr O'Connell has a BA (Hons) from Sydney University and an LL.B from the Australian National University. He has extensive experience as a commercial lawyer and in negotiating international defence contracts. He has acted for a number of Australian companies seeking to expand their commercial interests in China and other parts of Asia. Since 1993, Mr O'Connell has specialised in advising clients interested in developing overseas business and investment in multimedia, on-line services, and telecommunications technology. Mr O'Connell joined the Trust in January 1996.

Ms Patricia Watson joined the Museum Trust in 1992 and was President from December 1993. Ms Watson retired from the Trust at the end of her term in December 1995.

Dr Malvin L. Eutick, OAM joined the Museum Trust in 1988 and was Deputy President from 1989. Dr Eutick retired from the Trust at the end of his term in December 1995.

#### TRUST ATTENDANCES

There were six meetings of the Australian Museum Trust in 1995-96. Attendances were as follows:

Mr Malcolm Long, President, nil apologies  
Professor Brian Low, Deputy President, nil apologies  
Professor Kathleen Bowmer (appointed January 1996), 2 apologies  
Ms Robyn Holt, 1 apology  
Mr Peter O'Connell (appointed January 1996), 1 apology  
Mr Aden Ridgeway, 4 apologies  
Associate Professor Margaret Rose, 1 apology  
Ms Lucy Hughes-Turnbull, 1 apology  
Dr Nicola Ward, nil apologies  
Ms Patricia Watson (retired December 1995), nil apologies  
Dr Mal Eutick (retired December 1995), 1 apology

## MANAGEMENT STRUCTURE

DIRECTOR

*Des Griffin*

DEPUTY DIRECTOR

*Doug Hoese & Jim Specht (-Acting)*

Anthropology, Earth & Environmental Sciences,  
Information Science, Invertebrate Zoology, Vertebrate  
Zoology and Scientific Services, Evolutionary Biology  
Unit

ASSISTANT DIRECTOR  
(CORPORATE SERVICES)

*Geoff McKenzie*

Administration, Business Services, Finance,  
Human Resources, Building, House Services

HEAD, COMMUNITY RELATIONS

*Jan Barnett*

Marketing, Merchandising, Public relations,  
Publishing, Protocol, Photographic Agency, Venue,  
Market Development and Sponsorship

HEAD, EDUCATION

*Carolyn MacLulich*

Education Services, Visitor Services, Public Program  
Evaluation, Resource Services, Text Editing,  
Multimedia Development

HEAD, EXHIBITIONS

*Glenn Ferguson (-Acting)*

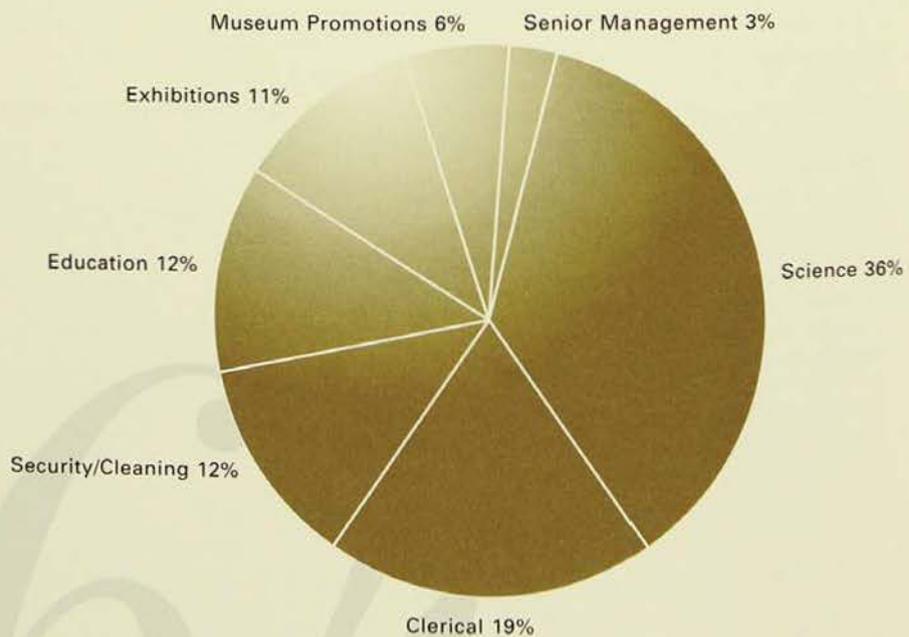
Exhibition Design, Construction and Maintenance,  
Graphic Design, Exhibition Tour Management  
Multimedia Development

HEAD, MATERIALS CONSERVATION

*David Horton-James*

Collection Conservation and Research, Photography

## AUSTRALIAN MUSEUM STAFFING PERCENTAGES



## EQUAL EMPLOYMENT OPPORTUNITIES

The Australian Museum is fully committed to Equal Employment Opportunity (EEO) and has a management plan in place which outlines the Museum's objectives and strategies for achievement in this regard.

Below are listed the key redistributive factors, in tabular form. The figures cover all staff, both temporary and permanent working full and part-time.

Overall, the figures and proportions have not changed significantly since last year. Of total staff, the proportion of female employees is 43.1%; employees of Non-English Speaking Background (NESB) 14.5%; Aboriginal employees 2.2%; employees with a physical disability (PWPD) 6.5%

Table 1 - Representation of EEO target groups within salary levels

Table 2 - Representation and recruitment of Aboriginal Employees and Employees with a Physical Disability

Table 1	1995/96			1994/95		
	Salary Level	Total Staff	Women NESB (1)	Total Staff	Women NESB	
Below CO 1 (2)	16	8 50.0%	8 50.0%	7	3 42.9%	6 85.7%
CO 1 - Gd 1 (3)	52	19 36.5%	6 11.5%	52	22 42.3%	6 11.5%
A&C Gds 1 - 2	46	31 67.4%	6 13.0%	56	34 62.5%	11 19.6%
A&C Gds 3 - 5	63	33 52.4%	14 22.2%	71	35 49.3%	9 12.7%
A&C Gds 6 - 9	69	22 31.9%	5 7.2%	63	24 38.0%	3 4.8%
A&C Gds 10 - 12	19	5 26.3%	1 6.3%	16	3 18.8%	1 6.3%
Above A&C Gd 12	11	1 9.1%	0 0%	11	1 9.1%	0 0.0%
Total	276	119 43.1%	40 14.5%	276	122 44.2%	36 13.0%

Table 2	1995/96			1994/95		
	Total Staff	Aboriginal People	PWPD (4)	Total Staff	Aboriginal People	PWPD
TOTAL EMPLOYEES	276	6 2.2%	18 6.5%	276	6 2.2%	17 6.2%
Recruited in the year	38	2 5.3%	0 0.0%	29	0 0.0%	0 0.0%

- Legend -
- (1) Non-English speaking background
  - (2) Employees on salaries below Clerical Officer Scale Grade 1, 21 year old rate
  - (3) Employees on salaries from Clerical Officer Scale Grade 1 21 year old rate to below minimum Administrative and Clerical Scale Grade 1
  - (4) People with a physical disability

## STAFF

- \* denotes no longer on the staff or no longer hold this position  
\*\* denotes part-time employment  
(T) denotes temporary position

### DIRECTOR'S OFFICE

**D Griffin AM** PhD Director  
**G McCarthy** Personal Assistant to the Director  
**T Sullivan** BA (Hons) DipEd GradDip Admin Executive Officer

### DEPUTY DIRECTOR'S OFFICE

**A Bean** Executive Assistant  
**A Egan** Executive Assistant (T)  
**D Hoese** BSc PhD Acting Deputy Director: 1/7/95 - 23/9/95 & 2/10/95 - 19/11/95  
**S MacIntyre** Executive Officer (T)  
**J Specht** MA PhD FAHA Acting Deputy Director: 25/9/95 - 29/9/95 & 20/11/95 - 30/6/96

### ANTHROPOLOGY

**V J Attenbrow** BA (Hons) PhD Research Scientist, Acting Head of Division, 3-28 June 1996  
**K Banks** BA MA Technical Officer Project Officer, Aboriginal Collections (T)\*  
**P Black** BA(Hons) Research Assistant \*\*/\* (T)  
**L Bolton** BA(Hons) Dip Mus Studies MA PhD Scientific Officer Senior Collection Manager\*  
**L Bonshek** BA Dip Mus Studies MA Qual Technical Officer, Acting Senior Collection Manager  
**L Brass** BA(Hons) Technical Officer Special Collections Project Officer  
**G Britton** BA (Visual Arts), Cer. Scientific Photography Technical Officer (T)  
**Y Carrillo** Divisional Secretary  
**L Charleston** CertArt & Design BA (Fine Arts) Technical Officer Project Officer (T)  
**R Conway** Technical Officer Project Officer (T) \*\*  
**M Darrell** BA(Hons) Technical Officer Project Officer, Aboriginal Collections (T)  
**S Florek** MA(Hons) PhD Technical Officer Documentation Officer, Aboriginal \*\*  
**S Garling** BA(Hons) Technical Officer (T)  
**N Goodsell** BA Technical Officer; Documentation Officer, Pacific \*\*: Acting Collection Manager (Africa, Asia and America) January - June 1996 \*\*  
**P Gordon** Senior Technical Officer Aboriginal Heritage Unit, Project Officer  
**M Holland** Technical Officer \*\* (T)  
**K Khan** BA(Hons) Dip Anthropol Senior Technical Officer  
**S Sedgwick** BA Research Assistant \*\*/\* (T)  
**A Sonntag** DipRestoration MA Technical Officer Pacific Project Officer (T)  
**B South** BA GradDipArts (Ab Studies) Technical Officer Trainee Aboriginal Project Officer (T)  
**JR Specht** MA PhD Senior Research Scientist Head of the Division, Acting Deputy Director  
**P S C Tacon** BA(Hons) MA PhD Research Scientist, Acting Head of Division mid November 1995 to end May 1996  
**M Therin** BA(Hons) Technical Officer (T)  
**S Thomsett** BA(Hons) Dip Mus Studies Technical Officer Project Officer, Pacific \*\*  
**Z Wakelin-King** BA(Hons) Art Cer Dip Ed Senior Technical Officer Collection Manager, Asia Africa

and Americas \*

**I Walden** BA(Hons) Research Assistant \*\*/\* (T)  
**P White** BAppSci(Cult Heritage Man) Technical Officer Aboriginal Project Officer (T)\* Technical Officer Aboriginal Heritage Project Officer  
**M Wilson** BA(Hon) Research Assistant\* (T)

### Volunteers

A Baker, S Bard, C Bass, D Bell, J Benton, L Charleston, R Conway, M Couzens, J Kasunic, S Lawrence, J Smither.  
*The following people assisted Val Attenbrow in the on-going processing and analyses of excavated materials from the Port Jackson project throughout year: D Brown, M Holland, S Korne, P Pemberton, M Seignor, F Sinn, Cheryl S.*

### COMMUNITY RELATIONS

**M Atzemis** Acting Subscriptions Manager, Nature Australia  
**P Barnes** Shop Assistant\*\*  
**J Barnett** Head of Division  
**J Bugden** BA Mlit Assistant to Head Community Relations\*  
**G Carroll** Mkt Cert Shop Supervisor  
**H Dimond** MIMA Marketing Manager, Nature Focus & Nature Australia  
**A Ezzat** BA Shop Assistant\*  
**K Denny** Shop Assistant\*\*  
**M Field** BSc (Hons) Marketing & Sales Manager, Nature Australia\*  
**T Gibson** Public Relations Manager\*  
**F Gregory** Public Relations Assistant(T)  
**D Greig** Collection Manager, Book Publishing\*\*  
**M de Hauteclouque** Shop Assistant\*\*  
**G Hickey** Bsc Scientific Editor, Nature Australia\*\*  
**O Hyde** Shop Manager  
**S Järvenpää** Advertising Executive, Nature Australia\*  
**C Karantonis** Shop Assistant\*\*  
**P Klobe** Clerical Officer  
**K Lowe** Photo Researcher, Nature Australia\*\*/Assistant Manager, Nature Focus  
**W Matthews** Venue Manager  
**J McCallum** BA Acting Manager, Nature Focus  
**S F McEvey** BSc (Hons) Phd FRES MAIBiol AIMM Production Editor, Scientific Publications  
**K McGinnis** Shop Assistant\*\*  
**P Nolan** Shop Assistant\*\*  
**M Pollinger** BA (Hons) Marketing Assistant, Nature Australia\*  
**S Procter** BA Public Relations Assistant\*  
**P Russell** Shop Assistant\*\*  
**G. Ryan** BA Market Development Manager  
**J. Saunders** Bsc Editor, Nature Australia  
**R. Strahan AM** MSc FIBiol FAIBiol FRZS FANSAAS Editor in Chief, Book Publishing\*  
**M. Strigas** Shop Assistant\*\*  
**R. Tarigan** Shop Assistant\*\*  
**L. Wilson** BA BA(Comm) Publicity Officer\*

### Volunteers and Interns

A Hagarty, J Hurst, S Weiner, M Killin, J. Kinsela, I Kokot, N Kosh, S Weiner, J Yeoman

## CORPORATE SERVICES

### Assistant Director (Corporate Services) Office

**L Berg** BA (Hons) Project Officer  
**G McKenzie** CPA Assistant Director  
**M Rieck** Personal Assistant

### Human Resources

**M Behlevanas** Human Resource Clerk  
**J Disher** BA Staff/Salaries Co-ordinator  
**D Grubb** Human Resource Manager  
**E Hurley** BSW MEd Assistant Manager, Human Resource Services  
**G Korting** Human Resource Clerk  
**A Mross** A/Human Resource Clerk (T)\*  
**C Stirk** A/Human Resource Clerk (T)\*

### Property Services

**B Earl** Preparator (T)  
**R Hewitt** Technical Services Manager  
**K Mulvey** Property Services Officer \*\*  
**K Page** Property Services Officer \*\*  
**D Shallis** Property Services Officer Secon.  
**J Strand** Property Services Manager

### Finance

**K Behlevanas** Accounts Clerk\*  
**D Childs** Stores Office  
**S Cox** Clerk (T)  
**D Cox-Jones** Accounts Clerk  
**T Ireland** Stores Officer  
**W May** Assistant Finance Officer  
**M Salvio** Cashier (T)  
**D Schizas** Senior Accounts Clerk  
**I Stromborg** Accounts Clerk  
**S Wright** Finance Manager

### Volunteers

M Lake, P Swieca

### House Services

**M Ali** Cleaning Officer (T)  
**P Ashford** Security Officer  
**S Ayres** Security Officer  
**J Beames** Security Officer  
**S Bray** Security Officer (T)  
**K Bilbie** Cleaning Officer  
**N Calavarias** Cleaning Officer  
**E Cosmo** Cleaning Officer  
**P Fletcher** Cleaning Officer  
**N Gregoire** Cleaning Officer  
**A Griffiths** Cleaning Officer  
**H Khalil** Cleaning Officer (T)  
**K Hawkey** Reception Officer  
**H Henne** Cleaning Officer  
**T Jones** Cleaning Officer  
**M Kent** Security Officer  
**N Koulouris** Cleaning Officer  
**J Lane** Security Officer  
**U Ledermann** Security Officer  
**J McElwee** Cleaning Officer  
**J McGinlay** Security Officer  
**J McKinnie** Security Officer  
**S Mellish** Security Officer  
**R Milroy** Security Officer  
**B Murphy** Security Officer  
**A Ortiz** Cleaning Officer (T)  
**T Pananwala** BA (Hons) Psc A/House Services Manager  
**L Pearson** Security Officer  
**K Pickard** Security Officer (T)  
**H Pierson** Security Officer

**K Randall** Security Officer  
**D Read** Security Officer  
**R Sampson** Security Officer  
**B Seears** Security Officer  
**A Sommer** Reception Officer  
**M Yoidas** Asst. Manager (T)

### Business Services

**N Baker** BA (Hons) Prehistory Project Manager/Archaeologist  
**S Fereday** BAppSc Environmental Design Manager AMBS  
**A Finegan** BAppSc (Env Analysis) Casual Project Officer (T)\*\*  
**M Harris** BSc (Hons) Casual Project Officer (T)\*\*  
**A King** BAppSc (Env. Sc) (Hons) Casual Project Officer (T)\*\*  
**M Moffatt** Administration Officer  
**T Norman** BSc (Hons) M Sc Conservation Project Manager/Ecologist  
**T O'Sullivan** BA Zoology Casual Project Officer (T)\*\*  
**S Priday** BSc (Hons) Casual Project Officer (T)\*\*  
**J Pritchard** Projects Co-ordinator  
**D Robertson** BSc (Hons) PhD Project Manager/Ecologist  
**Peter Serov** BSc (Hons) Casual Project Officer (T)\*\*  
**M Yee** Casual Project Officer (T)\*\*

## EARTH AND ENVIRONMENTAL SCIENCE

### Marine Ecology

**R Johnson** BSc Technical Officer (T)  
**A R Jones** MSc PhD Research Scientist, Division Head  
**A Murray** BSc Technical Officer  
**A Parker** PhD Technical Officer (T)  
**V Tzioumis** PhD Technical Officer (T)  
**R Evans** BSc(Hons) Technical Officer (T)

### Volunteers

R E Marsh BSc

### Mineralogy and Petrology

**K R Anderson** Technical Officer (Scientific) (T)  
**M J Crane** BSc(Hons) Technical Officer (Scientific) (T)  
**S M Folwell** BA Museum Assistant \*\*  
**I T Graham** BAppSc(Hons) Technical Officer (Scientific) (T)  
**R E Pogson** BAppSc(Hons) MAusIMM Scientific Officer, Mineralogy Collection Manager  
**F L Sutherland** MSc PhD FAIG Principal Research Scientist, Section Head  
**G B Webb** BA DipMusStud FGAA DipDT Technical Officer (Scientific), Gemmologist

### Volunteers

W Alliston, P Bayliss PhD, D Hackett,  
J Howarth, M McGreevy, B Speechley,  
I Stevenson.

### Palaeontology

**D Brown** BA Technical Officer  
**G D Edgecombe** BSc (Hons) MSc MPhil PhD Senior Research Scientist  
**Z Johanson** BSc (Hons) MSc Research Assistant  
**R K Jones** BSc MSc Scientific Officer (Collections Manager)  
**A Ritchie** BSc PhD Senior Research Scientist\* Research Fellow  
**Y-y Zhen** Msc PhD Technical Officer

#### Volunteers

W Boogaart, K Crosby, G Foldvary MSc,  
J Hodgson, A Lam\*, J. Nancarrow, M Phair

#### Terrestrial Ecology

**F J Christie** BSc Technical Officer (T)  
**S Clarke** Technical Officer (T)  
**D Day** Technical Officer (T)\*  
**G Gowing** BSc (Hons) Senior Technical Officer  
**R Harris** Technical Officer (T)  
**T J Ivison** Technical Officer (T)\*\*  
**R E Major** BSc PhD Research Scientist  
**D Smith** Technical Officer (T)  
**G H Pyke** BSc(Hons) PhD Principal Research Scientist

#### Volunteers

D Bickerstaff, D Bouttagy, A Clune, D Day,  
G Gearing, B Hendry, K McClelland, S McMonigal,  
L Morgan, J Pogonoski, M Pyke, T Pyke

#### EDUCATION

**A Bartlett** BA (Hons) DipMusStud Museum Assistant\*\* (T)  
**M Bell** BSc GradDipGeoscience DipEd Resource Services Manager  
**W Bishop** BA HDLS DipMusStud Museum Assistant\*\* (T)  
**E Blaxland** BSc DipNatRes GradDipEd Education Project Officer  
**D Bock** BEd MES Staff Coordinator  
**K Bow** Interpretive Officer  
**M Chapman** BA DipEd Staff Coordinator\*\*  
**P Chatenay** BA Interpretive Officer  
**S Clarke** BA Museum Assistant\*\* (T)  
**S Connors** BEd(VA) Aboriginal Education Officer  
**T Davidson** BSc DipEd Education Project Officer (T)  
**A Dodds** BNatRes DipEd Education Project Officer  
**D Droga** Clerical Officer (T)  
**B Dunlop** BScEd(Hons) Visitor Services Manager  
**W Earnshaw** BE Computer Officer (T)  
**O Evans** BSc Interpretive Officer (T)  
**L Ferguson** BA(Comm) Project Officer (T)\*  
**F Fletcher** Clerical Officer\*  
**T Fuary** Interpretive Officer  
**M Gavranic** BSc DipEd Education Project Officer\*\* (T)\*  
**A C Harris** Senior Explainer\*\* (T)  
**T Harris** AssDipCompApps Explainer Coordinator (T)  
**C Hook** BSc(Geog) PGCE Education Project Officer  
**G Hughes** BEd Interpretive Officer (T)\*  
**A Hyslop** Interpretive Officer \*\* (T)  
**A Kagis** BSc CertMktg Senior Explainer\*\* (T)  
**L Kelly** BA GradDipEmpRel Evaluation Coordinator (T)  
**M Khun** BSc BEd Senior Explainer\*\* (T)  
**C Lamond** Clerical Officer (T)\*, Interpretive Officer  
**Y Lifschitz** BA GradDipDramArt(NIDA) Theatre Program Manager (T)  
**A Lockhart** BEd(Hons) MAApplLing Education Project Officer\*\* (T)\*  
**I McIntosh** Interpretive Officer  
**C MacLulich** BEd(Hons) M.Litt (Mus Stud) Head of Division  
**S Main** BA DipEd Education Officer\*\*  
**P McDonald** BSc(Hons) DipEd Education Project Officer  
**N Mitchell** BArtEd Clerical Officer\*, Senior

Explainer\*\* (T)

**J Nancarrow** Clerical Officer\* (T), Volunteer Coordinator\*\* (T)  
**F Pelarek** BSc Clerical Officer (T)  
**B Pegram** Project Officer\*\* (T) \*  
**L Raymond** BSc(Arch) GradDipArtsMan Manager, Community Access Programs (T)  
**M Robinson** BAppSc Interpretive Officer  
**H Samios** Clerical Officer\*\*  
**J Saurine** BSc DipEd Education Project Officer\*  
**H Starke** BA 'Our Place' Program Manager (T)\*  
**K Smith** PG Cert (CommMusMang) Assistant Volunteer Coordinator\*\* (T)\*  
**M Stenglin** BA DipEd Education Services Manager  
**D Timbery** AEA Aboriginal Education Assistant (T)  
**M Van Schellebeck** Senior Explainer\*\* (T)  
**K Young** Project Officer\*\* (T)  
**L Wasylenko** BA(AppArts) DipEd Project Officer\*\* (T)

#### Volunteers

J Anderson, P Andrews, P Andrews, J Banwell,  
R Bates, D Benedicto, W Bennetts, R Biddle,  
V Bower, J Brooker, M Copp, E Donald, F Dorey,  
I Erber, J Goldschmidt, J Hassall, R Heywood,  
A Hyslop, B Kenyon, N Laird, M Lalas,  
R Langsworth, D Lucas, W Macallister, B McEwin,  
L McHale, E Marcellana, P Newey, J Noble,  
F Pelarek, T Perrin, R Rader, G Reid, B Robinson,  
J Routh, P Sanderson, J Smith, D Stokes,  
H Spoule, M Tapia, E Trotter, R Waks, M Watson,  
C Wood.

#### Explainers

M Abel, C Albert-Thenet, L Birchall, T Bonfiglio,  
S Champion, M Cox, N Cox, A Gray, H Handley,  
N Hawkey, M Hayek, F Hoese, E Jansou, J Joyce,  
C Kanaan, F Kanaan, P Kanaan, R Kent, R Lee,  
D Leech, A Macinnis, C Macinnis, E Martin,  
K McGee, A Moss, S O'Donoghue, R Rader,  
R Rath, C Stirk, C Symonds, S Tran, D Wong,  
S Young, R Zarro.

#### EXHIBITIONS

**L Bernard** Project Officer  
**M Bray** Project Officer  
**R Butler** B Des Project Officer (T)  
**R Clendinning** BEd Project Manager (T)  
**E Cole** Project Officer (T)  
**E Cowell** BA Dip Int Project Manager  
**M Dingley** Project Officer  
**G Ferguson** Dip App Art Head of Division (acting Dec 95 - Mar 97)  
**A Gimenez** Project Officer (T)  
**A Gregg** BA (Vis Art) Project Officer  
**K Gregg** Project Officer  
**G Hardiman** Project Officer  
**J Hood** Project Officer  
**B Horn** Project Officer  
**C Johnston** Project Officer  
**R Joyner** ADIA Head of Division  
**O Keywan** Project Officer  
**E MacLeod** Dip Art Project Officer  
**T Martin** BSc (Des Stud) B Arch Project Manager  
**J Mastrogiannis** BA (Vis Art) Grad Dip Vis Art Project Officer  
**B Matzick** Project Manager  
**D Millar** Project Officer  
**R Moloney** Project Officer  
**T Ralph** Grad Dip Gal Man MCA Project Manager  
**K Rand** BA (Vis Comm) Project Officer (T)

**A Richards** Dip Vis Art Project Manager  
**R Scott-Child** Project Officer  
**M Smith** BA (Vis Art) Grad Dip Vis Art Project Officer  
**G Sommer** BA (Ind Des) Project Officer  
**W Steele** Project Officer  
**D Sweet** Project Officer  
**Y Webster** Assistant to Head of Division  
**A Wang** Project Officer  
**R Weakley** Dip (Design) Dip (Vis Art) Project Manager  
**Volunteers**  
J Giffen, I Docking, F Ignacz, J Hughes, D Dostine.

#### INFORMATION SCIENCE

**R Abel** Assistant Library Technician (T)  
**G Baker** BA(LibSc)AALIA Head of Division  
**J Brazier** MA DiplM Manager, Archives & Records; acting Manager, Research Library  
**E Cameron** BSc(Hons) MSc, Information Officer search & discover  
**C Cantrell** acting Senior Library Technician  
**S Fenton** BAppSc(Information), Librarian  
**E Gray** Information Officer search & discover \*\* (T)  
**M Harvey** BSc(Hons) GrDipSciCom Information Officer search & discover (T)  
**J Howie** MA Dip Lib Librarian \*  
**A McConochie** BA Senior Library Technician \*\*  
**M Martin** Information Officer \*\* (T)  
**G Ortega Montiel** Information Officer (Admin. & Tech)  
**B Pearson** BA Grad Dip IM Librarian \*\* (T)  
**C Pyne** Clerical Assistant \*  
**M Robertson** BA Grad Dip IM, Archivist (T)  
**M Shanahan** Assistant Library Technician (T)  
**A Skates** BA Dip Teach Manager search & discover  
**H. Slarke** BA, MA(App Hist) Information officer search & discover \*\* (T)  
**Volunteers**  
D Attenbrow, A Brown, E Carthew, J Disney, A Foster, J Pidcock.

#### INVERTEBRATE ZOOLOGY

**S Cowan** Divisional Clerical Officer

#### Arachnology/Entomology

**D Bickel** PhD Research Scientist  
**C Brodgen** BSc Technical Officer \*\* (T)  
**G Cassis** PhD Research Scientist  
**F Christy** BSc(Hons) Technical Officer \*\* (T)  
**B J Day** Technical Officer  
**M Gock** BSc Technical Assistant (T)\*  
**R Harris** BSc Technical Officer \*\* (T)  
**C Horseman** Technical Officer \*  
**G S Hunt** BSc Dip. Ed. PhD Visiting Research Scientist  
**M R Gray** MSc PhD Scientific Officer, Head of Division  
**A Leask** BScAgr Technical Officer \* \* (T)\*  
**J F C Lee** Technical Officer \*\* (T)\*  
**S M Lindsay** BSc Technical Officer \*\* (T)  
**M S Moulds** TchC MSc Scientific Officer, Collection Manager  
**C Nancarrow** Technical Assistant \*\* (T)\*  
**D Smith** BSc Technical Officer \*\* (T)  
**H Smith** BSc (Hons) Technical Officer (T)  
**J Thompson** AssocDipEnvirStud Technical Officer (T)\*  
**L Wilkie** PhD Technical Officer (T)

#### Volunteers

B Balmer, P Bradney, C Brogden, D Brymora, G Copp, K Debbage, A Gilling, M Gock, J Howarth, G Hyam, A Jones, H Kingston, G Knowles, K Kopestonsky, B Lormer, J Pollard, E Sharkey, B Speechley, S Whittaker.

#### Malacology

**C Allen** BSc Technical Officer \*\* (T)  
**S Clark** BAppSc Technical Officer \* (T)  
**P Colman** Technical Officer  
**P Egger** BSc(Hons) Technical Officer \* (T)  
**J Kelly** BSc Dip Ed Technical Officer \*\* (T)  
**I Loch** Senior Technical Officer, Collection Supervisor  
**A Miller** BSc(Hons) Technical Officer  
**W Ponder** MSc PhD DSc Principal Research Scientist  
**W Rudman** MSc PhD DSc Principal Research Scientist  
**J Waterhouse** BSc(Hons) Technical Officer \*\*

#### Volunteers

J Beck, F Brown, P Burton, I Kokot, J Fisher, E Geering, T Ireland, M McKellar, D Pearson, J Ramsden, H Ronay, J Wise.

#### Marine Invertebrates

**S Ahyong** BSc(Hons) Technical Officer \*  
**K Attwood** Technical Officer  
**P Berents** MSc PhD Scientific Officer, Collection Manager  
**D Bray** BA Dip Ed MSc Technical Officer \*  
**K Dempsey** BSc BA GradDipArt Technical Officer \*  
**R Evans** BSc(Hons) Technical Officer \*\* (T)  
**L Ho** BSc GradDipArt Technical Officer  
**P Hutchings** PhD DSc Principal Research Scientist  
**R Johnson** BSc Technical Officer (T)  
**J Lowry** MA PhD Principal Research Scientist  
**A Murray** BSc Technical Officer  
**A Parker** BSc(Hons) PhD Technical Officer \*\* (T)  
**R Springthorpe** BSc Technical Officer  
**H Stoddart** BSc(Hons) Scientific Officer  
**G Wilson** MSc PhD Principal Research Scientist  
**Volunteers**  
P Blackwell, C Brown, P Coleing, M dell'Oro, M Haydon, S Irvine, I Kokot, D Laird, K List, M McGahey, M O'Donoghue, B Oldmeadow, P Nair, A, Sinclair, E Silk, G Towner, W Walker, H Ward.

#### LIZARD ISLAND RESEARCH STATION

**A K Hoggett**, BSc (Hons) PhD Director  
**B Lamb** Maintenance Engineer (T)  
**T Lamb** Accommodation Officer (T)  
**K O'Donnell** (T)  
**L Pearce** Maintenance Engineer  
**M Pearce** Accommodation Officer  
**L Vail** MSc PhD Director

#### Volunteers

D Adams, E Axelsson, R Beale, S Bullock, R Davies, T Davies, K Diele, L Eccles, T Ford, F Giles, B Green, J Haggland, K Hawkins, M Heeringen, K Hellyer, W Hermsen, R Hood, L Hook, I Jackson, A Knight, B Lamb, T Lamb, L Latimore, J Leis, C Mellican, H Peltonen, C Ryan, U Salzmann, C Tommerup, C Wellington, L Wilson.

## MATERIALS CONSERVATION

### Conservation

**K Coote** BA BSc(Hons) ArchCons Senior Conservator  
**V Daniel** MSc (ChemEng) Scientific Officer  
**T Duncan** Museum Trainee  
**D Horton-James** BSc Head of Division  
**M Kelly** Dip Fine Arts Assistant Conservator  
**A Leculier** BAppSc Conservator  
**C Macgregor** BSc DipArchCons Conservator  
**H McPherson** Paper Conservator\*\*  
**M Pacheco** Clerical Officer  
**A Roach** Pest Control Officer  
**G Scott** BSc SocScConsCert Conservator

### Volunteers

**G Denes**, **H Joynes**, **J Powys**, **V Chiang**,  
**H Tanimura**.

### Photography

**C Bento** Photographer  
**R Bolzan** BA Manager, Photographic Services  
**S Humphreys** Photographer  
**J King** Clerical Officer (T)\*\*  
**M Ortega** Photographer (T)\*  
**N Pacheco** Clerical Officer (T)\*\*\*  
**N Smith** Clerical Officer (T)\*\*\*  
**C Ueltzen** Trainee Photographer(T)  
**R Wallace** Photographer (T)\*\*  
**T Wickey** Trainee Photographer(T)

### Volunteers

**A Paynter**, **C Bowen**, **D Cousins**.

## THE AUSTRALIAN MUSEUM SOCIETY

**C Bibby** Executive Officer  
**W Wilkins** MA Project Officer  
**A Alsop** BD (Vis Comm) Administration Officer  
**M Alsop** BA Administration Officer\*  
**F Shinn** Accounts Administrator\*\*  
**J Biber** BA (Hons) Dip Ed FACA Circles of Natural History Manager\*\*

### Volunteers

**J Miller**, **H Verge**, **J Ludlum**, **L Allard**, **C Stewart**.

## VERTEBRATE ZOOLOGY

**T. Goh** Divisional Secretary and Assistant

### Evolutionary Biology

**G Avern** BSc MSc Dip Ed Senior Technical Officer  
**S Brown** BSc Grad Dip (ASOS) (T) Technical Officer  
**D Colgan** BSc BEc PhD Senior Research Scientist  
**P Eggler** BSc Technical Officer (T)  
**S Livingston** BSc Scientific Officer  
**A McLauchlan** BSc RN Technical Officer (T)  
**Volunteers**  
**P Da Costa**, **L Mairs**, **N Singh**

### Herpetology

**A E Greer** PhD Principal Research Scientist  
**R Sadlier** Scientific Officer  
**R Sadlier** \*Project Officer  
**S Smith** (T) Assistant  
**A Young** (T) Assistant

### Ichthyology

**D Bray** BA MSc Dip Ed Technical Officer (T)  
**B Carson** BSc Technical Officer (T)  
**A Hay** BSc Technical Officer (T)  
**D Hoese** BA PhD Senior Research Scientist, Head of Vertebrate Division  
**J Leis** BSc PhD Senior Research Scientist  
**M McGrouther** BSc (Hons) Collection Manager  
**J Paxton** BA MSc PhD Principal Research Scientist  
**J Pogonoski** BSc Technical Officer (T)\*  
**S Reader** BSc Technical Officer  
**T Trnski** BSc Technical Officer \*

### Volunteers

**B Brunton**, **C Bunn**, **G Blatch**, **L Davis**, **M Driver**,  
**D Emery**, **C Herlihy**, **S John**, **J Lee**, **D O'Connor**.

### Mammalogy

**P Ennis** BSc., R.G.N. Technical Officer (Scientific)\*\*  
**T F Flannery** BA MSc PhD Senior Research Scientist  
**L Gibson** Technical Officer (Scientific)\*  
**S Ingleby** BSc (Hons) Ph.D Collection Manager  
**L Semoraro** BSc. Technical Officer (Scientific)\*\*

### Ornithology

**A Blackburn** Curatorial Assistant (T)\*\*  
**W Boles** BSE Scientific Officer and Collection Manager  
**G Fulton** Curatorial Assistant (T)\*\*  
**T Ivison** Curatorial Assistant (T)\*\*  
**P Rowland** Curatorial Assistant (T)\*\* \*

### Volunteer

**G Campbell**

## PUBLICATIONS

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#### Director's office

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#### Education

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## TRUST COMMITTEES

**Financial Audit and Review Committee**  
Ms Robyn Holt (Chair), Professor Brian Low, Ms Lucy Hughes Turnbull.

**Programs**  
Associate Professor Margaret Rose, (Chair), Mr Aden Ridgeway, Ms Lucy Hughes Turnbull, Dr Nicola Ward and Professor Kathleen Bowmer.

**Site Development**  
Mr Malcolm Long, Mr Peter O'Connell.

**Indigenous Peoples' Issues**  
Mr Aden Ridgeway (Chair), Museum staff seconded as appropriate.

## ANIMAL CARE AND ETHICS COMMITTEE

The membership of the Committee consisted of: Allen Greer (Herpetology), Sally Reader (Ichthyology, replacing Tom Trnski), Linda Gibson (Mammalogy, replacing Tim Flannery), Walter Boles (Ornithology and Chair), and Trish McDonald (Education) from the Museum, and Glen Shea (veterinarian), David Butcher (World Wide Fund for Nature), and Joy Everett and Surrey Jacobs (Royal Botanic Gardens), from outside the Museum.

The Committee met four times during the year (27 September 1995, 20 December 1995, 27 March 1996 and 26 June 1996).

Applications for new projects received and approved were:  
'The use of radio-tracking in the study of movements and dispersal in the Green and Golden Bell Frog (*Litoria aurea*)' (principal investigator, Michelle Christy);  
'Frogs' (temporary exhibition on frogs; Martyn Robinson and Ross Sadlier);  
'Population monitoring, tracking and field observation of Green and Golden Bell Frogs at Homebush Bay, near the Old State Brickpit site' (David Robertson);  
'Frog ecology' (Graham Pyke).

Amendments were accepted to the protocol for 'Identification of nest predators and factors affecting adult survival in fragmented landscapes' (Richard Major).

The protocol for 'Frog Watch' (Martyn Robinson) was extensively revised, and resubmitted and approved as a new project, 'Frog growth stages and identification'.

The following protocols were reviewed, revised where needed and renewed:

'Collection, survey and systematics of fish' (Mark McGrouther);

'Collection, survey and systematics of frogs and reptiles' (Allen Greer);

'Collection, survey and systematics of birds' (Walter Boles);

'Collection, survey and systematics of mammals' (Tim Flannery);

'Reproductive biology of bluetongue lizards (Tiliqua) and allied genera' (Glen Shea);

'Ecology of honeyeaters' (Graham Pyke);

'Population dynamics of *Ctenophora fordii*' (Harold Cogger);

Members of the Committee made an inspection tour of the Museum's animal holding sites in December. The Committee's procedures and Museum's animal holding facilities received a routine inspection by representatives of the Animal Research Review Panel in June. The Committee recognises the need for a centralised animal housing facility, particularly given the current emphasis on frog research, and will take this up with senior management.

Walter Boles represented the Museum on the Wildlife Advisory Group, a subcommittee of ACEC chairs of institutions specialising in native wildlife.

#### OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

The Australian Museum's Occupational Health and Safety Committee has continued to meet on a regular monthly basis, with a workplace inspection carried out after each meeting.

The committee has provided each division with an OH&S kit which includes the Museum's OH&S policy, a selection of manuals on safe working practices and details on further information available from WorkCover. The kit is also part of the Museum's induction service for new employees. A Materials Safety Data Sheet Bulletin board has been set up on the Museum's E-mail, allowing quick and easy access for staff to information on the hazardous nature and first aid requirements for a range of chemicals nominated by Museum staff.

The committee has also been involved with management in co-ordinating and implementing the findings of a consultant's report, providing a review of OH&S programs and issues across the Museum. Training has been greatly increased by the Human Resources office, with a selection of courses across a range of OH&S subjects available to all staff.

#### OVERSEAS TRAVEL

##### Anthropology

Liz Bonshek carried out preparatory fieldwork in the Solomon Islands.

Phil Gordon undertook an overseas study tour of the North Island of New Zealand.

Robin Torrence was an honoured guest at the opening of the exhibition *How Do Archaeologists Study the Past?* at the National Museum and Art Gallery of Papua New Guinea in Port Moresby.

##### Community Relations

Owen Hyde attended the Museum Shops Association Conference in Pittsburgh, USA.

##### Director

Des Griffin attended the opening of "Gargantuans" at Museum of New Zealand Te Papa Tongarewa, Wellington, New Zealand.

##### Earth and Environmental Science

Greg Edgecombe examined fossil arthropod collections in Paris, London, Tallinn, and Stockholm. He consulted with arthropod palaeontologists at the Natural History Museum (London), the Estonian Academy of Sciences, and the University of Uppsala.

Zerina Johanson studied fossil fish collections in London and Tallinn, attended an International Geological Workshop in Canada, gave a talk at a conference in Paris and collected Devonian fish in the Canadian Arctic as part of her Ph.D. project.

Ross Pogson attended the Mineralogy and Museums 3 Conference in Budapest, Hungary in 1996 and presented a poster on the Albert Chapman Mineral Collection.

Ross Pogson collected minerals on post-conference excursions in Slovakia and Romania.

Alex Ritchie and Zerina Johanson gave talks on the Canowindra fossil fish at the Early Vertebrates and Lower Vertebrates conference in Paris. Zerina Johanson also co-presented a poster on lobe-finned fish at this conference.

Alex Ritchie lectured on the Canowindra fauna at the Symposium of Vertebrate Palaeontology and Comparative Anatomy in Newcastle-upon-Tyne, UK.

Lin Sutherland and Gayle Webb attended the 25th International Gemmological Conference in Bangkok, Thailand, in October 1995. They joined conference excursions to sapphire sites in Northern and southern Thailand.

##### Education

Sheryl Connors gave a paper at the World Indigenous Peoples conference in Albuquerque, USA.

##### Invertebrate Zoology

Dan Bickel spent three weeks in Costa Rica, working with that country's leading biological

agency, INBio. He did fieldwork in Guanacaste Province, collecting Diptera, and also sorted material at the main collection in San Jose.

Mike Gray visited the Natural History Museum, London and the Hope Entomological Collection, Cambridge to study stiphidiid and filistatid spider collections.

Pat Hutchings travelled to French Polynesia to undertake joint field work with Dr Mireille Peyrot Clausade of The Marine Station D'Endoume in Marseille.

Pat Hutchings was again a Visiting Professor at the University of Aix-Marseille 11 in Marseille.

Jim Lowry participated in an international study on the biodiversity of amphipod crustaceans in Southwest Lagoon, New Caledonia.

Jim Lowry gave a workshop for graduate students at the University of Charleston, Charleston South Carolina on the use of DELTA in taxonomic studies. DELTA is an Australian software program used to develop and manage taxonomic studies.

Max Moulds spent three weeks in New Caledonia at the invitation of the Mariua Society and Conservation International assessing the significance of invertebrates for conservation in remote forests.

Winston Ponder worked at the Natural History Museum, London and attended the International Malacological Congress in Vigo, Spain. In March, he travelled to Washington D.C., and University of California, Berkeley.

Buz Wilson was invited to an international workshop examining the influence of scale on the pattern of species diversity in the deep sea: "Deep-Sea Biodiversity: Pattern and Scale" Workshop, funded by the US National Center for Ecosystem Analysis and Synthesis.

#### Lizard Island Research Station

Lyle Vail participated in a UNESCO sponsored survey of coral reef communities in Jakarta Bay, Indonesia.

#### Materials Conservation

Karen Coote travelled to Amsterdam and Aberdeen to present workshops on the conservation of Aboriginal and Pacific Island material to a large number of professional conservators.

Vinod Daniel attended three international conferences and gave papers at these: International Conference on Biodeterioration of Cultural Property, Bangkok, Thailand; Indian Association for the Study of Conservation of Cultural Property, Bangalore, India, and Workshop on Pest Control at International Institute for Conservation - Canadian Group: Annual Meeting, Montreal, Canada.

David Horton-James and Graeme Scott gave a training course to fieldworkers and museum staff at the Cultural Centre in Port Vila, Vanuatu.

Funding for this was provided by the Australian High Commission in Port Vila.

Anne Leculier travelled to New Caledonia to pack and courier archaeological pottery called Lapita dating from 3000BP.

#### Vertebrate Zoology

Walter Boles worked in collections at the American Museum of Natural History, United States National Museum of Natural History, and University of Kansas Museum of Natural History, throughout the year.

Tim Flannery travelled to Irian Jaya to continue his studies on Melanesian mammals he was also Keynote Speaker at the New Guinea Biological Society meeting at Tabubil, Papua New Guinea, where he discussed conservation in New Guinea.

Mark McGrouther and Dianne Bray participated in a multi-institutional fish survey of southern and central Vanuatu.

John Paxton took part in an FAO Workshop in the Philippines to edit and field test the draft FAO Identification Guide to the Living Marine Resources of the Western Central Pacific. He also helped organise and took part in an eight day cruise around the northern Philippines on a Taiwanese Fisheries Research vessel to collect deepsea fishes.

John Paxton and Doug Hoese attended the annual conference of the American Society of Ichthyologists and Herpetologists in New Orleans, U.S.A.

Ross Sadler undertook fieldwork to New Caledonia in September 1995 and June 1996. Both trips were fully funded by external agencies.

## SEMINARS AND CONFERENCES

#### Anthropology

Val Attenbrow, Richard Fullagar and Cheryl Szpak presented a paper, Fish hooks and files - reassessing their chronology and function, to the Annual Conference of the Australian Archaeological Association, Gatton, Queensland, in session: Use of Stone Artefacts in Australian Prehistory.

Val Attenbrow presented a talk, Aboriginal Prehistory of Port Jackson and Sites in Middle Harbour, to the Willoughby Environmental Protection Association, Sydney.

Val Attenbrow gave a seminar, Aboriginal Prehistory of Port Jackson, to the Archaeology Department, La Trobe University, Melbourne.

Val Attenbrow participated in the Stone Artefacts Technology Workshop held at the Australian Museum.

Val Attenbrow gave a seminar, New Holes in Port Jackson Middens, to the Prehistoric and Historic Archaeology Department, University of Sydney.

Lissant Bolton attended Importing Cultures: Regional Transformation in Myth and Ritual in the Western Highlands of Papua New Guinea, held in Brisbane.

Lissant Bolton attended the UNESCO second Pacific Region Museum workshop held in Port Vila, Vanuatu, as Australia's official representative.

Lissant Bolton organised and participated in the Women's Fieldworker Workshop.

Lissant Bolton presented a lecture, Fabrics to Conjure With, to The Australian Museum Society

Lissant Bolton presented a seminar in a series at the Caspian Galleries for the Asian Art Gallery.

Liz Bonshek attended Importing Cultures: Regional Transformation in Myth and Ritual in the Western Highlands of Papua New Guinea, held in Brisbane.

Stan Florek participated in and helped organise the Stone Artefacts Technology Workshop held between 21 and 24 February at the Australian Museum.

Richard Fullagar presented four joint papers (with V. Attenbrow and C. Szpak; J. Furby; M. Therin and R. Torrence; R. Torrence and H. Barton) to the Annual Conference of the Australian Archaeological Association, Gatton, Queensland, presented in session: Use of Stone Artefacts in Australian Prehistory.

Richard Fullagar presented a joint paper with Judy Furby to Society for American Archaeology Annual Conference in New Orleans.

Nan Goodsell attended the Australian Registrars Conference in Brisbane.

Phil Gordon attended Creating Heritage Partnerships, conducted by the National Museum of Australia in Canberra.

Barrina South attended Creating Heritage Partnerships Conference organised by National Museum of Australia, Canberra. She also attended Conference of Museum Anthropologists held at the Aboriginal Cultural Centre and Keeping Place at Armidale; the Museums Australia Conference in Brisbane, and presented paper, Where do Aboriginal people stand in Australian Museums - Employment, Exhibitions and Education, at the Fourth World's Indigenous Youth Conference in Sweden.

Jim Specht gave a lecture about the Museum's Pacific Islands' collections to the Oceanic Arts Society of Sydney.

Paul Tacon, Meredith Wilson and Christopher Chippindale presented paper, The semiotics of symbolic snakes: recognising Rainbow Serpents, their signs and associates in Arnhem Land rock art, to The NEWS-95 International Rock Art Conference, Turin, Italy.

Paul Tacon and Christopher Chippindale presented paper, The history of the atlatl in Australia through a geometrical study of its depiction in rock art, to The 53rd Annual Plains Anthropological Conference, Laramie, Wyoming, U.S.A

Paul Tacon and M. Garde presented paper, Dating beeswax rock art — the view from central Arnhem land, The First Workshop on Australian Picture Dating, ANSTO, Lucas Heights, Sydney, NSW, Australia.

Christopher Chippindale and Paul Tacon presented paper, From ancient rock-art to contemporary portable paintings in western Arnhem Land, New Aboriginalities, an International AMCAS Conference at the University of Exeter, UK.

Christopher Chippindale and Paul Tacon gave talk, Australia's oldest rock paintings III: warriors, Rainbow Snakes and more ground breaking results, to The Australian Museum Society.

Paul Tacon gave a talk, The changing nature of Arnhem Land rock art, at the Australian Museum for Lewis and Clark College (Portland, U.S.A.).

Robin Torrence and B. Boyd presented a paper, Periodic erosion duration the Holocene and its possible causes on Garua island, West New Britain, PNG, to the Institute of Australian Geographers, Annual Conference, Newcastle.

Robin Torrence, H. Barton, and Richard Fullagar presented a paper, A study of starch grains on used and unused obsidian flakes from Garua Island, Melanesia, to the Annual Conference of the Australian Archaeological Association, Gatton.

Robin Torrence and B. Boyd presented a paper, Periodic erosion and human land use on Garua Island, PNG: A progress report, at the Annual Conference of the Australian Archaeological Association, Gatton.

Peter White presented a paper, The Australian Museum's New Aboriginal Australia Gallery at the Conference of Museum Anthropologists held in Armidale.

Peter White attended Second Museums Australia Conference held in Brisbane.

Community Relations  
Owen Hyde attended the Museum Shops Association Conference in Pittsburgh, USA, in May 1995.

Grahame Ryan attended the 19th Australasian Fundraising Conference (Melbourne - Fundraising Institute of Australia Inc.); Communicating Cultures (Brisbane - Museums Australia 1995 National Conference); Sponsorship Marketing Summit (Sydney - IIR Conferences); and the Annual Mining Industry Conference and Dinner (Parliament House, Canberra - Minerals Council of Australia).

#### Director

Des Griffin attended the Creating Cultural Heritage Partnerships, Museums Australia Conference and the CAMD Conference. Dr Griffin also made a presentation to the Mt Eliza Management College Museum Management Course.

#### Education

Mary Bell attended a conference, Creating Heritage Partnerships, in Canberra organised by National Museum for local and regional museums, art galleries and keeping places.

Miriam Chapman attended a planning meeting for the Volunteers in Cultural Institutions conference in Bathurst.

Sheryl Connors attended an Aboriginal Education Consultative Group (AECG) conference in Taree, and spoke at a Cultural Centre Workshop held in Wollaga Lakes and at an Aboriginal Studies Inservice for the Department of School Education.

Sheryl Connors presented a paper at the Aboriginal Studies Association conference in October and also attended the State AECG conference and gave an update on museums in Australia and indigenous issues in October.

Sheryl Connors, Brett Dunlop, Carolyn MacLulich and Maree Stenglin attended the Museums Australia conference.

Sheryl Connors attended the Women's' Council for Aboriginal Reconciliation meeting in November, and gave a paper at the World Indigenous Peoples conference in Albuquerque, USA.

Brett Dunlop attended seminars on Customer Service Performance Measurement.

Wayne Earnshaw attended a Language of Interactivity conference by the Australian Film Commission in March, and the 1996 Macromedia World Tour conference.

Carolyn MacLulich gave an invited seminar to the Museum of Contemporary Art staff on the language of exhibition texts.

Carolyn MacLulich and Maree Stenglin gave a presentation and workshop to the NSW Museum Education Group on text writing in museums.

Carolyn MacLulich gave a seminar on learning in museums to the Senior Management Team.

Trish McDonald, Sarah Main, Todd Harris and Jonathon Saurine attended the Interpretation and the Getting of Wisdom conference in the ACT, where Trish and Sarah presented papers on interpretation at the Museum.

Helen Slarke attended the Second Australian Cultural Diversity Dialogue conference.

Maree Stenglin, Beth Blaxland, Carolyn MacLulich, Brett Dunlop, Linda Ferguson, Lynda Kelly, Ondine Evans, David Bock, Sarah Main, Miriam Chapman,

Andrew Dodds and a volunteer representative attended the Museums Australia conference 'Ways of Seeing'.

Dawn Timbery attended the Aboriginal Education Assistants conference in Canberra.

#### Information Science

Gwen Baker visited San Diego USA to attend workshops and three conferences. The theme of the workshops and conferences was Hypermedia and Interactivity in Museums

Anne Skates made presentations to: the Women and Science Network (WISNET); the Museum of Victoria In Search of a Study Centre Workshop; the Postal Microscopy Club; and the Sydney University Koorie Centre/Dept of Geography Project.

Anne Skates also attended professional seminars on new developments in ABN/ World1, Ausinet and Uncover.

#### Invertebrate Zoology

Penny Berents participated in PLC Pymble's career night for secondary school students, gave a talk about marine invertebrates to the Underwater Research Group and conducted a tour of the collections for the Underwater Research Group.

Mike Gray, Gerry Cassis and Glenn Hunt participated in the 2nd Invertebrate Biodiversity Conference in Melbourne.

Glenn Hunt attended the 13th International Congress of Arachnology.

Marine Invertebrate Collection Management staff attended relevant sessions at the Australian Marine Science Association conference.

Max Moulds was guest speaker at meetings of the Society for Insect Studies, the Entomological Society of New South Wales and Manly View Club

Winston Ponder gave talks to Marine Studies Group/Malacological Society, Victorian Branch, Melbourne, and was invited speaker at a symposium on NE Tasmania in Launceston. He also gave a number of seminars to various organisations including Zoology Dept, University of Wollongong, Department of Integrative Sciences, University of California, Berkeley, and NPWS head office, and presented the opening plenary address to International Malacological Congress in Vigo, Spain, and gave a paper at Invertebrate Biodiversity and Conservation, Melbourne. Dr Ponder was a member of organising committee for the 1995 AMSA meeting, and attended the meeting and gave a paper. He also participated in a workshop on marine endangered species and ecosystems in Washington D.C.

Bill Rudman was Convenor of the Phylogeny and speciation of marine invertebrates session of AMSA 95, the annual scientific conference of the Australian Marine Sciences Conference held at the University of Technology, Sydney.

Peter Serov presented results of his thesis research on the isopod family *Stenetriidae* at the AMSA conference.

Buz Wilson evaluated the phylogeny of a group of isopod crustaceans (suborder *Asellota*) in a presentation at the Australian Marine Sciences Association (AMSA) conference. Dr Wilson attended the 34th Congress of the Society for Limnology, where he presented the talk 'Friartucks (Isopoda Phreatoicidea) from the Blue Mountains and elsewhere: diversity and biology'. He also attended an international workshop examining the influence of scale on the pattern of species diversity in the deep sea: 'Deep-Sea Biodiversity: Pattern and Scale' Workshop, funded by the US National Center for Ecosystem Analysis (NCEAS) and Synthesis.

#### Materials Conservation

The Materials Conservation Division organised two successful training courses on Museum Pest Control. The first course was held at the Australian Museum, Sydney, the second course was held at the University of Canberra.

Karen Cooté travelled to Amsterdam and Aberdeen to present workshops on the conservation of Aboriginal and Pacific Island material to a large number of professional conservators.

Vinod Daniel attended three international conferences and gave papers at these: International Conference on Biodeterioration of Cultural Property, Bangkok, Thailand; Indian Association for the Study of Conservation of Cultural Property, Bangalore; and Workshop on Pest Control at International Institute for Conservation - Canadian Group: Annual Meeting, Montreal, Canada.

Staff in Materials Conservation also coordinated a meeting at the Australian Museum on Building Monitoring for Museums and Art Galleries.

#### Vertebrate Zoology

Don Colgan was an invited speaker at the 42nd AGM of the Australian Genetics Society and chaired a session at that meeting.

Sue Livingston attended a course at ANGIS.

Geoff Avern gave a talk on 'Beetles, Bootle and Billboards' at the 14th Australian Conference for Electron Microscopy.

Allen Greer gave two talks in conjunction with Museum programs: one on 'Disappearing Frogs' to TAMS, and another on 'Disappearing Frogs and the Consequences for Biodiversity' to a group of primary teachers as part of the Education Department's Inservice Training.

Jeff Leis co-edited proceedings of the symposium on Ontogeny and Relationships of Fishes which was held at the International Larval Fish Conference, Sydney. Dr Leis also co-convened a workshop on the early life-history of coral reef fishes at REEFISH 95, an international conference held at Kuranda, Queensland, and also presented a

paper, and presented an invited paper on work on larval fish behaviour at 8th International Coral Reef Symposium held in Panama.

Doug Hoesé and Mark McGrouther attended the Marine Data Standards workshop and subsequent Technical Advisory Group on Marine Biology and Fisheries in Hobart.

Doug Hoesé, Mark McGrouther and John Paxton attended the Marine Bioregionalisation Workshop organised by CSIRO and funded by Ocean Rescue 2000 in Coffs Harbour.

John Paxton gave a lecture on the conservation of Australian fishes to the Amateur Fishermens Club, and talks on the same subject at the annual conferences of the Australian Society for Fish Biology in Sydney, and the American Society of Ichthyologists and Herpetologists in New Orleans.

Tim Flannery was Keynote Speaker at the New Guinea Biological Society meeting at Tabubil, Papua New Guinea, where he discussed conservation in New Guinea. Dr Flannery was also Keynote Speaker (along with David Suzuki) at the inaugural meeting of the Australasian Society of Ecological Economists, held at Coffs Harbour.

Linda Gibson attended the Annual Scientific Meeting of the Australian Mammal Society held in Hobart in July 1994. This meeting also included a special seminar on marine mammals. She also gave a number of talks throughout the year to public groups. These included general mammal identification talks to WIRES personnel and a talk on whales and dolphins to a diving club.

Walter Boles presented a paper at the annual congress of the Royal Australasian Ornithologists Union on the "Australia's Earliest Songbird". He also gave a paper at the meeting for the Society of Avian Palaeontology and Evolution, co-authored with Tessa Ivison, on 'A New Genus of Dwarf Megapode (Aves: Galliformes from the Miocene of Central Australia)', and attended the annual meeting of the Society for the Preservation of Natural History Specimens. Mr Boles spoke to TAFE's Zoo Keeping course; Centre for Continuing Education's Ornithology course; and University of Newcastle's Wildlife Illustration course.

## RESEARCH ASSOCIATES

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