

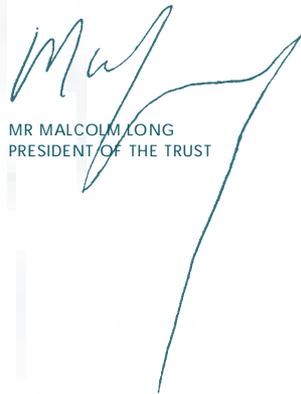
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TO THE HON BOB CARR MP,
PREMIER, MINISTER FOR THE ARTS AND MINISTER FOR CITIZENSHIP

SIR,

IN ACCORDANCE WITH THE PROVISIONS OF THE *ANNUAL REPORTS (STATUTORY BODIES) ACT 1984*,
AND THE *PUBLIC FINANCE AND AUDIT ACT 1983*, WE HAVE PLEASURE IN SUBMITTING THIS REPORT OF THE
ACTIVITIES OF THE AUSTRALIAN MUSEUM TRUST FOR THE FINANCIAL YEAR ENDED 30 JUNE 1999 FOR
PRESENTATION TO PARLIAMENT.

ON BEHALF OF THE AUSTRALIAN MUSEUM TRUST,



MR MALCOLM LONG
PRESIDENT OF THE TRUST



PROFESSOR MICHAEL ARCHER
SECRETARY OF THE TRUST

OUR MISSION IS TO INCREASE UNDERSTANDING OF, AND INFLUENCE PUBLIC DEBATE ON, THE NATURAL ENVIRONMENT, HUMAN SOCIETIES AND HUMAN INTERACTION WITH THE ENVIRONMENT.

VALUES

Success in achieving our mission requires that we work in ways which embody values which are important to us and to the people who work in and use the Museum and its services. These values guide the way we implement strategies and, in some cases, are the values we wish our audiences to share with us.

People: People are at the centre of everything we do. We respect and respond to the knowledge and experiences people bring to us, and will be responsive to their needs.

Excited Minds: We are committed to providing experiences which excite and stimulate people into finding out more, taking action or thinking further about their world, and for them to be in control of these interactions.

Communities: We are committed to developing mutually beneficial partnerships with communities.

Continuous Improvement: We will strive to create our own future, based in part on knowledge of and learning from what we are doing today. We respect constructive criticism so that we can learn to do things better.

Diversity: We respect diversity of opinion in our workplace as we work towards achieving our shared goals. This means we share information and beat down 'territorialism' wherever it might occur.

Excellence: We value excellence in scholarship, communication, research and management. The excellence of our research and scholarship, the new ideas we present and the ways we present them, are vitally important to our success.

Innovation: We will encourage risk-taking, innovation and experimentation to improve the ways we communicate with and engage people.

The Natural and Cultural Environment: Australia's environmental and cultural diversity is extremely important to us. We will seek to increase our knowledge of and respect for it and share our understanding with others.

Cultural Respect: We will respect the rights and wishes of the peoples whose knowledge and material culture form the basis of our human studies programs.

OBJECTIVES

The Museum's objectives are derived from our Mission and our values. In looking to our future, we work towards:

- extending the influence of our research and new understandings of the world on current audiences and interest groups by being more aware of, and responsive to, user needs;
- raising awareness of the Museum and our role in communicating and influencing debate on environmental and cultural issues through research and knowledge; and
- extending our reach in current and new audiences using innovative and user-responsive approaches to providing services.

PRESIDENT'S MESSAGE

Malcolm Long, President

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PRESIDENT'S MESSAGE

September saw the departure of Dr Des Griffin, after 22 years at the helm. Over those decades, the Museum developed an international reputation for the quality of its scientific research and its focus on communicating with its audiences. I addressed Dr Griffin's achievements at one of his retirement functions, pointing to the quality of his leadership and his passion. Not only a passion for the Museum, but also for a more just society, and for the role museums can play in promoting social justice and awareness of the totality of our natural and cultural heritage.

But the new Director, Professor Mike Archer, is no stranger to passion. Professor Archer is a world-renowned palaeontologist who has addressed with equal enthusiasm an advocacy for Australia's diverse fauna and for conservation. He has already brought to the Museum a vigorously advocated vision of its role that adds tremendously to the profile of the Museum's science. His leadership will ensure that the Museum's programs continue to contribute and add to debates about our future.

The challenge will be to maintain our commitment to community service and relevance on what are, essentially, very thin margins. This will require fresh ideas and energetic activity on all revenue-raising fronts. We know we will be supported if we continue to demonstrate our growing value to the community - which is occurring. The Museum's continuing growth in visitor numbers, for instance - from the low-point in the early 1990s, after the introduction of admission charges - is a testimony to the Museum's staff

who took time to rethink, to plan for the future, and to focus on the needs of visitors. This year was a record one, with more than 400,000 visitors through College Street. These high numbers are a response to the wide range of programs designed to meet the needs of our diverse audiences. Particularly satisfying is the growing level of repeat visitation within a year and the impact of an increase in positive word of mouth promotion by satisfied visitors.

The Trust has identified a number of strategic priorities for the coming years which link to the Museum's Corporate Strategic Plan, particularly:

- a focus on excellence in generating and applying scientific research and in communicating it widely, with special attention to the advantages offered by information technology;
- a focus on the Australian region in our programs about the natural environment and the human experience;
- integrated communications and marketing;
- developing productive partnerships; and
- diversifying and increasing the Museum's sources of funding.

We will continue to promote the development of our College Street site to provide better spaces for the public and working conditions for staff. In this way our international standing as a first class place of research and learning will continue to grow.

The Museum is also exploring a fascinating off-site development. This initiative, called the Alcheringa Project, will highlight in an exciting new way the best the Museum has to offer. It will give visitors an experience of Australia's natural history unlike anything else in the world.

NSW Government funding and support at many levels for the Museum's continuing development has been greatly appreciated by the Trust and will be critical into the future.

We are also developing a program to further attract other partners who can assist the Museum achieve its Mission. We are also building closer relations with other institutions with potential synergies that will achieve greater outcomes than any of us could achieve on our own.

The Trust, with great regret, bade farewell to (now Senator) Aden Ridgeway after his almost nine years of service. However, we know he will pursue in the Commonwealth Parliament his advocacy for social justice just as he did so effectively as a Trustee of the Museum. The Trust welcomed Mr Quang Luu who joined our number during the year.

I thank my fellow Trustees for their contribution to an outstanding year. Special thanks go to all those who served on the Trust's committees.

Most importantly, all of us wish to record our appreciation to the management, staff and volunteer workers of the Museum who are the life blood of this very important Australian institution.

DIRECTOR'S MESSAGE

On a personal level, coming to grips with a diverse and dynamic - and already changing - organisation with an outstanding international reputation for research and public programs was an enormous challenge. In an organisational sense, we are building on past success and moving into some new areas, ensuring the Museum continues to lead the way in public debate about biological, geological and cultural issues into the new millennium.

The Museum's public programming was a feast for our audiences in 1998-99. Attendances broke through 400,000 for the year, led by the *Life and Death Under the Pharaohs* exhibition which drew over 117,000 visitors for an experience of Ancient Egypt. An Egyptian bazaar took over the Museum atrium on opening night, setting the tone for what was a hectic and rewarding time. Associated visitor programs contributed to a truly memorable experience and lots of satisfied Egyptophiles.

The Museum's science, already leading edge and applauded worldwide, has incorporated several new directions. More and more we are showing how the Museum's research informs debate on contemporary issues. For example, the Museum's biodiversity research continued to feed into the Regional Forest Agreement process. As well, research into fish larvae will have an impact on the declaration of marine parks. Major new discoveries include previously unknown giant crustaceans living in Sydney harbour and new species of freshwater crab, techniques for determining the colours of prehistoric creatures and an extra breeding site for the endangered Green and Golden Bell Frog in Gosford.

Several new research streams have been established. The FATE project focuses on the Future of Australia's Terrestrial Ecosystems, aiming to increase the viability of rural ecosystems and regional Australia. The Centre for Research into the Evolution of Australia's Terrestrial Ecosystems (CREATE) will advance our understanding about the origins of Australia's unique creatures and ecosystems. The Audience Research Centre will link scientific approaches with educational and learning disciplines to explore how people learn in cultural institutions.

The further development of partnerships between the Museum's Research Centres and government, educational institutions and the private sector, provided impetus to Museum science. The Museum's role in the establishment of a degree course in biosystematics in partnership with the University of New England and the Royal Botanic Gardens demonstrated the practical benefits which can flow from these partnerships. In the same way, the Thylacine project has a growing list of sponsors providing assistance to Museum scientists investigating the possibilities of cloning the Thylacine - bringing back to life one of Australia's most mysterious, extinct creatures.

Kids' Island has been a raging success with our smaller visitors (and their parents), introducing them to the diversity of life and cultures throughout the world. It brings innovative learning strategies to an important audience whose needs are too often ignored. It is about building the Museum, in the minds of young people, as a place of learning, inquiry and excitement for all stages of life.

DIRECTOR'S MESSAGE

Professor Michael Archer, Director

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Increasing our focus on visitors and their experience is a key aspect of the Corporate Strategic Plan. One way we achieve this is through extensive audience research. Recent findings include a significant increase in frequent visitors - those who visit the Museum at least three times a year. Just as important is the increasing number of visitors who tell us they came because people have told them they would have a wonderful experience at the Museum. The increased number and range of temporary exhibitions and visitor programs has contributed to making the Museum a dynamic and fascinating place to visit.

In addition to our College Street site, we have opened *djumu Gallery – the Australian Museum at Customs House* at Circular Quay. This gives us a presence in one of the most historic and well-visited parts of the city. *djumu Gallery* provides us with the opportunity to showcase beautiful objects from the Museum's extensive Indigenous and Pacific collections which would otherwise not be displayed.

We have not neglected people in regional areas either. We certainly consider people living away from the Sydney CBD as vital parts of our audience. Museum-on-the-Road continues to tour exhibitions throughout regional and country New South Wales. The Museum-in-a-Box program has increased its reach, with more than 70,000 school students and teachers using the information, specimens and multimedia products in the boxes this year. The Aboriginal Heritage Unit continues to provide specialist services and advice to Indigenous communities throughout Australia setting up their own keeping places and museums.

We are working to develop 'thematic trails' linking regional areas to tourism networks. One initiative is the NSW 'Fossil Trail', linking the Australian Museum in Sydney to the Somerville Collection in Bathurst, the Age of Fishes Museum in Canowindra, the fossil centre at Wellington Caves and an anticipated museum at Lightning Ridge. Another area of investigation is a trail linking Indigenous sites and keeping places throughout NSW.

One of most far-reaching initiatives is the Alcheringa Project. As currently conceived, this involves a plan to develop at a site away from the Museum at College Street an international attraction exploring the prehistory of Australia's environments and the ways in which humans have interacted with those environments. It will draw on the best of our science and interpretive expertise to re-create those worlds, and promises to be an amazing educational interactive experience on an unprecedented scale.

All of these exciting projects will require partnerships and support, some of which we have already secured. Through them we expect to build a research and educational base focussed on developing viable new futures for Australia's natural and cultural resources.

Thank you to all Museum staff for their contribution through this year and especially in the way they have dealt with a transition in leadership. I appreciate your support.

THE MUSEUM'S CORPORATE STRATEGIC PLAN IDENTIFIES FOUR SPECIFIC STRATEGIES TO INTEGRATE THE MUSEUM'S WORK IN A RANGE OF AREAS TO ENSURE WE ARE WORKING EFFECTIVELY TOWARDS ACHIEVING OUR OBJECTIVES: ACCESS; THE PHYSICAL EXPERIENCE; VIRTUAL ACCESS; SCIENCE 2020

ACCESS

The Australian Museum is committed to providing new and improved access to its facilities and collections, not just in terms of physical and virtual access, but also making them more intellectually accessible. The Museum is also committed to involving regional communities in the development of content, interpretation and design of programs to tour in regional areas.

Providing access to the collections is an important function of a museum. Most members of the public experience the Museum's collections through the public programs. However, access to collections includes scientific research purposes whereby researchers work with collection items at the Museum, or through arranging loans of material to research institutions around Australia and overseas. Collection items are also loaned to other institutions for exhibitions and other public programs.

The Museum also provides access to its collections for cultural reasons consistent with the Museums Australia policy *Previous Possessions: New Obligations*, especially for Indigenous people who have an association with particular collection items.

HIGHLIGHTS

Meeting public needs

The Museum's College Street building was visited by over 400,000 people during the year, an increase of over 20 per cent on last year. The Museum's website recorded 10 million hits during the year, an increase of 66 per cent on 1997/98.

Museum scientists and other staff are available to answer public inquiries. *search & discover*, the Museum's interactive inquiry centre, provides the resources and staff to help visitors solve their inquiries themselves. *search & discover* staff handled more than 10,000 public inquiries – a 50 per cent increase on last year - with many more referred to scientific staff and collection managers.

djumu Gallery – the Australian Museum at Customs House

In November 1998 we opened *djumu Gallery – the Australian Museum at Customs House*. This exciting initiative gives us a physical presence in a major tourist precinct, and provides us with the opportunity to showcase our extensive collection of Indigenous art and objectives in a manner not previously possible.

Providing services for students and educators

Improvements to the range and targeting of schools materials have increased access to the Museum for schools. School programs and products reached over 74,000 people, a 29 per cent increase on last year, and included National Science Week workshops, collaborative workshops with the Australian Science Teachers Association, professional development days for teachers and preparation of student materials for Museum exhibitions.

Cooperation with Universities

Undergraduate and post-graduate students from several universities are co-supervised by Museum scientists. This year the Museum established a joint graduate and post-graduate training program in biosystematics with the University of New England and the Royal Botanical Gardens.

Workshops

The Museum also channels its expertise to specific interest groups by way of specialised workshops. Workshops conducted during the year included one on the built environment and on audience research in museums.

Access to Collections

Almost 450 loans were made from the Museum's collections to outside organisations/institutions to facilitate research.

Museum-on-the-Road and Museum-in-a-Box

The Museum undertook an active program designed to provide regional communities with access to Museum exhibitions and programs. The Museum-on-the-Road (MOTR) program was expanded with the addition of a new *Indigenous Australians* exhibition and a targeting into less populated areas of NSW. MOTR exhibitions were visited by over 210,000 people throughout NSW.

The Museum-in-a-Box program was further expanded, with 73 boxes available covering 22 topics. These were used by over 73,000 students, with 427 loans to NSW schools – an increase of 34 per cent on last year.

Community Access and Indigenous Access programs

The Museum's Community Access programs are designed to provide community groups with specific access to the Museum's programming. Four community programs were presented in 1998-99, spanning many issues of cultural diversity in Australia. In addition, seven new community displays were presented in the *Indigenous Australians* gallery as part of the

Indigenous Access program, designed to keep that gallery current and relevant.

Nature Focus & *Nature Australia*

Nature Focus, the Museum's commercial photographic agency, experienced its most successful year to date. The agency continued to expand its collection of spectacular natural history images, with a number of new photographers joining the library during the year. The *Nature Australia* magazine continues to be an important and successful avenue for communicating Museum research to the general public, with each issue reaching over 70,000 people.

The Museum Shop

The Museum shop had another excellent year, building on the lessons and successes of the previous year in making the shop an integral part of the Museum visit experience. Establishment of special exhibition shops for *Life and Death Under the Pharaohs* and *Terrorsaurus*, and development of innovative product and point of sale materials, helped lift total sales

by almost 90 per cent. The opening of the new *djamu* shop in Customs House established a new benchmark for Indigenous-related retailing, including production of the most comprehensive catalogue available of Australian Aboriginal and Pacific Island books.

Museum As A Venue

Museum As A Venue enjoyed continued success. The Museum's public spaces provided a unique after-hours experience of the Museum for more than 25,000 people. Museum As A Venue is expanding into new conferencing markets. The income raised contributed to the maintenance of the spaces for all users and to the Museum's programs.

The Australian Museum Society (TAMS)

TAMS provides its members with unique access to the Museum, its programs and the flow of ideas and discussion concerning the natural world. The most significant effort was during the exhibition *Life and Death Under the Pharaohs*, with over 2,000 people attending evening lectures and Saturday seminars. An intensive marketing campaign during the exhibition enabled the Society to increase its membership by about 1,300 (approximately 30%). During the rest of the year the Society continued its events program, highlighting recent scientific results and other exhibitions, including through its regular magazine, *Muse*.

Australian Museum Business Services (AMBS)

AMBS provided substantial access to the Museum's professional capabilities through the provision of over 120 projects during the year. The main recipients of these services are

government bodies, companies and individuals in Australia and internationally. Within the environmental area of AMBS work, the Museum has influenced decisions in environmental protection and management, especially in major development works, the Olympic facilities at Homebush Bay and for monitoring of Sydney's freshwater systems.

Marketing

Joint sales promotions with corporate partners – for example a *Life and Death Under The Pharaohs* poster for Sun Herald readers - formed a large part of the Museum's marketing effort in increasing access to a wider range of audiences. A new and fresh approach to advertising campaigns, and selective use of paid media, enabled an extended reach for Museum programs, encouraging new and repeat visitors. The launch of a new corporate campaign during the year, inviting visitors to "excite their minds", helped build a new awareness of the Museum.

THE PHYSICAL EXPERIENCE

The Australian Museum is committed to using values-driven criteria as a principal part of developing and assessing its public programs. Each program needs to be examined in the following way: does it engender respect for audiences and their needs, and the content; does it astonish the senses and excite the visitor's mind; is it a unique experience?

HIGHLIGHTS

Programs in 1998-99

The Museum built upon the lessons of recent years in developing a range of public programs designed to provide specific audiences with experiences which meet their interests and expectations. Development of these programs reflects comprehensive visitor research which, over several years, has added significantly to the Museum's understanding of those features of public programs which best meet visitor needs.

1998-99 Public Programs

Temporary Exhibitions

Life and Death Under the Pharaohs
4 July – 13 September 1998
Argonauts: Graceful Sailors in Boats of Shell
29 August – 1 November 1998
Terrorsaurus
31 October 1998 – 25 April 1999
British Gas Wildlife Photographer of the Year 1998
9 January – 21 March 1999
Eye To Eye: Observations by FE Williams, Anthropologist in Papua 1922-43
13 March – 27 June 1999
The Art of Eric Carle
28 May – 27 June 1999
Ancient Lives: Greeks, Romans and Etruscans
5 June – 29 August 1999

Semi-permanent Exhibitions

Biodiversity: life supporting life
opened 19 September 1998
Kids' Island
opened 29 May 1999

Theatre Programs

I'm in the Mummy
4 – 12 July 1998
Spice of Life Festival
18 October – 22 November 1998
Life and Other Magic Tricks
29 September – 11 October 1998
The Amazing Zacnock – Dinosaur Whisperer
29 November – 20 December 1998
Valley of the Big Bones
1 January – 7 March 1999
Dinosaur Rhymes with Nonsense
2 April – 25 June 1999
Tale of Two Togas
3 – 18 July 1999

Indigenous Australians Changing Displays

Stolen lives – documenting Aboriginal separation and survival
16 May – 13 August 1998
Eora exhibition
5 September – 1 November 1998
Illawarra South Coast Artists
6 November 1998 – 28 January 1999
Warrali Burrul – Stand Up Big
6 February – 18 April 1999
The Meeting Place
22 April – 10 May 1999
Mum Shirl – a tribute
15 May – 15 August 1999
Gordon Syron – an Aboriginal historical perspective
15 May – 15 August 1999

Community Access Programs

Peepshow Kinettica
17 June – 23 August 1998
Twang: a fusion of sounds from around the world
5 September – 1 November 1998

Images of Mambesak

7-27 November 1998

Topographies: landscapes of the imagination

27 March – 23 May 1999

Biodiversity Program Changing Displays

Wetlands display, with Bicentennial Park

25 January – 19 February 1999

Clean-up Australia Day display

20 February – 7 March 1999

Landcare display

8 – 31 March 1999

Greening Australia

1 – 23 April 1999

Australian Quarantine and Inspection Service

24 April – 21 May 1999

Solarch

22 May – 13 June 1999

Australian Freshwater Crocodiles display

from 16 May 1999

Hawkesbury Nepean Trust Green House

Trust display

14 June – 2 July

Special Events

NAIDOC Week: 4 – 12 July 1998

Dinosaur Day: 29 November 1998

Australia Day: 26 January 1999

Heritage Week: 19 – 23 April 1999

Museum Open Day: 16 May 1999

National Science Week: 1 – 9 May 1999

World Environment Day: 5 June 1999

Themed school holiday programs

July and September 1998;

January and April 1999

Museum on the Road*More than Dinosaurs – evolution of life*

toured throughout NSW

Indigenous Australians

opened 10 July and toured throughout NSW

Museum in a Box

Seventy-three boxes available for loan,

including 12 new boxes created in 1998-99.

Touring exhibitions*Spiders!* (Victoria, Western Aust.,

Northern Territory)

Sex: Bridging the Circle of Life (Hong Kong)*Gargantuans From The Garden* (Newcastle, NSW)*Off The Planet* (Penrith, NSW)*Frank Hurley Photographer* (Northern Territory)*British Gas Wildlife Photographer of the Year 1998*

(ACT, NSW)

AMBS Commercial Exhibitions*Peoples of Australia – Richness and Diversity* (DFAT)*100 Years of Caring* (NSW Department of Health)*Olympic Legacy* (OAC)*Maitland Visitor Centre* (Maitland City Council)**Exhibitions at *djamu Gallery* –*****the Australian Museum at Customs House****Food for thought*

5 December 1998 – 28 March 1999

Face to face

5 December 1998 – 28 March 1999

Images from the sea

5 December 1998 – 27 June 1999

Savage Island Hiapo

5 December 1998 – 31 January 1999

Blak beauty

6 February – 2 May 1999

Kitset Cultures

8 May – 1 August 1999

Ngayulu-latju Palyantja

2 April – 1 August 1999

Review Public Program Processes and Experiences

In a series of internal discussions, participants in recent public program project teams identified changes to be made to the Public Program development process to improve both the process and the product. A new Guideline incorporating a Statement of Excellence, a training outline, a development process and feedback procedures will be produced. Forums with external experts were also held to increase staff understanding of the museum experience, and to inform the development of future planning of public space at the Museum.

Exhibition Development

The Museum's active pursuit of exhibition development opportunities in the Asian region was recognised in the awarding to AMBS of the Premier's 1998 NSW Exporter of the Year – Services Award. AMBS produced a number of touring exhibitions designed for both Australia and overseas. These exhibitions travelled to a total of 46 Australian regional centres and 8 overseas sites, and were seen by over 750,000 people during the year.

VIRTUAL ACCESS

The Australian Museum recognises that communications technology will be an ever more powerful tool for reaching out to current and new audiences. Through careful evaluation and development of the way people use technology to obtain access to the Museum, we will seek to develop tailored programs that effectively meet specific needs and provide unique, enjoyable learning and social experiences. Technology will also enable the Museum to play a larger role in linking people in discussion and exploration of biological and cultural diversity.

HIGHLIGHTS

Website Development

Further expansion in the scope and coverage of the Museum's website (www.austmus.gov.au) took place during the year. Coverage of the Museum's anthropology collection was extended and updated, and enhancements made to our extensive reptile database to improve access and interpretation. A website on the effects of habitat fragmentation on birds in the NSW wheatbelt was prepared, a mammals database and site developed, and ongoing interactive additions made to the fish site and Sea Slug Forum.

The launch in April 1999 of *Stories of the Dreaming* (www.dreamtime.net.au), funded by a grant from Australia's Cultural Network (ACN) through the federal Department of Communications, Information Technology and the Arts, was an innovative development involving extensive liaison with a number of Indigenous communities.

By the end of the year, the programs available on our websites have 15,024 potential pages, with almost 7,500 images. This expansion in website coverage led to further significant growth in total usage over the year, with almost 515,000 user sessions recorded – an increase of almost 140 per cent on last year.

Network

The Museum received funding for an integrated Library Management System (LMS) which is currently in the final stages of implementation. Further development will allow detailed information on our unique collections to be made available via both the Internet and our Intranet.

Access to Collections

The computerisation of the Museum's marine invertebrate collections was completed in December 1998, after 16 years of work. This is one of the few invertebrate collections in the world to be computerised, assisting both collection management and access by users. Further progress was made in databasing the Museum's earth and environmental sciences collections, and more than 30,000 records were added to the entomology database. Museum staff were also involved in preparation of interactive keys for identifying animals, to be made available both as CD ROMs and on the Web.

SCIENCE 2020

Scientific research at the Australian Museum is about ideas: discovering and communicating new knowledge and insights into the world and its cultures. This is coordinated through research centres, which reflect the diversity of our expertise and collections.

Science 2020 is designed to promote and extend the reach of our scientific programs and projects. It is a means of communicating knowledge more effectively by raising awareness of the Museum's leading-edge science programs and projects, and through a closer integration of the Museum's scientific research projects and public programs.

HIGHLIGHTS

Policy Advice

The Museum continued its active role in providing advice and submissions on a variety of government planning and policy processes. This remains a central role, extending the reach and impact of our scientific knowledge by channelling Museum expertise into processes which impact directly on the lives of many Australians. During the year, the Museum made submissions on ANZECC core biodiversity indicators, the Mid-Lachlan Draft Vegetation Management Plan, several Plans of Management developed by the NSW NPWS, the Federal Oceans Policy, the implementation of economically sustainable development by Commonwealth departments and agencies, plan making in NSW and the Solitary Islands Marine Reserve.

Consensus Conference on Gene Technology in the Food Chain

The Museum organised Australia's first Consensus Conference, a format designed to provide the opportunity for informed input by ordinary citizens into policy debate and development. The topic chosen is one of increasing interest and concern to the general community and business. Extensive coverage of the report and recommendations of the Conference Lay Panel provided an important input into the development of government policy on this contentious issue.

Research Centres

The Museum's Research Centres are the focus of our scientific research, providing the opportunity for multidisciplinary collaboration and cooperation both within the Museum and with external partners. Several new research streams were established during the year. The FATE project focuses on the Future of Australia's Terrestrial Ecosystems, aiming to increase the viability of rural ecosystems and regional Australia. The Centre for Research into the Evolution of Australia's Terrestrial Ecosystems (CREATE) will advance our understanding about the origins of Australia's unique creatures and ecosystems. The Audience Research Centre will link scientific approaches with educational and learning disciplines to explore how people learn in cultural institutions.

Media coverage

The appointment of Professor Michael Archer as the Museum's new Director generated great

media interest, including profile articles and several TV current affairs programs. Controversial comments about the prospect of Thylacine cloning, the discovery of the manta shrimp and Andrew Parker's ground-breaking research into the genesis of colour in animals also featured in extensive national and international coverage in both electronic and print media.

The publicity highlight of the year – dubbed by the media as the 'biggest story to come out of the Museum' – was the possibility of Thylacine cloning. Initially aired on ABC TV, this story generated extensive national and international media coverage. Other subjects receiving extensive media coverage included pet stick insects, freshwater jellyfish, mosquito fish, native honey bees and cane toads, plus over 20 articles and radio interviews about the giant mantis shrimp.

Eureka Prizes

The Museum-administered Eureka Prizes, a unique partnership between the federal and NSW state governments, academic institutions and leading private sector companies, established themselves as Australia's pre-eminent national science awards. The addition of two new Prizes raised total prize money from the 12 Prizes on offer to \$100,000. Extensive media coverage was obtained of the 1999 winners, announced at a ceremony compered at the Museum by Adam Spencer during National Science Week.

Public Programs

The opening in September 1998 of the new semi-permanent gallery *Biodiversity: life supporting life* was the culmination of an intensive process of collaboration between science and other parts of the Museum. The gallery and its periodically changing programs provide the opportunity for extensive coverage of Museum scientific activities.

Research

Museum scientists undertake an active and innovative program of ongoing scientific research, the results of which are communicated through scientific and popular publications, seminars and conferences, and the Museum's public programs. Significant projects and events during the year included:

- the publication of some 125 scientific and popular articles on natural science and anthropology
- securing funding of \$200,000 over three years for taxonomic work, especially the description of new species of invertebrates, as part of the State Biodiversity Strategy
- the second year of the government enhancement-funded biodiversity research program resulted in the establishment of Geographic Information Systems methodology and accumulation of data, further refinement in genetic criteria for reserve selection and completion of the species diversity component of habitat networks
- development through the Spatial Systems Laboratory of new techniques for the identification of hotspots of biodiversity
- the Museum's biodiversity research continued to feed into the Regional Forest Agreement process, with results from Museum surveys and collections included in the Comprehensive Regional Assessments for the northern and southern zones
- research into the effects of grazing practices on biodiversity, as part of one of the largest national studies on sustainability being undertaken in Australia
- co-editing of *The Archaeology of Rock-art*, the first book of its kind to explore world rock-art from a strictly archaeological framework

- an examination of how poorly dispersing invertebrates reflect the breaking up of Australia through inundation in the Cretaceous, involving a range of approaches (molecular, morphological, biogeographic analysis) and fieldwork in north Queensland and the Kimberley area
- ongoing taxonomic research into fly families Dolichopodidae and Empididae. To date 102 species in the NSW fauna have been described, in the context of 286 new species and 15 new genera in the Australian fauna
- 3 year ABRS funding commencing in 1999 for a systematic revision of the Phreatoicidea (Crustacea, Isopoda) of Australia
- research on the evolutionary relationships of gastropods (snails, slugs, limpets etc.), a group with more than 10,000 species in Australia
- finalisation of studies on selected Australian polychaete families, funded for the past 3 years by ABRS
- a 3 year collaborative project with staff from the University of Wollongong for archaeological and geographic research into Keep River region landscapes, funded by an ARC grant
- establishment of an innovative Prehistoric Starch Project, involving researchers from Australia, Japan, The Netherlands and the USA
- launch of the Storyboard research project, now involving over 120 members of the public
- completion of a total revision, combination and enlargement of larval fish identification books involving 32 contributors from around the world, to be published in 2000
- research on the behaviour of the larvae of coral-reef fishes during their pelagic phase continued under ARC funding, the results having a major effect on the way marine resources and reserves are being managed
- publication in *Nature* of a paper on fossil fish evolutionary relationships
- completion of analysis of relationships within the arthropods (the largest group of animals including insects, crustaceans and spiders) using anatomical characters and DNA sequence data
- continued research on the biology and management of the endangered Green and Golden Bell Frog
- research into the effects of land clearing and habitat fragmentation on the birds of the NSW wheatbelt is nearing completion
- research on the ecology of sandy-beach amphipods (small crustaceans)
- studies on 'landmark' volcanoes, revealing the prehistory of Australia's eastern seaboard
- monitoring of the environment within Mawson's Hut in Antarctica, as part of a major program to preserve this historic site
- commencement of initial planning for studies into possible cloning of the Tasmanian Tiger, an exciting prospect for re-establishing extinct species
- AMBS completed over 80 environmental science consultancy projects during the year, often involving collaborative projects between Museum staff and external research organisations, and worked closely with the RTA in developing special technologies in terrestrial fauna monitoring, particularly for the arboreal marsupials overpass project.

Lizard Island Research Station

Fifty-five research projects were conducted by some 140 visiting researchers at the Museum's Lizard Island Research Station on the Great Barrier Reef. Overseas workers conducted some 20 per cent of these projects. Reef ecology courses were undertaken by eight university groups from North America and Asia, with two Australian school groups completing one and two week field excursions. There was again a record usage of the Station's facilities by film groups producing nature-focussed documentaries.

FINANCIAL REVIEW OF THE YEAR

The Australian Museum's financial results for 1998/99 have been extremely variable.

Admissions to the Museum continued to perform strongly, confirming the trend in 1997/98.

Admissions for the year were 400,301 (371,000 in 1997/98). Revenue from admissions improved to \$2,143,000, a 68% increase on the 1997/98 financial year return of \$1,279,000. A significant component of this success is attributable to the blockbuster exhibition *Life and Death under the Pharaohs* which broke all records for attendance at the Museum. If not for the Government's support through the *Making a Difference* program, the Museum would not have been able to bring such a quality exhibition to Sydney.

The success of such exhibitions as *Pharaohs* also enabled the Museum to pursue a successful merchandising program. Shop sales increased by 88 per cent to \$1,482,000.

Other commercial activities continue to perform strongly, in particular, Australian Museum Business Services, which again showed strong revenue growth to \$3,243,000. This is a 9 per cent improvement on the previous year, and reflects the unique nature of its strengths in freshwater ecology and commercial exhibition development.

During the year the Museum opened the *djumu Gallery* at Customs House, Circular Quay. Delays in opening resulted in a lower level of attendances than originally forecast and this impacted on returns during 1998/99.

A fire in the Museum in September 1998 caused considerable disruption to operations, although services to the public were able to be maintained. Whilst damage to the Museum was minimised by the swift action of the

Museum's disaster recovery team, it was necessary to permanently relocate the Anthropology section offsite due to the unsatisfactory condition of their accommodation. The need for this move highlights the continuing difficulties faced in maintaining the Museum's heritage buildings, which require increasing levels of resource allocation.

During the year a number of issues were identified, such as the fire, which had the capacity to affect operations. After discussions with NSW Treasury, supplementation to the extent of \$1,500,000 was provided to offset these issues.

Capital funding provided during the year amounted to \$5,765,000. The fire and its associated impacts caused delays in a number of projects, such as the major air conditioning upgrade.

No valuation of collection assets has been provided in the financial statements as required by Australian Accounting Standard AAS29 "Financial Reporting by Government Departments." Efforts have been made during the year ended 30 June 1999 to identify and value these assets, including the development of a valuation methodology and the conduct of an initial valuation exercise.

The process undertaken to derive this value was new to the state of NSW. The initial valuation exercise has demonstrated a wide range of issues, not least the resources required to ensure complete cataloguing and more extensive sampling of collections.

The Australian Museum has complied with the processes developed for the financial valuation of assets. The total dollar value of the assets resulting from this process has been noted.

However, the application of the process by external parties may also result in a degree of uncertainty in the actual figure. The Australian Museum will, with the appropriate organisations including Treasury and the Auditor-General, continue to refine the process in future years.

The Museum would emphasise that a financial valuation does not reflect what the Museum believes to be the true intrinsic worth of the collections. Their true value cannot be expressed in monetary terms but rather in terms of their cultural and scientific worth.

Furthermore, the collections cannot in fact be replaced. They have been collected over more than 150 years; specimens can be from locations where species are now extinct; cultural material can reflect techniques that are no longer practiced etc. They are invaluable and irreplaceable.



BOX 12 GPO
SYDNEY NSW 2001

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 1999. The Trust is responsible for the financial report consisting of the statement of financial position, operating statement, statement of cash flows and summary of compliance with financial directives, together with the notes thereto, and the information contained therein. My responsibility is to express an opinion on the financial report to Members of the New South Wales Parliament 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 report.

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

In addition, other legislative requirements which could have an impact on the Australian Museum Trust financial report have been reviewed on a cyclical basis. For this year, the requirements examined comprise compliance with:

- the core business activities being in accordance with the *Australian Museum Trust Act 1975*; and
- the *Public Authorities (Financial Arrangements) Act 1987*.

These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the requirements of the *Public Finance and Audit Act 1983*, Accounting Standards and other mandatory professional reporting requirements so as to present a view which is consistent with my understanding of the Trust's financial position, the results of its operations and its cash flows.

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

Qualification

As detailed in Note 1(q) to the financial statements, the Trust has conducted an initial valuation exercise for its collection assets resulting in a value of \$3,047m. This amount has not been recognised in the statement of financial position, nor has any potential flow on effect to the operating statement from increased depreciation expense. In my opinion, this is a departure from Australian Accounting Standard AAS29 "Financial Reporting by Government Departments" as it is probably that future economic benefits embodied in these assets will eventuate and that they possess a cost or value that can be measured reliably. The recognition of collection assets is fundamental to an understanding of the Trust's financial position and the results of its operations.

Qualified Audit Opinion

In my opinion, because of the effects of the matter discussed in the qualification paragraph, the financial report does not present fairly in accordance with sections 41B and 41BA of the Act, applicable Accounting Standards and other mandatory professional reporting requirements the financial position of the Trust as at 30 June 1999 and the results of its operations and its cash flows for the year then ended.

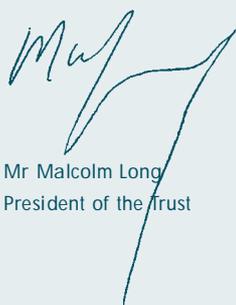
R J Sendt
Auditor-General

SYDNEY
14 October 1999

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

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

- a. The financial statements and notes thereon exhibit a true and fair view of the financial position and transactions for the year ended 30 June 1999.
- b. The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements, the requirements of the *Public Finance & Audit Act 1983*, *Public Finance and Audit (General) Regulations 1995*, and the *Financial Reporting Code for Budget Dependent Agencies*.
- c. There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate. No valuation of collection assets has been provided in the financial statements as required by the Australian Accounting Standard AAS29 "Financial Reporting by Government Departments". Efforts have been made during the year ended 30 June 1999 to identify and value these assets, including the development of a valuation methodology and the conduct of an initial valuation exercise.



Mr Malcolm Long
 President of the Trust



Professor Michael Archer
 Secretary of the Trust

START OF AUDITED FINANCIAL STATEMENTS
 PRESIDENT OF THE TRUST SECRETARY OF THE TRUST
 AUSTRALIAN MUSEUM TRUST
 OPERATING STATEMENT
 FOR THE YEAR ENDED 30 JUNE 1999

	Notes	Actual 1999 \$'000	Budget 1999 \$'000	Actual 1998 \$'000
Expenses				
Operating Expenses				
Employee related	3 (a)	19,330	14,402	13,586
Other operating expenses	3 (b)	12,292	6,432	9,880
Maintenance	3 (c)	1,397	1,074	1,279
Depreciation	3 (d)	2,928	1,190	1,402
Grants and subsidies	3 (e)	96	41	45
Other expenses		-	-	-
Total Expenses		36,025	23,139	26,192
Less:				
Retained Revenue				
Sale of goods and services	4 (a)	9,135	4,462	6,931
Investment Income	4 (b)	62	49	50
Grants and contributions	5,6	2,380	937	1,984
Total Retained Revenue		11,577	5,448	8,965
Gain/(Loss) on disposal of non-current assets	7	-	-	(226)
NET COST OF SERVICES	19 (b)	24,448	17,691	17,453

	Notes	Actual 1999 \$'000	Budget 1999 \$'000	Actual 1998 \$'000
Government Contributions				
Recurrent appropriation		16,559	16,559	14,656
Capital appropriation		5,765	8,453	5,236
Acceptance by Crown Transactions	8	1,856	412	1,505
Entity of employee entitlements and other liabilities				
Total Government Contributions				
		24,180	25,424	21,397
Surplus/(Deficit) for the year		(268)	7,733	3,944

AUSTRALIAN MUSEUM TRUST
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 1999

ASSETS

Current Assets

Cash		53	204	67
Investments	10 (a)	988	71	2,280
Receivables	10 (b)	1,330	359	899
Inventories	10 (c)	254	-	178
Total Current Assets		2,625	634	3,424

Non-Current Assets

Land and Buildings	11 (a)	192,933	132,711	193,221
Plant & Equipment and Exhibitions	11 (a)	18,235	16,241	15,858
Total Non-Current Assets		211,186	148,952	209,079
TOTAL ASSETS		213,811	149,586	212,503

LIABILITIES

Current Liabilities

Accounts Payable	12 (a)	1,138	912	59
Borrowings	12 (b)	260	-	368
Employee Entitlements	12 (c)	1,887	962	1,382
Total Current Liabilities		3,285	1,874	1,809

Non-Current Liabilities

Borrowings	12 (b)	100		
Total Non-Current Liabilities		100		
Total Liabilities		3,385	1,874	1,809
Net Assets		210,426	147,712	210,694

EQUITY

Reserves	13	202,750	131,870	202,750
Accumulated funds	13	7,676	15,842	7,944
Total Equity		210,426	147,712	210,694

AUSTRALIAN MUSEUM TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 1999

	Notes	Actual 1999 \$'000	Budget 1999 \$'000	Actual 1998 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(17,618)	(13,587)	(12,382)
Grants and subsidies		(96)	(41)	(45)
Other		(12,658)	(7,841)	(12,188)
Total Payments		(30,372)	(21,469)	(24,615)
Receipts				
Sale of goods and services		8,694	4,334	6,265
Interest received		62	986	50
Other		2,380	-	1,734
Total Receipts		11,136	5,320	8,049
Cash Flows From Government				
Recurrent Appropriation		16,559	15,059	14,656
Capital Appropriation		5,765	8,453	5,236
Cash reimbursements from the Crown Transactions Entity		649	412	418
Net Cash Flows from Government		22,973	23,924	20,310
NET CASH FLOWS FROM OPERATING ACTIVITIES	19(b)	3,737	7,775	3,744
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchases of Land & Buildings, and Plant & Equipment		(5,035)	(8,453)	(2,027)
Proceeds from sale of Land & Buildings, and Plant & Equipment		-	-	-
Proceeds from sale of investments		1,292	31	(2,178)
Other		-	-	-
NET CASH FLOWS FROM INVESTING ACTIVITIES		(3,743)	(8,422)	(4,205)
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from Borrowings and Advances		200	-	-
NET CASH FLOWS FROM FINANCING ACTIVITIES		200	-	-
NET (DECREASE) /INCREASE IN CASH		194	(647)	(461)
Opening cash and cash equivalents		(301)	(850)	160
CLOSING CASH AND CASH EQUIVALENTS	9	(107)	(204)	(301)

AUSTRALIAN MUSEUM TRUST
SUMMARY OF COMPLIANCE WITH FINANCIAL DIRECTIVES
FOR THE YEAR ENDED 30 JUNE 1999

	1999				1998			
	Recurrent Appropriation \$'000	Expenditure \$'000	Capital Appropriation \$'000	Expenditure \$'000	Recurrent Appropriation \$'000	Expenditure \$'000	Capital Appropriation \$'000	Expenditure \$'000
ORIGINAL BUDGET								
APPROPRIATION / EXPENDITURE								
Appropriation Act	15,059	15,059	8,453	5,360	15,042	14,656	5,236	3,940
BUDGET VARIATION ACTS	1,500	1,500	-	-	-	-	-	-
(IE ADDITIONAL APPROPRIATIONS)								
s. 21A PF&AA - special appropriation	-	-	-	-	-	-	-	-
s. 24 PF&AA - transfers of functions between departments	-	-	-	-	-	-	-	-
s. 26 PF&AA - Commonwealth specific purpose payments	-	-	-	-	-	-	-	-
	16,559	16,559	8,453	5,360	15,042	14,656	5,236	3,940
OTHER APPROPRIATIONS/ EXPENDITURE								
* Treasurer's Advance	-	-	-	-	-	-	-	-
* Section 22 - expenditure for certain works and services	-	-	-	-	-	-	-	-
* Transfers from another agency (section 28 of the Appropriation Act)	-	-	(2,688)	405	-	-	-	-
			405					
			1,296					
			(987)	405				
Total Appropriations/Expenditure (includes Transfer payments)	16,559	16,559	7,466	5,765	15,042	14,656	5,236	3,940
Drawdowns from Treasury		16,559		5,765		14,656		5,236
Total Unspent Appropriation		-		-		-		1,296

The variance between the original appropriation and the revised recurrent appropriation was due to supplementation being provided after a structural budget review. The variance in capital was due to \$405,000 supplementation to meet the cost of the Y2K rectification project.

* The name and purpose of the program is summarised in Note 23.

** In New South Wales, agencies are not required to separately record expenditures which are financed by the Consolidated Fund as distinct from expenditures financed by their own user charges. As a result, they are not able to determine accurately the exact amount of the expenditures that are related to the Consolidated Fund. However, the amount of the revised appropriation should approximate the actual expenditure of the Consolidated Fund monies by agencies.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) 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 that 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.

(b) Basis of Accounting

The Australian Museum Trust financial statements are a general purpose financial report which has been prepared on an accruals basis and in accordance with the applicable Australian Accounting Standards and other mandatory professional and reporting requirements, the requirements of the Public Finance and Audit Act and Regulations, and the Financial Reporting Directions published in the Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer under Section 9(2)n of the Act.

Where there are inconsistencies between the above requirements the legislative provisions have prevailed. Statements of Accounting Concepts are used as guidance in the absence of applicable Australian Accounting Standards, other mandatory professional and reporting requirements, and legislative requirements.

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

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency. The accounting policies adopted are consistent with those of previous years.

(c) Parliamentary Appropriations and Contributions from Other Bodies

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

(d) Employee Entitlements

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

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

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

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

(ii) Long Service Leave and Superannuation

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

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

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (ie. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (ie State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

(e) Insurance

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

(f) Acquisition of Assets

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

(g) Plant and Equipment

Plant and equipment acquired for \$500 and above individually are capitalised.

(h) Revaluation of Physical Non-Current Assets

The Museum's Heritage Buildings are valued at replacement cost for a building closely resembling the existing facility. Other Museum buildings are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued at market value.

Where assets are revalued upward or downward as a result of a revaluation of a class of non-current physical assets, the Trust restates separately the gross amount and the related accumulated depreciation of that class of assets.

The recoverable amount test has not been applied as the agency is a not-for-profit entity whose service potential is not related to the ability to generate net cash inflows.

(i) Depreciation

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

The Museum believes that the life of the Museum's Heritage 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 buildings are subject to normal maintenance. Therefore the annual depreciation expense to be applied to the building is determined to be immaterial.

The other buildings at the Sydney site are divided into Major buildings that are depreciated over their estimated life of 80 years and Minor buildings that are depreciated over their estimated remaining life of 20 up to 60 years.

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

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

Buildings	1.25%-6.67%
Plant and Equipment	10%-25%
Vehicles	15%

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.

(j) Cash

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

(k) Receivables

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Debts, which are recognised as uncollectable, are written off. A provision for doubtful debts is raised when some doubt as to collection exists. The credit risk is the carrying amount (net of any provision for doubtful debts). The carrying amount approximates net fair value. Sales are made on 30-day terms.

(m) Investments

Investments are on deposit "at call" with the Commonwealth Bank of Australia. The interest rate is calculated based on average daily deposits, payable quarterly. Interest revenues are recognised as they accrue.

(n) Inventories

Inventories are valued at the lower of cost and net realisable value.

(o) Trade Creditors and Accruals

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

(p) Comparative Figures

During the year ended 30 June 1999 the Museum introduced a new accounting software package including a new Chart of Accounts. Expenditure figures were allocated on a different basis than in the previous year. Due to the new classification of accounts previous years figures are not comparable to the figures presented in the current financial year.

(q) Valuation of Collection Assets

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

Efforts have been made during the year ended 30 June 1999 to identify and value these assets, including the development of a valuation methodology and the conduct of an initial valuation exercise. This valuation exercise resulted in an initial collection value of \$3,047,250,850. It is intended to refine the valuation process during the year ended 30 June 2000 so as to achieve a more reliable value of the collection assets.

(r) Recognition of Revenue

Sale of Goods and Services
Revenue from the Trust's operations as a natural history museum, providing knowledge about the natural environment of Australia and of the sciences, is recognised on the provision of the goods sold and services provided.

2. BUDGET REVIEW

Net Cost of Services

The actual net cost of services for 1998/99 was \$7,406,000 more than the Treasury Budget Paper (\$1,153,000 less in 1997/98).

Budget variances were due to:

The Budget figures as published in the Treasurers budget papers 1998/99 were subsequently reviewed and varied to reflect more up to date information and budget decisions by the Trust.

Employee related expenses were strongly effected by the Public Sector Award as well as increased commercial activity by Museum business units. The increase in commercial expenses is offset by increased revenues.

Maintenance expenses were directed to essential maintenance of the heritage buildings comprising the Museum complex.

Grants income and expenditure increased substantially. Grants expenditure is only undertaken in line with formal agreements for the provision of grants funding.

Sales of Good and services improved substantially due to improved trading conditions and exhibitions, which attracted increased attendances.

Assets and Liabilities

The major capitalisation of exhibits was the Biodiversity exhibition \$1,454,487.

Cash Flows

Cash flows were assisted by increased attendances, improved performance from trading operations and the winning of a number of major contracts by Australian Museum Business Services.

3. EXPENSES

	1998/99 \$'000	1997/98 \$'000
(a) Employee related expenses		
Comprised the following specific items:		
Salaries and wages (including recreation leave)	16,100	11,205
Superannuation entitlements	1,339	1,014
Payroll tax and fringe benefit tax	1,219	814
Long Service leave	425	387
Workers compensation insurance	236	157
Other	11	9
	19,330	13,586
(b) Other operating expenses		
Comprised the following items:		
Audit Remuneration	35	33
Bad and doubtful debts	14	7
Rental Expense	629	400
Freight	129	29
Motor Vehicles	147	53
Advertising and Promotional	1,205	749
Electricity	276	320
Consultants	12	210
Contractors	1,152	1,147
Travel and Accommodation	299	119
Cleaning and Waste removal	430	35
Cost of sales	840	473
Insurance	389	320
Postal and Telephone	513	357
Working Expenses	5,617	5,384
Printing	479	185
Maintenance Contracts	126	59
	12,292	9,880
(c) Maintenance		
Comprised the following items:		
Repairs and Routine Maintenance	1,379	1,279
	1,379	1,279
(d) Depreciation		
Depreciation was charged as follows:		
Buildings	288	-
Exhibitions	937	972
Plant and Equipment	1,703	430
	2,928	1,402

3. EXPENSES (CONT)

	1998/99 \$'000	1997/98 \$'000
(e) Grants and Subsidies		
Grants and subsidies were as follows:		
Visiting Fellowships	72	34
Post Graduate Research Grants	24	11
	96	45

4. RETAINED REVENUE

(a) Sale of Goods

Comprised the following items:

Sale of Goods and Services comprised:

Memberships/Subscriptions	800	715
Admissions	2,143	1,279
Sales	1,484	786
Fees for Services	4,284	4,115
Miscellaneous	424	36
	9,135	6,931

(b) Investment Income

Interest	62	50
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5. GRANTS AND CONTRIBUTIONS

Revenue from Grants and Contributions comprised:

Scientific Research - Federal Government Grants	545	512
Scientific Research - State Government Grants	215	227
Other Grants	1,231	345
Donations	275	653
Other	114	247
	2,380	1,984

6. CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS

The Museum receives grants from various bodies for specific purposes (see note 6). These grants whilst specific in nature do not impose conditions as to how the funds are to be expended, other than in accordance with the grant's purpose. Funds unexpended at balance date comprise:

Scientific Research - Federal Government Grants	235	187
Scientific Research - State Government Grants	(9)	230
Other Grants	195	394
	421	811

Because conditions of the grants require future allocation of available funds for specified purposes application of Trust assets is restricted by these conditions.

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

	1998/99 \$'000	1997/98 \$'000
Gain/(Loss) on disposal of Non-Current Assets		
Proceeds from Sale	-	-
Written down value of assets sold	-	(226)
Gain/(Loss) on sale of non current assets	-	(226)

8. ACCEPTANCE BY CROWN TRANSACTIONS ENTITY OF EMPLOYEE ENTITLEMENTS AND OTHER LIABILITIES.

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

Superannuation	1,339	1,060
Long Service Leave	425	372
Payroll Tax on Superannuation	92	73
	1,856	1,505

9. CASH AND CASH EQUIVALENTS

Cash at Bank	35	49
Cash on Hand	18	18
Bank Overdraft	(160)	(368)
	(107)	(301)

10. CURRENT ASSETS

(a) Investments

Investments recorded at cost comprised:

Bank Term Deposits	988	2,280
--------------------	-----	-------

Investments are brought to account at cost. The face value is \$987,559 as at 30 June 1999 (\$2,279,865 as at 30/6/98). Investments are on deposit "at call" with the Commonwealth Bank of Australia. The interest rate for the duration of the investment has been 3.50% based on average daily deposits payable quarterly.

(b) Receivables

At an aggregate value of \$1,330,000 was recorded at balance date and comprised:

Trade Debtors	1,033	799
Accrued Revenue Payments	305	111
	1,338	910
Less Provision for Doubtful Debts	8	11
	1,330	899

The Trade Debtors are aged:

Less than 30 days	397	410
30 to 59 days	228	202
60 to 89 days	28	76
90 to 120 days	18	74
120 and over	362	37
	1,033	799

(c) Inventories

The value recorded at 30 June 1999 of \$254,280 (\$178,267 as at 30/6/98) represented stock in trade held in the Museum's shop outlets and finished goods. All stock are considered current assets.

11. NON-CURRENT ASSETS

	Land \$'000	Buildings \$'000	Plant & Equip \$'000	Exhibits \$'000	Total \$'000
(a) Summary of Property, Plant and Equipment					
Cost					
At July 1, 1998	-	1,004	4,282	8,317	13,603
Additions	-	-	3,269	1,766	5,035
Disposals	-	-	335	-	335
At June 30, 1999	-	1,004	7,216	10,083	18,303
Valuation					
At July 1, 1998	15,870	177,591	10,370	-	203,831
Increments	-	-	-	-	-
Decrements	-	-	-	-	-
At June 30, 1999	15,870	177,591	10,370	-	203,831
Cost and Valuation	15,870	178,595	17,586	10,083	222,134
Depreciation					
At July 1, 1998	-	1,244	2,313	4,798	8,355
Charge for year	-	288	1,70	937	2,928
Disposals	-	-	335	-	335
At June 30, 1999	-	1,532	3,681	5,735	10,948
Net Book Value At June 30, 1999	15,870	177,063	13,905	4,348	211,186
At June 30, 1998	15,870	177,351	12,339	3,519	209,079

(b) Land and Buildings

The value recorded in the Statement of Financial Position covers the following Trust Property:	1998/99 Land \$'000	1998/99 Buildings \$'000	Total \$'000	1997/98 \$'000
Museum Property - College and William Street, Sydney (at valuation)	10,000	175,492	185,492	185,492
Museum Property - Yurong and William Street, Sydney (at valuation)	5,870	-	5,870	5,870
Lizard Island Research Station Buildings (at valuation)	-	3,103	3,103	3,103
Less Accumulated Depreciation	-	(1,532)	(1,532)	(1,244)
	15,870	177,063	192,933	193,221

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

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland Government for a twenty five year terminated in 1998 at a nominal annual rental and is currently being re-negotiated.

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

11. NON-CURRENT ASSETS (CONT)

	1998/99 \$'000	1997/98 \$'000
(c) Plant and Equipment		
The book values are summarised as follows:		
Book value at 1 July	12,339	1,636
Net Additions/Deletions	3,214	456
Revaluation	-	10,370
	15,553	12,462
Less Depreciation	1,648	123
Book Value at 30 June	13,905	12,339

It is considered that the market value of Plant and Equipment approximates the book value. Fully depreciated items included in the Plant and Equipment register and still in use comprise 220 computers, 86 microscopes, 108 cameras and 296 other items.

(d) Exhibitions

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

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.

Book value of Exhibitions operational at 1 July	3,519	3,453
Capitalisation of Exhibitions developed	1,766	1,038
	5,285	4,491
Less Depreciation to Operating Statement	937	972
Book value of Exhibitions at 30 June	4,348	3,519

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

Birds Gallery; Insects Gallery; Marine Gallery; Mineral Gallery; Reptile Area

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

12. CURRENT/NON CURRENT LIABILITIES

(a) Accounts Payable

Creditors	581	59
Accruals	386	-
Income received in advance	171	-
	1,138	59

(b) Current Liabilities

Bank Overdraft	160	368
Borrowings	100	-
	260	368
Non Current Liabilities		
Borrowings	100	-

The bank overdraft is represented by unpresented cheques at 30 June 1999.

Borrowings represent a non interest bearing loan repayable in two equal annual payments in December 1999 and December 2000.

	1998/99 \$'000	1997/98 \$'000
(c) Employee Entitlements		
Recreation leave	1,475	1,215
Accrued salaries and wages	412	167
Balance 30 June	1,887	1,382

13. CHANGES IN EQUITY

	Accumulated Funds		Asset Revaluation		Total Equity	
	1998/99 \$'000	1997/98 \$'000	1998/99 \$'000	1997/98 \$'000	1998/99 \$'000	1997/98 \$'000
Balance at the beginning of the financial year	7,944	4,000	202,750	131,870	210,694	135,870
Surplus/(deficit) for the year	(268)	3,944	-	-	(268)	3,944
Increment/decrement on revaluation of:						
Buildings and improvements	-	-	-	60,510	-	60,510
Plant and Equipment	-	-	-	10,370	-	10,370
Balance at the end of the financial year	7,676	7,944	202,750	202,750	210,426	210,694

14. COMMITMENTS FOR EXPENDITURE

(a) Other expenditure commitments

Purchase orders for goods and services contracted for at 30 June 1999 not otherwise accounted for in the Statement of Financial Position totalled \$1,821,189 (\$1,115,947 at 30 June 1998) of which \$665,698 (\$898,507 at 30 June 1998) represents capital commitments.

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

(b) Operating lease commitments

The Trust has forward commitments for lease rentals with respect to two properties it occupies as lessee. The aggregate lease expenditure contracted for at 30 June 1999 (subject to adjustments) comprises:

	1998/99 \$'000	1997/98 \$'000
Not later than 1 year	414	72
Later than 1 year & not later than 2 years	381	72
Later than 2 years & not later than 5 years	1,023	-
Later than 5 years	-	-
	1,818	144

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

15. MATERIAL ASSISTANCE PROVIDED AT NO COST TO THE MUSEUM

Material assistance provided to the Museum for which payment was not made, (figures are not available as to the cost of these services) included: Volunteer Services; Industrial Relations from the Department of Industrial Relations; Donation of objects for the Collections

16. AUDIT FEE

The fee for the audit of the Museum's accounts and records, by the Audit Office of New South Wales was \$34,500 (\$33,150 in 1997/98). No other benefits were provided/paid in respect of the audit. Internal audit was provided by the Internal Audit Bureau and paid by the Ministry for the Arts.

17. 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.

18. CONTINGENT LIABILITIES

The Trust was not aware of any contingent liability relevant to its functions as at 30 June 1999.

19. 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 Borrowing's in the balance sheet as follows :

	1998/99 \$'000	1997/98 \$'000
Cash on hand	18	18
Salary Advance account	24	15
Lizard Island Advance account	10	10
Trust operating account	(156)	(366)
The Australian Museum Society accounts	(4)	24
Peter Rankin Memorial fund	1	(2)
	(107)	(301)

(b) Reconciliation of net cash flows from operating

activities to net cost of services

Net cash used on operating activities	(3,737)	(3,744)
Depreciation	2,928	1,402
Acceptance by Crown Entity of Museum liabilities	1,856	1,505
Increase/(decrease) in Provisions	505	117
Decrease/(increase) in Receivables	(431)	(667)
Loss on Disposal of Plant & Equipment	-	226
Decrease/(increase) in Inventory	(76)	(53)
Increase/(decrease) in Creditors	1,079	(1,225)
Government Recurrent Allocation	16,559	14,656
Government Capital Allocation	5,765	5,236
Net cost of services	24,448	17,453

(c) Bank Overdraft facility

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

20. INVESTMENTS

Investments are on deposit "at call" with the Commonwealth Bank of Australia. The interest rate for the duration of the investment has been 4.30% based on average daily deposits payable quarterly.

21. YEAR 2000 DATE CHANGE

The Australian Museum has investigated to what extent the date change from 1999 to 2000 will affect its activities. The Museum has established a program to help ensure that the impact of the transition to the year 2000 on the Australian Museum and its customers is minimised by seeking to ensure that its significant/core computer hardware, software and/or systems are year 2000 compliant. The Australian Museum does not expect its activities to be significantly impacted by the date change. Funding has been provided in 1998/99 and 1999/2000 to assist with this rectification.

22. 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.

CORPORATE GOVERNANCE

The Australian Museum exists in a framework of corporate governance that includes general public sector statutory requirements and regulations, together with the Australian Museum Trust. The Trust is constituted under the *Australian Museum Trust Act 1975* and the *Australian Museum Trust Regulations 1993*. The Act states that the object of the Trust is to propagate and increase knowledge about the natural environment of Australia, with particular emphasis on the natural sciences of biology, anthropology and geology (sections 7 (1) and (2)). The Trust meets every two months and comprises nine appointed members (see below).

The Trust may establish committees (section 8(7)) and has formed the Program Committee, Finance Audit and Review Committee and the Site Development Committee to assist it in the exercise of its duties. These committees also meet regularly, in the lead-up to Trust meetings.

AUSTRALIAN MUSEUM TRUST

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 reappointment. A Trustee is not to hold office for four consecutive terms. The President of the Trust is 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 the first of 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.

TRUST PROFILES

Mr Malcolm Long LLB is Director, Communications Strategies and Management Pty Ltd, a Director of Pan TV Ltd, a member of the Musica Viva National Council and former Chairman of the International Institute of Communications. From 1993 to 1997 he was Managing Director of the SBS Corporation, Australia's multicultural and multilingual broadcaster. Prior to joining SBS he was Deputy Managing Director of the ABC. He was appointed to the Trust in January 1995, and appointed President in January 1996.

Ms Lucy Hughes-Turnbull holds a Bachelor's degree in law and an MBA from Sydney and NSW 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 Sydney Childrens' Hospital Appeal, and a director of the Sydney Childrens' Hospital Foundation Ltd. She is also a director of several companies, including Turnbull and Partners Holdings Ltd. She joined the Trust in January 1995, and was elected Deputy President in January 1998.

Mr Aden Ridgeway is a member of the Gumbayngirr Aboriginal people of Northern NSW. He was Executive Director of the NSW Aboriginal Land Council. He has extensive experience in issues concerning Aboriginal perspectives of land management, cultural property, Aboriginal land rights and community planning. He has been an Assessor (Aboriginal) at the NSW Land and Environment Court. He is a former member of the Sydney Regional ATSIC Council and a member of the Geographical Names Board of NSW. He resigned from the Trust in October 1998, following his election to the Australian Senate.

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. She is a veterinarian with over 20 years experience in biomedical research. For most of that time, she has been involved in issues relating to science and public policy, particularly with regard to the use of animals in research and teaching. She is Chair of the Animal Research Review Panel. She also serves as a member of the NSW Government 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 Trust in January 1995.

Ms Deeta Colvin is the principal and founder of Colvin Communications International, an Australian firm specialising in niche marketing and publicity strategies for international events and luxury consumables including fashion, travel, food, wine, cosmetics and jewellery. Ms Colvin is a member of several committees including the NSW Cancer Council Breast Cancer Awareness Committee, the Committee for the Garvin Institute and the Business Council of the Art Gallery of NSW. She is a member of the French Chamber of Commerce and Industry, the National Art School Board and the Public Relations Institute. Ms Colvin has a BA from the University of New England and post-graduate qualifications in industrial relations law from Sydney University. Ms Colvin was appointed to the Trust in June 1997.

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

Associate Professor Stephan Schriener is Director of the College of Indigenous Australian Peoples at the Southern Cross University, Lismore. He holds a Master

of Science in marine biology and has experience in teaching and consulting in aquaculture and fisheries management. He has worked with Indigenous communities in issues relating to the environment and resource management, Indigenous knowledge systems and cultural heritage. He is an Indigenous Australian and joined the Trust in January 1998.

Professor John Whitehouse is a partner in the law firm Minter Ellison, principally practising in the areas of planning, environment, local government and mining. He is Honorary Professional Fellow of the Centre for Natural Resources, Law and Policy, School of Law, University of Wollongong, Visiting Fellow on Environmental Studies, Graduate School of the Environment, Macquarie University, and Chairman of the Sydney Catchment Authority. Professor Whitehouse was a partner with Dunhill Madden Butler from 1991–1996 and established the firm's local government, environment and planning practice. He was Director of the NSW National Parks and Wildlife Service from 1985–1989. Professor Whitehouse was appointed to the Trust in March 1997.

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

TRUST ATTENDANCES

There were six meetings of the Australian Museum Trust in 1998–99. Attendances were as follows:

Mr Malcolm Long, President (6)
 Mr Aden Ridgeway (1) prior to resignation from the Trust
 Associate Professor Margaret Rose (6)
 Ms Lucy Hughes-Turnbull (4)
 Professor Judith Kinnear (4)
 Associate Professor Stephan Schnierer (3)
 Ms Deeta Colvin (5)
 Professor John Whitehouse (3)
 Mr Quang Luu (4) – appointed October 1998

TRUST COMMITTEES (AS AT 30 JUNE 1999)

Financial Audit and Review Committee
 Professor John Whitehouse (Chair), Ms Lucy Hughes-Turnbull, Professor Judith Kinnear, Ms Vanessa Hudson

Program Committee
 Associate Professor Margaret Rose (Chair), Ms Lucy Hughes-Turnbull, Associate Professor Stephan Schnierer, Ms Deeta Colvin

Site Development Committee
 Mr Malcolm Long, Ms Lucy Hughes-Turnbull

SENIOR EXECUTIVE SERVICE (SES)

The number of SES positions at the Museum remained unchanged from the previous year at three: Director, Associate Director, and Assistant Director of Corporate Services. The position of Director is held by Professor Michael Archer BA, PhD, FRZSNSW; the Associate Director is Dr Gary Morgan, BSc(Hons), PhD; and the Assistant Director is Catherine Major, BA(Hons), ACIS, AFAIM. One SES position – that of Assistant Director – is held by a woman. This figure is the same as that for the 1996/97 reporting year. The Museum has no SES positions of or above level 5.

ETHNIC AFFAIRS PRIORITY STATEMENT

The Museum continued its already strong tradition of commitment to the principles underpinning cultural diversity. The Museum provided cultural awareness training through modules included in its Customer Service and Supervisor Management Course. This training will be extended to include specialised sessions for front of house staff in 1999/2000.

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

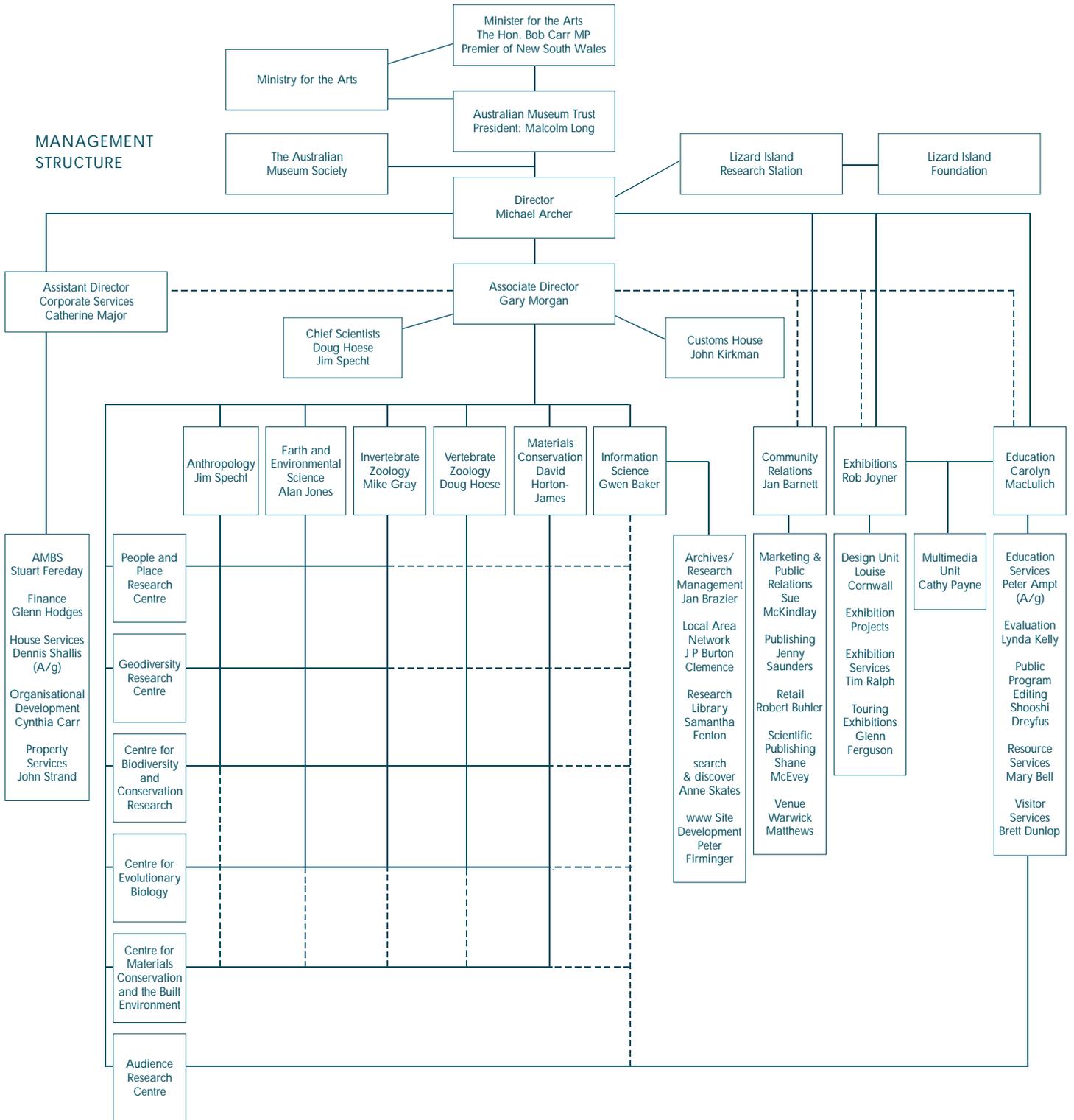
Initiatives have been undertaken by the Museum to implement recommendations of the Royal Commission into Aboriginal Deaths in Custody, specifically, recommendation 56 which states in part:

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

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

The Museum has continued its commitment to the Aboriginal Employment Strategy and is employing staff under the Elsa Dixon Employment and Career Development Program. Aboriginal employee networks will be established to support the Museum's Aboriginal staff as part of the new 1999 EEO Management Plan.

MANAGEMENT STRUCTURE



DISABILITY PLAN REPORT

Disability Action Plan

The Museum has commenced the development of a Disability Action Plan, which will ensure that our services better meet the needs of people with disabilities. We continue to offer work experience and employment opportunities for people with a disability.

Access and Parking

Public areas within the Museum have wheelchair access and parking is available on request for disabled visitors including mini bus parking facilities. Wheelchairs are available.

Services and Facilities

There are disabled toilet facilities. Lighting and signage have been improved and the information desk lowered for easier access.

Hand rails have been installed in many exhibitions to assist special needs groups.

Tours and Education

Touch-table and hands-on sessions are arranged for special needs groups. Tours are tailored to meet special needs of individuals.

Brochures and Education

Services for people with special needs are identified in brochures, signage and Museum Guide material.

Staff Awareness

All front-of-house staff participate in customer relations training which covers issues relating to assisting people with disabilities to enjoy their visit to the Museum.

Employment

The Museum employs a total of 23 people who have self-identified as having a physical disability. This is the same number as last year and represents 6 per cent of employees.

HUMAN RESOURCES

To ensure that the Museum is responsive to its corporate objectives, the human resource function has been re-shaped with an organisational development focus, and a new Manager and Assistant Manager have been appointed to set new directions.

The Organisational Development Unit will facilitate a performance-based culture, to ensure that staff work in ways which embody the values of the Museum and its visitors.

The development of the Museum's Enterprise Agreement, in consultation with the Public Service Association, continued as part of the NSW Government's Framework Agreement. The Agreement includes flexible work practices, a career break scheme and broadbanding of career paths.

A new, three-year Business Plan for Organisational Development is being developed, to ensure that staffing needs align with the Museum's service delivery needs, and that the career progression requirements of the Enterprise Agreement are properly implemented and monitored. Human resources policies and procedures are being reviewed as part of the development of this Plan.

FREEDOM OF INFORMATION STATEMENT OF AFFAIRS

The following Statement of Affairs for the Australian Museum is presented in accordance with the *Freedom of Information Act 1989*, Section 14 (1)(b) and 3. The Museum's Statement (FOI Agency No 377) is correct as at 30 June 1999.

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

The organisation chart outlines the formal structure and responsibilities of the various Divisions of the Museum.

The Mission of the Australian Museum is to increase understanding of, and influence public debate on, the natural environment, human societies and human interaction with the environment.

The objectives of the Museum are published in each year's Annual Report. The objectives, which are derived from the mission and values, are:

- to extend the influence of our research and new understandings of the world on current audiences and interest groups by being more aware of, and responsive to, user needs
- to raise awareness of the Museum and our role in communicating and influencing debate on environmental and cultural issues through research and knowledge; and
- to extend our reach in current and new audiences using innovative and user-responsive approaches to providing services.

The objectives are also published in the Museum's Corporate Strategic Plan 1998–2001. There are four strategies developed in the Strategic Plan, to enable the Museum to achieve its objectives: access; the physical experience; virtual access and science 2020. Copies of the Museum's Corporate Strategic Plan are available for consultation within the Museum's Research Library, or on the Museum's website.

The Australian Museum has been involved in Corporate Planning since 1976: the plans give focus and direction to critical issues affecting the Museum's development. It is our aim that planning and assessment of progress become an integral part of the corporate culture of the Museum. Performance criteria are included within every strategic objective of the Corporate Strategic Plan.

As indicated in the Corporate Strategic Plan and the Annual Report, the key stakeholder in our operations is the public. Through research,

exhibitions, education and other public programs, the Museum aims to produce and communicate knowledge which is intended to generate understanding and affect the community's attitudes and actions.

The Museum will provide visitors and the wider audience with a fair and reasonable opportunity to be heard regarding any aspect of the running of this Museum. The Museum regularly surveys and monitors community opinions and involves itself in a wide range of public discussion and liaison with various groups.

The Australian Museum website provides much online information on the Museum, including its public programs, research work, and current projects and offers online information products and services. The address is <http://www.austmus.gov.au>

Documents held by the Australian Museum

As might be expected from an institution of the age and nature of the Australian Museum, we hold many documents, mainly on site. The categories of documents held are described below, as are the ways in which they may be accessed, and whether or not a charge is involved. Some of the documents listed below are freely available. However, for various reasons (eg. personal privacy, commercial confidentiality) some documents may not be made available informally without the need for a formal FOI application. Requests for access to these documents, which are not generally open for inspection, should be made to the FOI Coordinator.

Archives

The extant records of the Australian Museum date from 1836 and form a unique collection of source material for students of natural history, science, Australian history, and the changing role of museums in our society.

In conjunction with the acquisition of large specimen and artefact collections, there developed a correspondingly large group of supporting documentation, such as accession schedules, purchase and exchange records,

correspondence, minutes of various committees, personal papers etc, all of which are part of the Archives holdings.

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

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

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

Staff Records

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

Administrative Records

These include current records held in the offices of the Director, Associate Director, and Assistant Director, Corporate Services; centrally registered current and semi-current records held in the Central Records System (CRS); and non-current records which have been transferred to the Archives.

These records cover all aspects of the Museum's decision making and administrative functions, and are vital to both the day to day operations of the Museum, as well as being the source of the Museum's permanent administrative archival record.

Scientific Records

The functions of the scientific sections include: management of the collections, research, contributing to public programs,

and disseminating information. The records created and maintained reflect these functions viz collection records (documenting of acquisitions, registration, use, conservation and management of the collections); research records (notes, data, field trips, pictorial material, manuscripts, conferences, committees, professional societies); information files; publications; correspondence files; and administrative records (budgets, corporate plans, grant applications, annual reports, correspondence).

Public Program Records

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

Other Sections

Various other sections (property, finance, library, publishing) have records which are not part of the above mentioned systems. These records include correspondence, project files, financial documents, corporate plans and documentation specific to the objectives and services of the specific section.

Planning and Policy Documents

Corporate Strategic Plan
 Science Strategic Plan
 Information Management and Technology Strategic Plan
 Marketing Plan
 Equal Employment Opportunity Management Plan
 Annual Report on Ethnic Affairs and Statement of Intent
 Aboriginal Policy and Procedures Manual
 CAMA Policies on Aboriginal and Torres Strait Islander Peoples
 Code of Conduct Policy
 Commercial Publications by Museum Staff
 Commercialisation Activities
 Conflict of Interest
 Corporate Sponsorship Guidelines
 Charter for a Culturally Diverse Society
 Email Policy
 Environmental Submissions Policy

Environmental Survey Policy
 Evaluation Policy and Guidelines
 Export of Non-living Specimens
 Family/Friends on Field Trips
 Future Directions for Scientific Research
 Guarantee of Service
 Grievance and Dispute Handling Procedures
 Internet Access and Usage
 Legal Contracts
 Media Policy
 Occupational Health and Safety Policy
 Overseas Travel
 Records Management Policy
 Remote Access Guidelines
 Sex-based Harassment Policy
 Sick Leave Policy
 Software Policy
 Staff Development Policy
 Study Time Policy
 TAMS Excursions – Leave Provisions
 for Staff Leaders
 Temporary Science Staff Appointments
 Access to Trust Minutes Policy
 Motor Vehicle Policy
 Waste Reduction and Purchasing Policy
 and Plan
 Who is an employee?

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

Publications
 The Australian Museum produces a wide range of publications. It is possible to access these in the Australian Museum Research Library, the State Library of NSW, and university libraries in Australia. Publications may be purchased through the Australian Museum Bookshop or the Community Relations Division.

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

Personnel files: Staff do not need to use FOI to access their own personnel files. A request to access one's file should be directed to the Organisational Development Section.

EQUAL EMPLOYMENT OPPORTUNITY

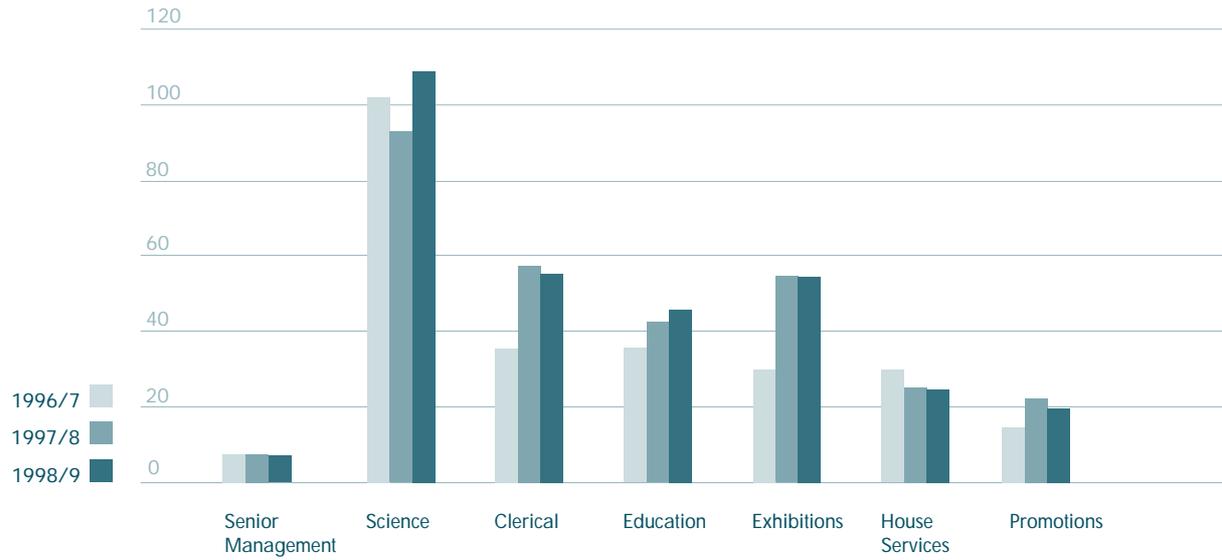
TABLE 1: PERCENT OF TOTAL STAFF BY EMPLOYMENT BASIS

Employment Basis		Staff Total (Number)	Staff responding to EEO data form (Respondents)
Permanent	full-time	184	45%
	part-time	23	78%
Temporary	full-time	49	45%
	part-time	23	91%
Contract	SES	3	67%
	Non SES	0	
Casual		98	7%
Total		380	40%
Subgroup totals			153

TABLE 2: PERCENT OF TOTAL STAFF BY LEVEL

Level	Total staff (Number)	Respondents
< \$25,761	4	100%
\$25,761 - \$33,835	41	56%
\$33,836 - \$37,825	42	57%
\$37,826 - \$47,866	70	50%
> \$47,867 - \$61, 899	90	41%
\$61, 900 - \$77,374	22	45%
> \$77,374 (non-SES)	10	100%
> \$77,374 (SES)	3	100%
Total	282	52%
Subgroup total		146

AUSTRALIAN MUSEUM STAFF PERCENTAGES



Men	Women	Aboriginal & Torres Strait Islander People	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
63%	37%	7.2%	30%	24%	22%	2.4%
13%	87%	5.6%	17%	17%	0%	0.0%
49%	51%	0.0%	14%	5%	14%	0.0%
17%	83%	4.8%	10%	5%	10%	0.0%
67%	33%	0.0%	0%	0%	0%	0.0%
47%	53%	0.0%	100%	0%	0%	0.0%
51%	49%	4.1%	44%	14%	13%	1.2%
195	185	8	40	25	23	2

Men	Women	Aboriginal & Torres Strait Islander People	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
50%	50%	0.0%	100%	100%	0%	0.00%
66%	34%	0.0%	0%	4%	22%	4.30%
31%	69%	20.80%	38%	17%	13%	0.00%
41%	59%	2.90%	26%	23%	26%	0.00%
56%	44%	5.40%	24%	19%	8%	0.00%
77%	23%	0.00%	20%	10%	20%	10.00%
90%	10%	0.00%	0%	0%	10%	0.00%
67%	33%	0.00%	0%	0%	0%	0.00%
53%	47%	5.50%	23%	17%	16%	1.40%
149	133	8	33	25	23	2

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

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

All other documents: To access other records, applications in writing or in person must be made to the FOI Coordinator, Australian Museum, Archives & Records Section, 6-8 College St, Sydney NSW 2000. Phone: 9320 6148. Requests for access under the FOI Act must be accompanied by a \$30 application fee.

FREEDOM OF INFORMATION STATISTICS

The Museum received no requests for information in 1998/1999 under the *NSW Freedom of Information Act 1989*. Sections B-L of the statistical reporting forms are not therefore applicable to the Museum during the period.

FOI REQUESTS	PERSONAL	OTHER	TOTAL
A1 New (including transferred in)	0	0	0
A2 Brought forward	0	0	0
A3 Total to be processed	0	0	0
A4 Completed	0	0	0
A5 Transferred out	0	0	0
A6 Withdrawn	0	0	0
A7 Total processed	0	0	0
A8 Unfinished (carried forward)	0	0	0

CONSUMER RESPONSE

The Australian Museum values and invites comments on our performance. These enable us to provide superior levels of service to our customers. Comments may be written in our visitors' book and are replied to promptly when accompanied by a contact name and address.

Comments made during the year were, in general, overwhelmingly positive. However, any complaints from visitors are investigated and a reply provided by mail, telephone or in person.

Data on all visitor response is also used by the Museum's Evaluation Coordinator in the evaluation of Museum Public Programs.

FUNDS GRANTED TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

The following organisations received funding in support of their involvement in the Museum's Community Access Program:

- Garage Graphix, PO Box E30, Emerton NSW 2770: \$2,523 for supplementary assistance with *Peepshow Kinettica*; June to August 1998
- Multicultural Arts Alliance, Level 7, 1 Francis Street, Darlinghurst NSW 2010: \$21,378 for assistance with *Twang*, a partnership with the Multicultural Arts Alliance and an event in the *Sea Change* Olympic Arts Festival event; September to November 1998
- Henk Rumbewas on behalf of the West Papuan (Irian Jayan) community, c/- National Secretary of Human Rights, Australian Uniting Church, PO Box A2266 South Sydney NSW 1235: \$5,570 for assistance with *Images of Mambesak*; November 1998.

RISK MANAGEMENT

The Australian Museum continues to monitor its program for risk identification and management internally and through surveys conducted through the Treasury Managed Fund.

The Museum's disaster response procedures received a real life test in the reporting year, with a fire in the roof of the heritage Long Gallery. The risk management strategies adopted by the Museum and implemented by the Disaster Committee and other staff ensured that threats to life were minimised

(no injuries were sustained), that minimal damage occurred to collections, and that the Museum was able to open for business the following day (although entry charges were dropped for a number of days as some exhibition areas were closed). The Museum sustained significant water damage to work areas, necessitating the identification of alternative long term accommodation for affected staff.

The Museum has an inherent risk factor with the age and heritage aspect of its buildings. The fire in the roof of the Long Gallery highlighted the need for increased reviews and an accelerated program of fire systems upgrades. This program was commenced during the year.

Regular evacuation drills are conducted in all areas of the Museum, and disaster scenario training will commence in the coming financial year. The Museum hosted a series of TMF/GIO training sessions and workshops, which were well received within the industry.

Additional risk management activities include both internal and external audit, and regular review of financial and audit outcomes by the Australian Museum Trust's Finance Audit and Review Committee. This Committee meets six times a year, and takes an active role in reviewing strategic financial directions, outcomes and the results of the ongoing audit program. During the year, those audit reports identified a number of housekeeping issues but, as in past years, no serious breaches or issues. The Internal Audit Bureau commenced preparation of a Fraud Risk Management strategy, and the Museum commenced work on a Corruption Prevention policy.

An ongoing physical risk to the Australian Museum relates to the age of the buildings. The main risk is water penetration to the collections and gallery areas. In 1997/98 the Museum received additional funding to address many pre-existing problems in the public and staff areas. This has enabled the development of a program to rectify these problems.

LEGAL CHANGE

During the reporting year the Australian Museum Trust Regulations were streamlined in accordance with the Government's regulation review policy. Penalty provisions relating to closing sections of the Museum, behaviour control, baggage, offensive behaviour and handling exhibits were removed on the basis that other legal and administrative mechanisms were available to deal with these activities. Public consultation was undertaken in accordance with government guidelines. No objections to the proposed changes were received and the amended Regulations commenced on 1 September 1998.

CONSULTANTS

KPMG was contracted to provide a consultancy service to assist the Museum on a range of Y2K matters, including the development of our Y2K risk assessment, compliance implementation strategies, contingency plan development and business plan development. This consultancy cost \$36,500.

The services of eleven consultants, each costing less than \$30,000, were engaged, at a total cost of \$121,750.

OVERSEAS TRAVEL

ANTHROPOLOGY

Jim Specht and Robin Torrence undertook fieldwork in Papua New Guinea from 14 September to 6 October 1998.

Jim Specht attended a conference in New Zealand from 22 to 28 November 1998.

Robin Torrence attended and gave a paper at the World Archaeological Congress in Capetown, South Africa from 2 to 25 January 1999, and attended Executive and Council meetings as Treasurer of the organisation.

Robin Torrence presented papers at the Society of American Archaeology Annual Meeting in Chicago, USA, and presented a seminar at the University of California, Santa Barbara, from 19 March to 2 April 1999.

Paul Taçon presented papers at the ACRA II Alta Conference on Rock Art, and lectured at the University of Tromsø, Norway from 31 August to 10 September 1998.

Paul Taçon travelled to South Africa and Botswana from 21 September to 18 October 1998, to conduct joint research with colleagues and to present seminar papers.

Barrina South attended and presented a paper at the Fifth World Indigenous Youth Conference in Aotearoa, New Zealand, and visited various Maori keeping places from 9 to 20 December 1998.

Valerie Attenbrow attended and presented a paper at the World Archaeological Congress in Cape Town, South Africa, and toured several archaeological sites, from 1 to 25 January 1999.

ASSISTANT DIRECTOR

Catherine Major attended meetings at Te Papa Tongarewa in Wellington, New Zealand from 21 to 23 July 1998.

AUSTRALIAN MUSEUM BUSINESS SERVICES

Stuart Fereday visited Singapore and Jakarta to coordinate preparations for a visiting DFAT exhibition on Australia's cultural diversity, and travelled to Munich and Copenhagen to discuss touring overseas exhibitions in Australia and southeast Asia, from 27 July to 8 August 1998.

Wayne Earnshaw travelled to Seoul from 14 to 18 January 1999 to repair computers in the touring DFAT exhibition on Australia's cultural diversity.

AUSTRALIAN MUSEUM SOCIETY

Sandra Harrison attended the American Association of Museums Art Museum Members Managers Conference in Toronto in June 1999.

COMMUNITY RELATIONS

Jan Barnett and Warwick Matthews attended meetings at Te Papa Tongarewa in Wellington, New Zealand from 21 to 23 July 1998.

Warwick Matthews attended the ISES Conference in Atlanta, USA from 6 to 14 August 1998.

Robert Buhler attended the Museum Store Association Conference in Texas and the American Book Expo in Los Angeles, and visited Rome and Athens to purchase merchandise for the *Ancient Lives* exhibition, between 12 April and 12 May 1999.

DIRECTOR'S UNIT

Tim Sullivan attended the American Association of Museums Conference in Cleveland and undertook the first part of a Fellowship with the National Museum of the American Indian, Smithsonian Institution, Washington DC from 22 April to 2 June 1999.

EARTH AND ENVIRONMENTAL SCIENCES

Alan Jones attended and presented papers at conferences in South Africa and The Netherlands from 10 to 24 July 1998.

Anna Murray attended and presented a poster at a conference in Brazil from 1 to 17 August 1998.

Graham Pyke attended and presented a paper at a conference in New Zealand from 23 to 28 November 1998.

Lin Sutherland attended and delivered papers at conferences in South Africa (from 11 to 23 July 1998) and Canada (from 3 to 28 August 1998) and collected specimens on associated field trips.

Greg Edgecombe collected specimens in New Zealand from 24 November to 10 December 1998.

Zerina Johanson attended and delivered papers at conferences in the USA and Canada from 23 September to 14 October 1998, and examined museum specimens in those countries.

EDUCATION

Carolyn MacLulich and Brett Dunlop attended meetings at Te Papa Tongarewa in Wellington, New Zealand from 21 to 23 July 1998.

Brett Dunlop attended the Visitor Studies Association Conference in Washington DC, USA, and visited staff in 7 museums in the USA in August 1998.

EXHIBITIONS

Rob Joyner and Liz Cowell attended meetings at Te Papa Tongarewa in Wellington, New Zealand from 21 to 23 July 1998.

Bodo Matzick and Brett Smith travelled to Hong Kong from 23 November to 8 December 1998 to manage the installation of the *Sex: Bridging the Circle of Life* exhibition at the Hong Kong Science Centre.

Brett Smith travelled to Hong Kong from 6 to 18 June 1999 to manage the removal of the *Sex: Bridging the Circle of Life* exhibition.

Glenn Ferguson travelled to Peru from 10 to 26 May 1999 to negotiate loans for a planned exhibition on the Incas.

Adrienne Ritchards and Anna Gregg travelled to North America from 16 May to 7 June 1999 to research exhibition design developments relating to the *Body Art* and *Australia's Lost Kingdoms* exhibitions in development.

INVERTEBRATE ZOOLOGY

Jim Lowry, Rachael Evans and Megan Huggett attended the International Workshop on Crustacean Biodiversity in the Andaman Sea held at the Phuket Marine Biodiversity Center, Panwan, Thailand Island during December 1998, during which Jim Lowry presented a paper.

Dan Bickel attended and presented papers at a conference in the United Kingdom, and studied entomological collections at museums in Berlin, Dresden, Vienna and London, from 7 to 25 September 1998.

George Wilson and Stephen Keable attended a conference in Amsterdam, The Netherlands from 14 to 26 July 1998.

Pat Hutchings participated as Australian Representative at a SCOPE Steering Committee workshop on "The Biodiversity and Functioning of Soils and Sediments" in Luterer, The Netherlands in September 1998.

Pat Hutchings spent four weeks in Marseille in April/May 1999 as a Visiting Professor at the University of Marseille. During this time Dr Hutchings also visited the Natural History Museum, London to examine type material as part of current taxonomic revisions.

Penny Berents attended meetings at Te Papa Tongarewa in Wellington, New Zealand from 21 to 23 July 1998.

Gerry Cassis visited the USA in July 1999 to examine collections and attend the first International Heteropterists Society meeting.

PROPERTY SERVICES

Richard Monk attended meetings at Te Papa Tongarewa in Wellington, New Zealand from 21 to 23 July 1998.

VERTEBRATE ZOOLOGY

Mark McGrouther and Dianne Bray collected specimens on a field trip to the Santa Cruz island group of the Solomon Islands from 5 September to 6 October 1998.

Mark McGrouther visited Japan for discussions on collection management and computerisation from 18 to 28 March 1999.

MATERIALS CONSERVATION

Vinod Daniel coordinated and conducted a training course on Preventive Conservation for Pacific Island Museums in Tahiti, French Polynesia, from 24 August to 4 September 1998.

Vinod Daniel visited India from 22 September to 3 October, and from 4 to 13 December 1998 to provide assistance with the Elephanta World Heritage Site project, a proposed MOU between Ausheritage and India, and a visiting Australian delegation to India in December 1999.

Vinod Daniel presented papers at a biodeterioration conference in Tehran, Iran from 20 to 26 November 1998.

Vinod Daniel visited Papua New Guinea from 7 to 12 March 1999 to advise on the design of a Cultural Centre for Kimbe Province.

OCCUPATIONAL HEALTH AND SAFETY

The Australian Museum is committed to providing a safe work environment which addresses occupational health and safety issues. The Museum's standing Occupational Health And Safety Committee meets on a monthly basis, with a work place inspection carried out after each meeting. The Committee makes recommendations to supervisors and to senior management on improvements required, and follows up to ensure that changes have been made. During the year, the Museum produced and distributed to all staff a safety manual specifically designed for the varied tasks undertaken within the Museum.

Work on a number of policies commenced, including immunisation for staff working overseas or in remote locations, first aid, and off road driving.

OH&S STATISTICAL INFORMATION

Number of work related injuries:	21
Number of work related injuries per employee:	0.076
Number of work related illnesses:	0
Number of worker's compensation claims:	17
Number of worker's compensation claims per employee:	0.058
Average cost per worker's compensation claim:	\$1400.13
Average worker's compensation claim per employee:	\$81.46

There were no prosecutions under the Occupational Health and Safety Act.

ACCOUNTS PAYABLE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 1999

Percentage of accounts paid on time	62%
Total amount of accounts paid on time	\$7,698,964
Total amount of accounts paid	\$12,344,217

ACTIONS TAKEN TO ACHIEVE YEAR 2000 COMPLIANCE

The Australian Museum is highly conscious of the threats that might be posed by the Year 2000 Millennium bug. In accordance with government policy and Office of Information Technology directives and guidelines, the Museum has completed an assessment of its Year 2000 exposure and status, and has identified which areas of its information technology and information technology systems are non-compliant. Funding of \$787,850 was obtained in 1999 to allow all rectification strategies to be completed by the October deadline. The Museum has also developed a Contingency Plan, which is being considered as a work in progress to ensure that its identified actions are completely up to date and relevant at 31 December 1999. It is believed that all internal systems will be tested and compliant by the end of October 1999.

LAND DISPOSAL

There were no property disposals during the period.

ACTION TAKEN TO IMPLEMENT THE GOVERNMENT'S ACTION PLAN FOR WOMEN

A. WHOLE OF GOVERNMENT APPROACH

The Australian Museum is firmly supportive of a whole of government approach in meeting the broad policy outcomes of the Action Plan for Women. It is recognised that all areas of NSW Government have a role in improving the economic and social participation of women by integrating the needs and concerns of women as part of normal business.

B. WOMEN'S INTERESTS AND THE ARTS

All services, products and programs are available to women and hence significantly benefit women.

C. ACHIEVEMENTS UNDER RELEVANT KEY OBJECTIVES

Promoting workplaces that are equitable, safe and responsive to all aspects of women's lives:

- The implementation of Flexible Work Practices Policy and Procedures
- Co-ordination and development of EEO policies, procedures, priorities and outcomes.

D. SPECIFIC COMMITMENTS UNDER THE ACTION PLAN FOR WOMEN

There are no specific commitments in the Plan which refer to the Australian Museum.

E. FURTHER INFORMATION ON WOMEN'S STRATEGIES

For further information on women specific and other programs managed, contact the Australian Museum on 9320 6339.

ENERGY MANAGEMENT POLICY

The NSW Government Energy Management Policy requires agencies to reduce energy consumption in government buildings by:

- 15% of the 1995/96 level by 2001
- 25% of the 1995/96 level by 2005.

The Museum achieved the Government's 2005 energy consumption target in 1997/98. Reductions in energy consumption were achieved with the assistance of Energy Australia who analysed the Museum's energy consumption patterns and needs, developed a plan for reducing consumption and implemented the technology required to achieve the target reductions. The Museum's achievement has been widely advertised and promoted by Energy Australia. Our efforts have also been promoted by the Department of Public Works & Services and the Sustainable Energy Development Authority as a model for other government agencies.

Energy costs were further reduced in 1998/99 following the negotiation of a reduced electricity tariff with Energy Australia for the 2-year period 1998/99 and 1999/00.

PROGRAMS FOR THE AGEING

General admission to the Australian Museum and *djumu Gallery* is free for people aged 60 years or over.

Approximately 15 per cent (60,000) of total visitors during 1998/99 were aged 50 years or over. Some public programs have proved particularly popular with this audience. For example:

- *Life and Death Under the Pharaohs*
- 21 percent aged 50+
- *British Gas Wildlife Photographer of the Year*
- 19 percent aged 50+
- *Ancient Lives: Greeks, Romans and Etruscans*
- 18 per cent aged 50+

A number of Museum program have focussed in content on older people and their achievements: eg *Mum Shirl - a tribute* was a display in the Indigenous Australians exhibition to celebrate the life and work of Colleen Shirley Smith, the 'Black Saint of Redfern'.

The Museum provides outreach services to those who are unable to visit. For example, we have loaned Museum in a Box to senior citizen centres, and arranged for lecturers to visit senior's social club meetings.

Over 53 per cent of Education Volunteers are aged over 55 years. They are enthusiastic contributors to the visitor's interpretation of the Museum's collections, research and displays.

The Museum's Aboriginal Outreach program addresses all age groups, and older Indigenous people are a particularly important category for the development of community museums and keeping places. One of the main aims for the program is to self-empower Indigenous peoples to achieve their own cultural objectives. This can only be achieved with the involvement of Aboriginal elders, who play a vital role within their communities in the custodianship of cultural knowledge and the passing of this knowledge to younger people.

The Museum has learned from our fellow Indigenous Australians to respect the Elders in our society. We practice Indigenous protocols such as inviting a senior Indigenous person to conduct a "Welcome to the Land" ceremony at exhibition launches and major programs.

GUARANTEE OF SERVICE

No changes were made during the year to the Museum's Guarantee of Service.

REVIEW OF VALUE OF NON-ESSENTIAL LAND

The Museum does not own or occupy any land not essential to its operations.

CODE OF CONDUCT

No changes were made to the Australian Museum's Code of Conduct during the reporting year.

PROMOTION

The Museum's 1998/99 Annual Report is the major publication outlining the Museum's functions and activities. However, much more comprehensive information on the Museum's activities is available through our website at <http://www.austmus.gov.au>. The rapid expansion in material available on this site has seen an exponential growth in usage, with over 10 million hits received during 1998/99.

DESIGN Felicity Hayward, Australian Museum Design Unit

EDITOR Roger Muller, Australian Museum

Printed on Edwards Dunlop Onyx Smooth Natural (recycled paper)

A total of 200 copies of this report were produced at a cost of approximately \$11.80 per copy.

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