Australian Museum

Annual Report 2010–2011

nature culture **discover**

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nature·culture·discover

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front cover: The Museum's after-hours program, Jurassic Lounge, attracted a young adult audience to enjoy art, music and new ideas. Photo Stuart Humphreys.

Availability
This annual report has been designed for accessible online use and distribution. A limited number of copies have been printed for statutory purposes. This report is available at: www.australianmuseum.net.au/Annual-Reports.

Further information on the research and education programs and services of the Australian Museum can be found at www.australianmuseum.net.au.

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Australian museum
nature culture discover

NSW GOVERNMENT

Minister
The Hon. George Souris, MP and Minister for the Arts

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

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

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

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

Further information on the research and education programs and services of the Australian Museum can be found at www.australianmuseum.net.au.

Admission charges
General Museum entry:
Adult $12
Child (5–15 years) $6
Concession $8
Family (one adult, two children) $18
Family (two adults, two children) $30,
each additional child $3

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

Additional charges may apply to special exhibitions and activities.

The Hon. George Souris, MP
Minister for the Arts

Minister,

In accordance with the provisions of the Annual Reports (Statutory Bodies) Act 1984 and the Public Finance and Audit Act 1983 we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended 30 June 2011 for presentation to Parliament.

On behalf of the Australian Museum Trust,

Sam Mostyn
President of the Trust

Frank Howarth
Secretary of the Trust

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The year in review

above: Museum entomologist Dr Dan Bickel talks f ies with budding scientist Leia. Photo Carl Bento.

President's report

Engaging with diversity

opposite: Scenes from the *Alive* arena, celebrating the International Year of Biodiversity, and *Search & Discover*. Photos Carl Bento.

At the end of this year, I retire as both President and Trustee after almost a decade of involvement with the Australian Museum. In reflecting on this time, I am reminded of the enduring importance and relevance of the Australian Museum and the extraordinary contribution it will continue to make to our society.

The past year has once again been eventful and successful. The Museum continued to engage with its diverse audiences, initiate new programs and develop unique ways of seeing and understanding the natural and the cultural worlds. The Museum continues to explore new ways of engaging audiences, and this has been one of the focus areas for a new corporate strategic plan.

Over the past year, much discussion has taken place across the Museum to create this plan, setting priorities to underpin a vibrant and relevant long-term future. The plan commits the Museum to building its role as Australia's leading hub for learning about the natural sciences and about indigenous and world cultures. It also sets ambitious three-year targets for growing the Museum's reputation as a leading tourism destination of culture and science. Importantly, the plan recognises that one of the key roles of the Museum remains the active engagement with Australia's culturally diverse communities, and ensuring that our diverse collections are developed, preserved, accessible and widely used.

One of the distinguishing assets of the Australian Museum continues to be the respected and internationally acknowledged research undertaken across a broad sweep of disciplines and topics. Our longer term ambition is to ensure that the Museum's research and informed opinions are sought by decision makers, and that we are the partner of choice across the cultural, scientific and learning sectors.

CHANGE AND RENEWAL

This year saw considerable change and renewal in the composition of the Trust. We farewelled two of our long-serving Trustees, Dr Cindy Pan and David Handley, who both gave wonderful service to the Museum, and welcomed Paul Connor, Dr James Moody, Helen Wellings and Stephen Crittenden as new Trustees. Later this year, Dr Ronnie Harding and I both retire. I would like to pay particular tribute to Ronnie who has chaired the Research and Collections Advisory Committee for the Trust and provided great insight and support for the research and collections community of the Museum.

Change in the management team brought a new Assistant Director, Steven Alderton, who replaces Janet Carding, our former Assistant Director, Public Programs and Operations, who left to take up the directorship of the Royal Ontario Museum in Canada.

Exhibitions held during the year provided diversity and opportunities for a range of audiences to engage with collections. *Alive*, *Banana Kids*, *Yiloga! Tiwi Footy*, *Wildlife Photographer of the Year/My Photo Studio* and *Birds of Paradise* all achieved high visitor numbers, while the creation of a new gemstones display was just one of several updates to the *Planet of Minerals*.

I am delighted that our travelling exhibitions visited Canberra, Lithgow, Newcastle, Perth, Mooloolabah and Launceston, taking *Menagerie*, *Wildlife Photographer of the Year*, *Climate Change – Our Future, Our Choice* and *Frank Hurley – Journeys to Papua* to people and places remote from our College Street site in Sydney.

PHILANTHROPY SUPPORTING THE MUSEUM

Philanthropic support continues to grow at the Australian Museum. On behalf of the Trust I thank the Australian Museum Foundation, led by Diccon Loxton, for its strong and innovative support, which has raised much-needed resources for the Museum, and the Lizard Island Reef Research Foundation, chaired by Ken Coles, for its unwavering support for the Museum's research facility on the Great Barrier Reef.

I would like to acknowledge and thank the real stars of the Australian Museum – the staff, volunteers and Members – who continue to show their commitment, enthusiasm and creativity, not just to their particular specialisations, but also to the ever-increasing challenge of doing more with less. They are respectful custodians of some of Australia's most significant natural science and cultural heritage collections, and are ensuring continued innovation in connecting with our broader and growing audiences.

I also thank my fellow Trustees for their advice and support during this year and throughout my time on the Trust. They have been generous and wise in their commitment to growing a strong and vibrant future for the Australian Museum. Thank you too to Director Frank Howarth and the senior management team of the Museum.

It has been a rare and special privilege to serve as President of this remarkable and important institution.

Sam Mostyn
President
Australian Museum Trust

HYENA

Highlights 2010–11

Engaging with people

ENGAGING WITH
REGIONAL COMMUNITIES

The Museum engages with regional Sydney, regional New South Wales and other remote stakeholders through innovative learning services, travelling exhibitions and rich online content.

▲ Connected classrooms
Video conferencing reached more than 8300 students in urban and regional New South Wales. Of these, 3000 participated in the Department of Education and Training's Country Areas Program to rural and regional schools bringing a Museum learning experience to students in the State's more remote areas.

On the road
Museum travelling exhibitions such as *Menagerie*, *Climate Change*, *Up Close and Spineless* and *Frank Hurley Journeys to Papua* are reaching new audiences across New South Wales and interstate.

Cultural Collections Digitisation Project
More than 8100 digital photographs of objects from the cultural collections have been added to the collection database this year, allowing those indigenous communities with internet access to add intangible knowledge about the objects and the broader culture of the creator communities.

ENGAGING WITH
CULTURES

Continuing its role as the leading Sydney venue for contemporary Indigenous Australian and Pacific cultures, the Museum presented visitors with a vibrant and changing program of exhibitions, displays and events.

Indigenous Australians
A program of edgy displays, such as *The Keeping Place* (an important collection of contemporary art looking for a home) and *Wrapped in a Possum Skin Cloak by the Lake* (a collaborative project celebrating the art of cloak-making) ensured that the Museum engaged its audiences with contemporary Australian Indigenous culture.

Finding meaning
A pilot program with the Department of Juvenile Justice, now in its second year, is bringing groups of at-risk youth from Pacific backgrounds into the Museum to provide a grounding in their cultural heritage and develop a sense of community.

▼ *Rituals of Seduction: Birds of Paradise*
This new exhibition combined the Museum's expertise in both natural science and cultural collections to engage with communities in Sydney and in the highlands of New Guinea to create an immersive, engaging exhibition with a contemporary edge.

ENGAGING WITH
NEW AUDIENCES

Building on our core audiences of Australian Museum Members, sponsors and donors, regular visitors and schools, the Museum is reaching new audiences through innovative programming and new technologies.

▲ Jurassic Lounge
Jurassic Lounge, the Museum's pilot after-hours program, brought art, music and new ideas to around 12,400 visitors, many of whom were young adults and new visitors to the Museum.

Social media
Social media is integrated with the Museum's inhouse exhibitions, online programs and publications through a number of Facebook, Twitter and YouTube accounts reaching new audiences.

Museum in a Box®
The ever-popular Museum in a Box program delivered 540 boxes to schools and community groups across the State, bringing real Museum specimens, teacher notes and activities to 62,250 students.

Photos (left to right): reaching regional NSW with *Connected Classrooms*, photo Carl Bento; PNG Highlander Bigman Koken Kauage, photo Yvonne Carrillo-Huffman; face painting, Jurassic Lounge, photo © Sarah Kukathas.

Photos (left to right): Lizard Island Research Station goes solar, photo © Tane Sinclair-Taylor; Search & Discover, photo Carl Bento; collecting samples in the Kermadecs, photo Mandy Reid.

ENGAGING WITH
THE PLANET

Museum research is highlighting the risks to biodiversity faced by coral reefs and elsewhere, so of course we aim to be environmentally responsible in all that we do.

Sustainable printing
We redesigned our flagship magazine, *Explore*, and calendar of events, *Your events*, to be even more environmentally responsible, with printing on carbon-neutral recycled paper and other sustainable production processes.

Eureka!
Almost 900 guests attended the 21st Australian Museum Eureka Prizes Awards Dinner, with media coverage reaching a global audience estimated by Media Monitors at 26 million. The 2010 Eureka program and associated events were carbon neutral, as determined by third-party auditing.

▼ Lizard goes solar
The Museum's research station at Lizard Island switched to solar power in February 2011, reducing its carbon emissions by more than 50%.

ENGAGING WITH
LEARNING

Learning is central to the Museum's offering, with tailor-made programs for the under 5s, schoolchildren, families and the wider community.

▲ *Search & Discover*
Search & Discover attracted 228,000 visitors to view displays about topical issues, to interact with Museum specimens and question staff through face-to-face contact, email, phone and mail. *Search & Discover* processed more than 2500 enquiries in 2010–11.

***Kidspace* for under 5s**
Staff in *Kidspace* developed and ran programs for the under-5 age group with 78 Family Day book readings and activities attracting 1400 children and 1200 adults. Booked programs included 38 workshops attracting 850 children and 52 visits from childcare centres totalling 1100 children.

Face-to-face teaching
33,000 students visited the Museum, with 12,000 participating in lessons led by Museum educators. A further 6000 school students visited the Museum during Science Week to participate in Sydney's largest science fair for students, Science in the City, with a further 3000 students accessing offsite science programs.

ENGAGING WITH
RESEARCH

Museum research is helping to answer key questions about the impacts of climate change, biological and cultural diversity, and pest species.

Research at Lizard Island Research Station
The Australian Museum Lizard Island Research Station played host to 134 researchers who conducted 93 projects in coral reef ecology and biodiversity, adding to our knowledge of reef biodiversity and contributing to to the sustainable management of these unique marine ecosystems.

Journals of the Australian Museum
The Museum's peer-reviewed journals published descriptions of 77 new species and 3 new genera. Authors from 5 countries published 26 papers, comprising 693 pages, based on the Museum's collections.

▼ Kermadec expedition
Three Museum scientists participated in an expedition to the remote Kermadec Islands in May 2011 to collect fish and marine invertebrates from this little-studied area, thanks to financial support from the bequest of Mrs Patricia Porritt.

Director's report

Engaging with the future

As Sam Mostyn has mentioned in her report, the Museum has just emerged from a triennial review of our corporate strategic plan. The review asked how we want the Museum to be in the year 2027 – our bicentenary. That may seem a long way off, but it has helped us to prioritise what we do over the coming years.

Reviewing the plan brought together staff, Trustees, volunteers and external stakeholders in vigorous debate about the key roles of the Australian Museum. From these discussions there emerged one theme in particular: learning. This central focus then informs the way we provide access, deliver outreach, conduct research and engage with our many stakeholders and communities.

MOBILITY

How we deliver the Museum's programs and activities is continuing to change significantly. Responding to the challenge of social media means we need to 'go where the people are' and integrate social media into the things we do. Already, our learning programs are incorporating the use of iPads and iPhones in curriculum-based activities for school groups. We also have Facebook and Twitter accounts for the Museum itself, for our Eureka Prizes, and for a range of Museum 'personalities' like Gagali the Gecko, Winny the Muttaburrasaurus and Mr Blobby the Blobfish. Our Twitter accounts include Search and Discover, Museum in a Box and 'amfishbits' (our fish collections).

In the online world, visitors are increasingly using mobile devices to access our website. Responding to this trend, the Museum's Web Unit has completed our first smart-phone app, to be launched in spring 2011, and is developing a second app with financial support from the Australian Museum Foundation.

COLLEGE STREET

We have brought together two gallery spaces on the ground floor of our College Street site to provide the capacity and flexibility to host larger exhibitions. As construction work nears completion we have been able to develop a strong program for the next three years that includes special exhibitions based on our own research and collections through to larger international blockbusters.

Other priorities include a strategy for upgrading some of our much-loved permanent galleries. We are also working in earnest to develop a more extensive touring exhibitions 'business'. As Sam has noted, we have several terrific exhibitions touring Australia with more on the way. These provide a way of engaging with regional audiences, and some will travel to overseas venues over the next two years.

COMMON GOOD

Technology is constantly providing us with different ways of 'unlocking' the Museum's collections and placing this information in the hands of those who use it, particularly for the common good. With natural science collections, the benefits are clear. Collection information is being used to identify long-term trends in the environment and in species distributions, and to predict future changes. In this sense, the Museum's collections are an irreplaceable and growing resource to science and more widely to the NSW and Australian community.

And so too do the Museum's cultural collections play a significant role. We have come a long way from collecting artefacts just because they are contributing to a highly regarded museum collection, and we are finding new ways of using the collection to engage with the diversity of cultures that make up contemporary Australia. For example, a pilot program with the Department of Juvenile Justice, now in its second year, is bringing groups of at-risk youth from Pacific backgrounds into the Museum to provide a grounding in their cultural heritage. Through access to artefacts in the collection, these teenagers are using creativity and imagination to build self-esteem, to develop social skills and a sense of community, and to find meaning in their lives. Being part of this program has already given many individuals a positive way forward – a wonderful demonstration of how we can put collections to work in the community.

TO THE FUTURE

The coming year will see President Sam Mostyn and Trustee Ronnie Harding retire from the Museum board. Sam and Ronnie have each provided years of exemplary service to the Museum. Whoever replaces them will have the benefit of taking the reins of a Museum which, thanks in no small part to Sam and Ronnie's dedication and hard work, knows its strengths and is striding forward to meet future challenges.

Probably the biggest challenge of all in the Museum's future years will be to continue growing our funding base. We will continue to explore alternative sources, ever reliant on our creative and committed staff to find sustainable ways of pursuing our business.

That said, we are concluding the 2010–11 year in a relatively strong position financially, and my thanks go to all staff and Museum Trustees for their support in getting here. I would also like to offer a special thank you to our volunteers, Members, visitors, sponsors and donors for their continued support in so many areas of the Australian Museum.

Frank Howarth
Director
Australian Museum

Performance 2010–11

Learning through engagement

The Museum is building its role as Australia's leading hub for learning about the natural sciences and indigenous and world cultures.

NEW HORIZONS

All of the Museum's interactive areas – *Kidspace*, *Search & Discover* and our new, customised and flexible learning spaces, *Nature Space* and *Culture Space* – are now located together on Level 2 of the Museum. This not only allows greater synergy and sharing of resources, but brings together a wider range of resources and opportunities for visitors of any age wishing to discover more about the world around them.

PROGRAM DELIVERY

Visitation was down just one per cent on the five-year average of 334,504 (Figure 1.1). This result was achieved despite several constraints including:

- the closure of Level 2 for renovations, which affected the Museum's ability to attract visitors
- a program of smaller exhibitions
- natural variation between years, due to the size, content and scope of exhibitions and public programs on offer and to a range of external factors.

FOCUS ON LEARNING

More than 10% of visitors to the College Street site are schoolchildren and students with an even greater number served through offsite programs.

Onsite services

The numbers of students served onsite by the Australian Museum has been maintained at levels comparable to those of previous years (Figure 1.2), despite disruptions to services from building works, with:

- onsite school and tertiary excursion visitors totalling 39,000 students
- Museum educators leading sessions on site for 12,000 students
- a professional development program completed for 80 teachers, 12 trainee teachers, four interns, and two museum officers from Papua New Guinea.

Regional services

Services to regional areas increased in 2010–11 thanks largely to videoconferencing in Connected Classrooms with 8321 students reached across NSW. Of these, 2915 were part of a program delivered for the Country Areas Program (CAP) to rural and regional schools.

The Museum's ever-popular Museum in a Box continued to grow, with 540 loans of Museum boxes to schools, community groups and events across NSW reaching 62,250 students. The program attracted new levels of sponsorship for boxes about water supply catchments (funded by Sydney Water) and national parks (funded by the NSW National Parks and Wildlife Service).

Other regional audiences were served with:

- social media development of Facebook and Twitter entities from a learning perspective with over 600 followers
- Science in the Bush, which brought workshops, shows and talks to thousands of students in Albury and, for the first time, Dubbo
- Evolution of the *Australian Biota* program sessions for 1200 HSC Biology students in Dubbo, Coffs Harbour, Mount Annan and Mount Tomah, with an additional 2000 students served in Sydney, delivered in collaboration with the Royal Botanic Gardens and Taronga Zoo.

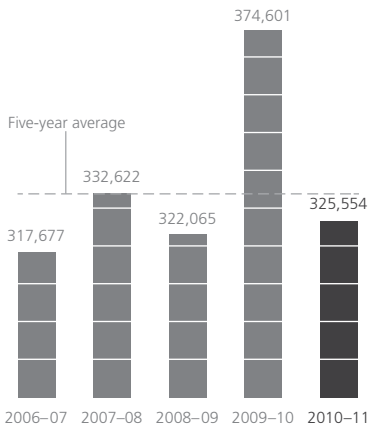

Figure 1.1 Onsite visitation to the Australian Museum, 2006–07 to 2010–11

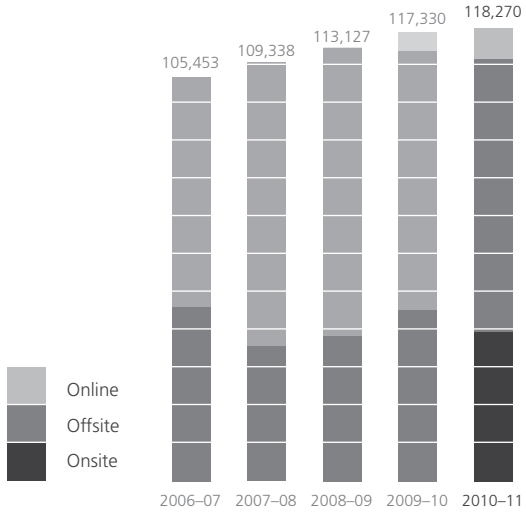

Figure 1.2 Number of students served across New South Wales, 2006–07 to 2010–11

Performance 2010–11

INCOME GENERATION

Museum revenue is provided largely by an annual NSW Government grant. Total revenue this year increased to $41.5 million (Figure 1.3), an increase of 7% over the previous year's total of $38.8 million, thanks to NSW Government funding for minor capital works. Recurrent funding (salaries) fell 1.5% in line with the government's annual efficiency dividend.

Museum-earned revenue (Figure 1.4) fell 1.2% but remained well above the five-year average (Figure 1.5). The refurbishment of spaces on Level 2 and the ground floor reduced the space available for exhibitions and public programs, resulting in fewer visitors and less revenue. However, the completed refurbishments will contribute to improved public programming and revenue generation in future years.

This year, the Museum raised around $11.5 million (28%) of its revenue through:

- admissions to exhibitions and public programs
- catering, functions and shop sales
- grants for scientific research, public programs or other purposes
- donations and sponsorship.

Figure 1.3 Total Australian Museum revenues, 2010–11 (millions)

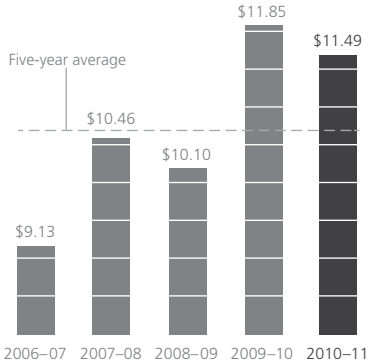

Figure 1.5 Revenue earned by the Australian Museum, 2006–07 to 2010–11 (millions)

Chart and five-year average excludes insurance recovery of $2.8 million in 2008–09.

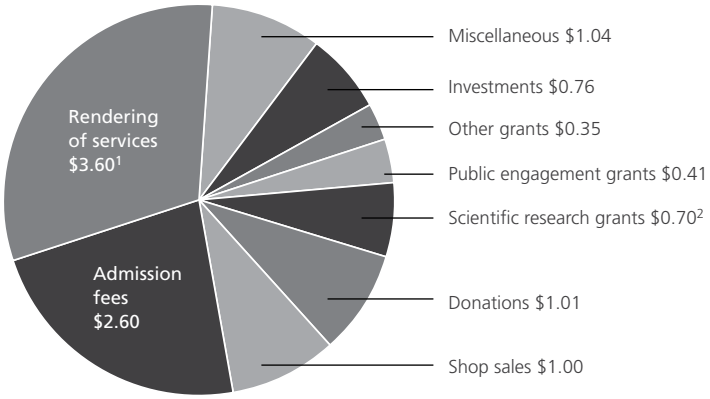

Figure 1.4 Revenue earned by the Australian Museum, 2010–11 (millions)

1 Includes venue hire and consulting revenue
2 Federal and State government research grants only

About the Museum

CHARTER AND GOVERNANCE

The Australian Museum is a statutory body established under the *Australian Museum Trust Act 1975*. The Museum is principally funded by the NSW Government. Until March 2011, it operated within Communities NSW and was transferred to the NSW Department of Trade and Investment, Regional Infrastructure and Services following the March 2011 State election. The objectives of the Act are to propagate knowledge about the natural environment of Australia and to increase that knowledge, particularly in the fields of biology, anthropology and geology.

The Australian Museum Trust's charter is fulfilled through the management structure (Appendix A) of Museum staff with the assistance of volunteers and interns. Museum Trustees are profiled in Appendix B and the Museum's executive in Appendix C. Risks are managed through the corporate governance measures certified in Appendix D. A statement certifying credit card use by staff is in Appendix E. Other policies are in place for the management of privacy and personal information (Appendix F), public access to government information (Appendix G), accessibility for people with disabilities (Appendix H), people from multicultural backgrounds (Appendix I) and staff code of conduct (Appendix J).

SERVICES

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

- collection management – the Museum maintains and develops the largest natural science and cultural collection in Australia with over 18 million registered items or lots
- scientific research – the Museum undertakes scientific research on its collection of objects and in the field to expand our understanding of the biota and indigenous cultures of Australia and the Pacific region
- public programs – the Museum presents a wide array of exhibitions, programs and events to raise community awareness of the biota and indigenous cultures of Australia and the Pacific.

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

CUSTOMERS AND STAKEHOLDERS

The Museum's main customers are:

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

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

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

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

OUR CONTEXT

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

- a modern culture of European heritage, now multicultural, imposed on one of the oldest continuous cultures in the world
- one of the most sparsely populated and most urbanised countries in the world

- geographically isolated with a unique biodiversity, now challenged by a range of human impacts
- able to access freely a wide array of knowledge while respecting the intellectual property rights of its owners.

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

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

OUR VALUES

As the Australian Museum, we seek to be:

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

OUR GOALS

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

KEY RESULT AREAS

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

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

Strategic framework

The Museum's Corporate Strategic Plan 2008–11 lists actions grouped under each of the above KRAs. These actions enable priorities, effort and resources to be focused towards strategic goals, and they form a convenient framework for reporting the year's strategic results (see Part 2, Performance reports).

Figure 1.5 shows how our core services (collection management, public programs and scientific research) produce results for our customers and stakeholders in the short term and contribute to community outcomes in collaboration with other agencies. Community results can only be measured over the longer term and at a whole-of-government level. Tables 1.1 & 1.2 set out the Museum's results indicators and services respectively.

Table 1.1 Results indicators for the Australian Museum, 2010–11

Community results	Intermediate results	Results indicators		Target	Actual
Heritage is preserved and accessed	Communities are key stakeholders in cultural collections	Percentage of indigenous communities surveyed who are satisfied with access to collections		75%	87%
	Collections and data are accessed	Number of users of online collection information[1]		1,122,000	380,917
		Number of external researchers accessing collections and data		1200	1185
Scientific knowledge is expanded	Research knowledge inf uences policy and decision making	Percentage of key government stakeholders surveyed who are satisfied with Museum input and advice on policy and decision making		90%	100%
	Research knowledge about nature and cultures is accessed				
The community values nature and cultures	People take action to explore nature and cultures	Number of Australian Museum Members		7000	11,547
	People demonstrate increased awareness of nature and cultures	Percentage of visitors who understood themes and messages in exhibitions		80%	80%
	Real and virtual programs are accessed by the community	Visitor numbers	In person	330,000	325,554
			Website sessions	10 m	10.4 m
		Percentage of visitors satisfied with overall experience		90%	90%
		Percentage of visitors from overseas		20%	32%

Note

1 Australian Museum collection information can now be accessed via many websites, for example OZCAM. Previous measures are no longer comparable.

Figure 1.5 How the Museum's services produce results and outcomes

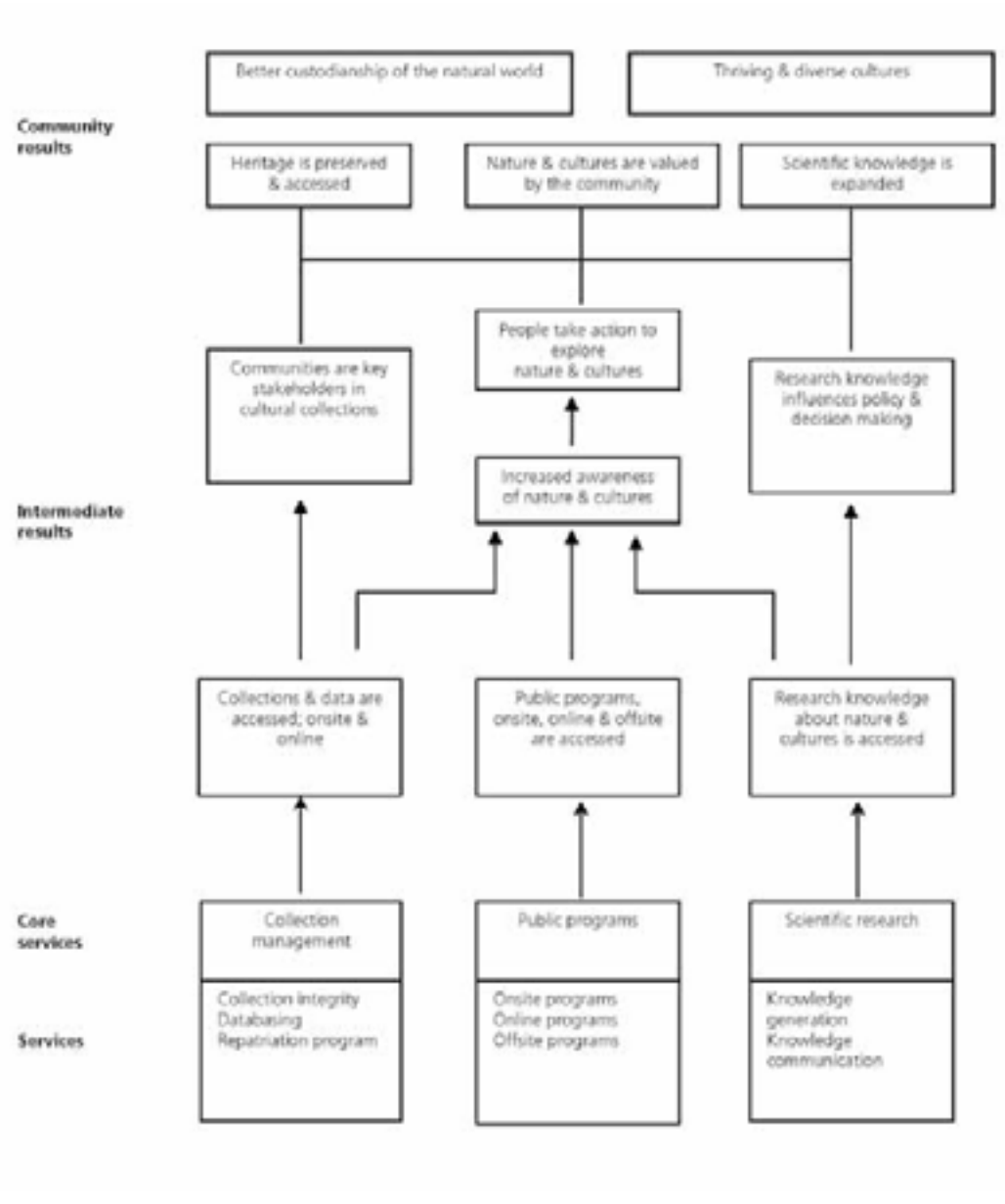

Table 1.2 Measures of services provided by the Australian Museum, 2010–11

Core services	Services	Service measures	Target	Actual
Collection management	Collections integrity	Collections Integrity Index [1]	75	73.4
	Collection databasing	Number of records in electronic database	1.598 m	1.690 m
	Indigenous program	Percentage of secret–sacred Indigenous collection identified for repatriation	82%	87%
Scientific research	Knowledge generation	Average value of grants [6]	$50,000	$34,031
	Knowledge communication	Number of scientific publications	170	178
Public programs	*Onsite programs* [2]			
	Exhibitions [3]	Number of exhibitions	18	18
	Learning programs	Number of students	33,400	33,000
	Science in the City	Number of students	5000	6000
	Visitor programs [4]	Number of visitors	400,000	425,283
	Online programs			
	Website	Number of website sessions	10 m	10.4 m
	Outreach programs			
	Australian Museum Eureka Prizes	Media audience for Prizes presentation	18 m	26 m
	Museum in a Box®	Number of students	67,000	62,250
	Video conferencing	Number of students	7000	8300
	Science in the Suburbs & Bush [5]	Number of visitors	6500	8720
	Indigenous community outreach	Number of communities	10	22

Notes

1 The Collection Integrity Index represents an overall assessment of the wellbeing of the Museum's collection based on 10 criteria.

2 Onsite visitors may access more than one service during a visit, so total services in Table 1.2 will exceed total visitors in Table 1.1.

3 'Exhibitions' includes public program events and activity centres above 50m^2, in permanent and special temporary exhibitions. It does not include smaller displays or showcases.

4 Visitor programs are made up of a) science interpretation activities and visitor events, b) school holiday programs, c) *Search & Discover* and d) *Kidspace*.

5 In 2010–11, Science in the Suburbs & Bush included additional programs supporting the International Year of Biodiversity.

6 The total value of these grants was $1,361,256 (previous year $1,106,262) with an average value of $34,031 (previous year $32,537). These differ from the financial statements because they do not include adjustments due to the timing of payments or previous year currency f uctuations.

Performance reports

above: Huli tribesmen dance at the opening of the *Birds of Paradise: Rituals of Seduction* exhibition. Photo Stuart Humphreys.

1 Delivering services

Key result area 1: Our mix of programs, services and research is relevant, focused and effective in inspiring the exploration of nature and cultures.

FOCUS RESULTS

Visitation

At our College Street site, 325,554 visitors viewed and interacted with our exhibitions, with over 33,000 buying tickets to see *Wildlife Photographer of the Year/My Photo Studio* and over 52,000 for *Rituals of Seduction: Birds of Paradise* – our major special exhibitions for this period (Tables 2.1 & 2.2).

Australian Museum Members

The Members office plays a key role in providing programs to attract Members and non-Members. Apart from hosting Jurassic Lounge (see Part 1), the Members team:

- hosted and launched the inaugural Margaret Mead Film Festival (by arrangement with the American Museum of Natural History) at the Museum, showcasing the complexity and diversity of the world's peoples and cultures
- arranged tour groups to Egypt, Jordan, Mexico, Guatemala, Belize and Africa to learn more about the world's cultures and environments
- hosted a series of Night Talks from various researchers including past Eureka prizewinners Tim Flannery and Ian Frazer
- collaborated with University of Western Sydney to host a series of events as a part of the Sydney Consortium – Biodiversity and the Arts.

Online

The Museum's website provides opportunities for exploring the Museum's collections and learning about the Museum itself.

The website consists of more than 17,300 assets, which include general pages, information and articles about research projects, blog posts, 8450 images (up from 6600 in 2009–10) and 376 films (up from 215). Visitors can register on the website (My Museum) and then interact with the pages by leaving comments on stories and blogs. There were 5030 My Museum members at 30 June, up from 2700, with more than 1000 comments made during the year. The website hosted 10.4 million online sessions (log files) in 2010–11, an increase of 11%.

Key research outcomes

Research at the Australian Museum is tackling some of the most pressing environmental challenges facing our region – helping us protect biodiversity, understand human impacts and engage with indigenous communities.

Under the Australian Museum Trust Act, the Museum is charged with managing a natural history collection of global significance and increasing knowledge about the collection. Appendix L lists grants awarded for both research and non-research purposes.

The process for naming new species entails publishing a detailed description of the organism in a peer-reviewed scientific journal. This year, 111 new species were described by Museum staff (Table 2.3), including eight new species of decapod crustaceans. Staff and Fellows produced 150 publications (Table 2.4, Appendix M).

In addition, 77 new species and 3 new genera were named and described in *Records of the Australian Museum*, based on research conducted on the Museum's collection.

Table 2.1 Attendance at onsite special exhibitions with top-up admission fee, 2010–11

Exhibition	Display dates	Visitors
Wildlife Photographer of the Year 2010 and My Photo Studio	04/12/10 – 13/03/11	33,988
Rituals of Seduction: Birds of Paradise	09/04/11 – 07/08/11	52,587

Table 2.2 Onsite special exhibitions with no top-up admission fee, 2010–11

Exhibition	Display dates
Alive arena	22/05/10 – 20/09/10
Yiloga! Tiwi Footy	14/05/10 – 14/11/10
Banana Kids	16/10/10 – 21/11/10

Authors from five countries published 26 papers comprising 693 pages.

Researchers also participated in conferences in Australia and overseas (Appendix N) following invitations to chair sessions or present oral papers, posters and abstracts, and in external committees (Appendix O). Museum staff presented 77 papers at scientific conferences (Table 2.5).

The Museum offered a number of fellowships to enable external researchers and postgraduate students to access the Museum's resources (Appendix P).

Table 2.3 New species published by Museum staff, 2010–11

Group	Number of new species
Amphibians	5
Birds	2
Crustaceans	45
Insects	5
Molluscs	33
Spiders	21
Total	111

Table 2.4 Publications produced by staff and Senior Fellows of the Australian Museum, 2010–11

Medium	2010–11
Refereed journals	104
Books and book chapters	15
Non-refereed/other	14
Published conference papers	4
Web publications	11
Commissioned reports	2
Total publications	150

Table 2.5 Public communications opportunities in the Research & Collections Division, 2010–11

Event	2010–11
Sessions chaired	9
Keynote speakers, invited speakers, lectures, seminars	10
Papers presented	77

Use of consultants

The Museum contracted no consultants during the year whose fees equalled or exceeded $50,000. The Museum contracted two consultants whose fees totalled $23,000 to provide advice on the significance assessment criteria for Australian Museum archaeology collections ($18,200) and assist with the triennial review of the Museum's Corporate Strategic Plan ($5000).

ACTION RESULTS

Develop an integrated approach to program commissioning and development (onsite, offsite and online).

Our commissioning process now explicitly incorporates new exhibitions, programs and online/mobile projects. Future work will bring this program together into a single integrated calendar for the Museum.

Develop a capacity to rapidly make comment or release material into the public domain based on topical current events.

Publicists in the Marketing and Web teams provide timely responses to topical issues through the media. Our capacity includes:

- a list of experts prepared to speak to the media about their area of expertise
- the tools of social media: Twitter, Facebook and YouTube pages
- the Museum's webpage and associated blogs
- temporary display areas within the Museum.

Research staff made 47 appearances in the media in 2010–11, in addition to numerous appearances

by interpretive staff and publicity and promotional coverage. Work will commence in July 2011 on the creation of a new space to provide further opportunities for displaying information about current and emerging issues.

Use the International Year of Biodiversity 2010 to showcase the Museum's research and science capacity.

The International Year of Biodiversity (IYB2010) provided many opportunities for showcasing the Museum's research and science capacity through exhibitions and public programs.

An experimental programming space called *Alive* brought together a range of display and program elements, including community biodiversity projects, an arts festival, live theatre and children's activities. Special *Alive* education resource kits were developed for schools.

The Australian Museum, with the Museum of Western Australia, led a $300,000 federally funded program to sponsor community-based biodiversity activities at museums across Australia. Community programs held at the Museum to mark IYB2010 included:

- projects developed by schools for IYB2010, presented by community group Nature Skills
- Indigenous totem face-painting held during the July 2010 school holidays
- the animal-themed Fashion Less Waste annual fashion design competition, event and exhibition
- Biodiversity in the City, an event spanning six locations across Sydney and Albury during National Science Week
- live comedy theatre performances in the Skeletons exhibition warning of the unintended consequences of introduced species.

The Museum also developed:

- an interactive website where the public could find links to biodiversity information and share stories, photos and videos
- a viral 'monkey me' web app which allowed people to take a fun photo of themselves as an animal and distribute it via Facebook or email.

Develop our inhouse capacity to deliver content to online spaces by all Museum staff

Last year, training in the use of the Museum's content management system (CMS) was made available to staff, along with courses in writing for the web. In 2010–11, a further 30 staff received training in the CMS, with 24 trained in writing for the web.

Review and evaluate the customer experience across all aspects of the Museum's activities including real and virtual interactions with the Museum.

The Museum conducted a series of exit surveys which found that 85% of visitors were satisfied with their visit, 77% satisfied with general exhibitions and 78% satisfied with value for money. An initial evaluation of the *Rituals of Seduction: Birds of Paradise* exhibition found that visitors were engaged with the content and understood the key message that 'we are more alike than we think'. The results of surveys undertaken during the summer season of Jurassic Lounge were used in planning for future seasons.

Additionally, visitors were invited to leave comments in the visitors book on the ground f oor. A total of 1601 comments were classed as positive, neutral or negative. Table 2.6 shows that just 5% of comments were negative in nature, and all of these were addressed and replied to, where possible.

Most feedback was received from NSW residents or international tourists with interstate visitors (the smallest grouping of visitors) providing the least comments.

Pursue collaborative funding opportunities to facilitate piloting of experimental programming for one under-served audience group.

The Museum Morning Tea program, working in partnership with the Salvation Army's Oasis Youth Support Network and Connect Marrickville, was evaluated and shown to have successful outcomes for both the disadvantaged families that participated as well as the social welfare agencies involved.

Implement actions from the Museum's Disability Access Plan.

The Australian Museum has for many years provided services and facilities for visitors with a disability. Exhibitions and programs are designed with the needs of those with a disability in mind. Hands-on activities can be booked for visitors with special needs. Our premises offer parking and wheelchair access into and throughout the Museum as well as accessible toilets.

During the year the Museum received a small capital allocation which has been used to improve physical access to the new ground f oor exhibition gallery and will be used to prepare plans for improving the accessibility of exhibits.

As well, the Museum completed a number of new disability access initiatives, including:

- training staff to better serve visitors with vision impairments
- engaging with other arts institutions on improving accessibility
- ensuring education resource kits on our website are accessible by the vision impaired
- giving free Museum entry to disadvantaged schools and groups
- providing cultural awareness training programs for teachers.

Improved access and resources, such as dedicated exclusive spaces and tailored programs, have resulted in increased numbers of students with physical and intellectual disadvantages engaging with the Museum.

Unlock the Cultural Collections with initiatives such as offsite exhibitions, online access, repatriation and projects engaging communities at risk.

The Museum has one of the largest collections in the world of cultural artefacts from Indigenous Australia (more than one million) and the Pacific region (over 40,000). Cultural groups can visit stored collections by appointment, and the Museum has several initiatives that increase the opportunities for access and engagement both onsite and offsite (see opposite).

Table 2.6 Summary of written comments received, by visitor origin

Visitor origin	positive	neutral	negative
NSW	493	51	34
Interstate	93	10	15
International	816	57	32
Total	1402	118	81
% of comments	87.6%	7.4%	5.1%

Focus feature
Unlocking the Cultural Collections

PACIFIC NEIGHBOURS

We completed a concept for a new Pacific gallery, titled *Pacific Neighbours*. It was developed by the Exhibitions and Cultural Collections teams, working with external designers Campbell Barnett. A concept portfolio is now ready for incorporating into the Museum's capital fundraising processes.

JUVENILE JUSTICE PROGRAM

Plans are underway to expand the successful pilot Juvenile Justice Program, which brings at-risk Pacific youths into the Museum to explore their traditional cultures. Program partners in the Juvenile Justice head office and RMIT are organising ethics clearances while the Museum seeks funding for the program.

THE MORRISON COLLECTION AND WONNARUA COMMUNITY

Representatives of the Wonnarua community based at Singleton (NSW) visited the collection stores to assess the material in the Morrison collection of Aboriginal artefacts dating from the late 19th and early 20th centuries. The collection has been photographed and placed online to provide ready access to the artefacts, with contextual information from Richard Mulvaney's 1983 thesis *From Curio to Curation.* The Wonnarua community is developing language and cultural revival programs, and is working on a local exhibition featuring the Morrison collection.

CULTURAL COLLECTIONS DIGITISATION PROJECT

This digitisation program, which aims to produce digital photographs and records of cultural artefacts, making them available online and through the Museum collections database (EMu), has doubled its output this year:

- photographing 8121 objects and adding them to their respective EMu files
- updating 7967 EMu files (including, where necessary, adding data from the Museum's Register and Anthropology's Large Cards)
- photographing 2328 artefacts from Fiji, Australia, Java, Bali, PNG (21 artefacts) and creating 154 new EMu files.

OTHER OFFSITE INITIATIVES

The Museum participated in the Museums & Galleries NSW Standards program to assist a cultural centre in regional New South Wales. We also received a City of Sydney grant to provide innovative seasonal Indigenous programs and exhibitions in 2010–11.

ONSITE INITIATIVES

The new learning space on Level 2, Culture Space, accommodates tour groups, schools, tertiary groups and community groups. It provides insights, knowledge and understanding of Australia's Indigenous peoples, especially when facilitated by the Museum's experienced Indigenous educators. This year, two new Indigenous education assistants have been engaged to train in the delivery of cultural programs. Planning for the creation of a new Indigenous Australians gallery is included in the Museum Renewal Plan, Stage 2. This includes a reimagining of the current space to offer both permanent and temporary elements, with the capacity to mount major Aboriginal art exhibitions and communicate core themes.

2 Developing relationships

Key result area 2: The museum will build its strategic alliances and reputation and expand collaborative opportunities.

FOCUS RESULTS

The Museum's main customers are:

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

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

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

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

ACTION RESULTS

This year the Museum has expanded its Eureka Prizes program, developed new partnerships in science communication and built up a collaborative touring program, as outlined in the following results.

Develop the Australian Museum Eureka alumni program

The Australian Museum Eureka Prizes is Australia's largest program recognising excellence in Australian science. Its alumni include many of Australia's leading scientists, science journalists and communicators. The Museum has now developed and implemented a program to recognise their contributions. As in 2009–10, alumni were invited to a Eureka Ambassadors night in March 2011 that was attended by various prominent media, political and scientific leaders. Ambassadors were invited to attend the 21st Australian Museum Eureka Prizes Awards held in August 2010.

Develop partnerships around Science in the City

Science in the City is a collaborative science project with the University of Sydney. It was successfully delivered in August 2010 in collaboration with the Science Exposed and Ultimo Science Festival programs.

The Museum is now hosting the position of NSW Science Communication Project Officer to coordinate and facilitate future Science Week activities across New South Wales. The next stage of this program will involve all stakeholders in planning for a major new science partnership for 2012.

The Science in the Bush outreach program was run in Albury and Dubbo for more than 1500 primary and high school students from regional New South Wales. Science in the Suburbs ran at Sydney Olympic Park and drew 1300 students from Western Sydney. Both programs ran as one-day events at science centres across Sydney including Cronulla Fisheries, Jenolan Caves, Australian Nuclear Science and Technology Centre and DPI Geosciences.

Deliver a collaborative touring program

A long-term goal is to deliver a collaborative touring program with partners in Australasia and Asia. The touring exhibitions program for 2011–13 has been finalised with a mix of Australian Museum and international exhibitions on offer.

The exhibition *Rituals of Seduction: Birds of Paradise* has now been added to the range of Museum exhibitions available for tour, with *Menagerie*, *Frank Hurley: Journeys to Papua*, and *Wildlife Photographer of the Year* touring regional New South Wales and interstate venues (Table 2.7).

Table 2.7 Attendance at Museum exhibitions touring regional centres and interstate, 2010–11

Exhibition	Display dates	Visitors in 2010–11
Wildlife Photographer of the Year 2009		
Newcastle Regional Library	–	38,449
Sea World, Mooloolaba	–	27,661
Queen Victoria Museum & Gallery, Launceston	–	6,656
Wildlife Photographer of the Year 2010		
Newcastle Regional Library	27/05/11 – 30/06/11	10,814
Climate Change – Our Future, Our Choice		
Scitech Discovery Centre, Perth	01/07/10 – 07/03/11	174,900
Frank Hurley – Journeys to Papua		
Lithgow City Council	17/12/10 – 07/03/11	600
National Archives, Canberra	–	5,226
Menagerie (jointly presented with Object Gallery)		
Tandanya: National Aboriginal Cultural Institute, Adelaide	23/07/10 – 10/10/10	3,281
Western Australian Museum, Perth	30/10/10 – 23/01/11	20,343
Araluen Arts Centre, Alice Springs	25/02/11 – 10/04/11	n/a
Cairns Regional Art Gallery	17/06/11 – 14/08/11	n/a
Total visitors		>287,930

3 Building capabilities

Key result area 3: Revitalisation of ourselves is as important as revitalising our resources and assets.

FOCUS RESULTS

Environmental responsibility

It is a Museum goal to build an environmentally sustainable workplace to promote and demonstrate sustainability values. Museum research is highlighting the risks to biodiversity faced by coral reefs and elsewhere, and so of course we aim to be environmentally responsible in all that we do.

To this end the Museum monitors its management of energy usage (Appendix Q), waste and recycling (Appendix R) and significant heritage buildings (Appendix S).

Staff

Around 250 staff perform the specialist core functions of the Museum in managing and conserving collections, conducting research, preparing exhibitions, marketing the Museum and interacting with visitors. Appendix T provides a profile of staff by remuneration, employment basis and equal employment opportunity (EEO) status.

Honorary appointments and volunteers

The Museum has a valuable resource indeed in its honorary appointments (Appendix U), including researchers, appointed as Senior Fellows or Research Associates, who continue as productive scientists for many years in their retirement. Similarly, an army of volunteers (Appendix V) contribute to the Museum's work behind the scenes, front of house and in research projects.

ACTION RESULTS

Respond to the agreed recommendations of the NSW Audit Office Performance Audit report Knowing our Collections.

The NSW Audit Office identified gaps in the Museum's procedures for managing its Natural Science and Cultural collections. Responding to the auditor's recommendations, the Museum has:

- completed and approved a system for prioritising collections
- completed all system work required to transfer all data into the collections database, EMu.

The Museum has set up categories for collection prioritisation, and high-risk items have been identified and flagged in EMu. Quarterly inventory procedures have been revised and approved to prioritise high-risk, high-importance collections.

Complete a capital works program to relocate and refurbish the Museum's special exhibition spaces, and complete the first phase of creation of new programming spaces.

The Australian Museum has perhaps the smallest exhibition floor area of any Sydney cultural institution. To help overcome this limitation, our spaces for temporary exhibitions (formerly separated on different floors) have been co-located to the ground floor to provide a flexible exhibition space of up to 1000 m^2. This gives the Museum unprecedented capacity to host larger, international-scale exhibitions and manage greater audience numbers visiting those exhibitions.

The Level 2 multipurpose programming spaces have been completed and the rooms are now open for school and other group bookings.

Define the Australian Museum's requirements for long-term collections storage.

Detailed information about the Museum's collections storage requirements was provided to Communities NSW as part of an investigation into the feasibility of sharing storage areas with other NSW cultural institutions. Following the NSW State election, this information was passed to the NSW Department of Trade and Investment, Regional Infrastructure and Services.

Develop and instigate an ongoing Research & Collections workforce and succession plan.

Desktop research on workforce and succession planning is in progress. Strategic planning for the Division is underway and the outcomes of this process will inform workforce planning.

Undertake a staff climate survey.

A climate survey undertaken by consultants Voice Project aimed to assess the Museum's performance in a number of staff management practices. The results have led to recommendations for improved work practices and internal communications that

will be implemented through the new, Museum-wide Corporate Strategic Plan.

Improve information management by developing an intranet that includes electronic workflow.

A new intranet went 'live' in May 2011. The intranet improves the capacity for supporting group- and project-based work and makes available an increased number of administration forms and other resources electronically.

Coordinate the volunteers and interns programs.

All information about volunteering, current volunteers and volunteer programs at the Museum has now been consolidated into a single portal on the Museum website and policies for the management of volunteers and interns have been completed.

Volunteers contributed more than 90,700 hours of service during the year. Most volunteers were long term (with at least one year of service) and regular (attending at least once a week), with some serving in more than one area of the Museum. A small number volunteered on short-term, one-off projects.

Volunteers onsite numbered 225, a 24% increase over the previous year, with:

- 55 front-of-house (engaging with Museum visitors)
- 170 behind-the-scenes (assisting Museum staff in one-off or ongoing tasks).

In addition, a special team of 44 volunteers, trained and overseen by Museum staff, is photographing specimens and collection ledgers for online use. Funding for specialised equipment and resources for this project has been provided by the Atlas of Living Australia. The next step, currently on trial, is a website for online volunteers to transcribe specimen labels. Volunteers in 2010–11 are listed in Appendix V.

Fifteen students, mainly from major NSW universities or TAFE institutions, completed internships in the Museum in areas as diverse as Palaeontology, Members, Learning Services, Museum in a Box®, Finance, Science Communications, and Archives and Records.

Achieve better management of documents across the Museum.

The Museum's file management system, TRIM, was upgraded with an increased data store ready for future implementation of electronic record-keeping across the Museum.

Implement an effective online booking system for events and groups with integrated phone support.

The Museum is working with the Art Gallery of NSW and Powerhouse Museum to develop an expression of interest for a shared online booking system.

Upgrade to an integrated customer relationship management system.

Similarly, the Museum, Art Gallery of NSW and Powerhouse Museum collaborated on the development of an integrated customer relationship management system.

Increase and effectively manage the Museum's participation in key scientific committees as well as our participation in relevant external policy, strategy and program initiatives.

The Museum aims to inf uence and advise governments about research priorities and initiatives, such as the national 2011 Strategic Roadmap for Australian Research Infrastructure. The Museum is represented on a working group which is developing the 'Understanding Cultures and Communities' capability area of this strategy.

The Museum formulated a response to the 2011 Roadmap directly and through its representative on the Council of Heads of Australian Faunal Collections and the Council of Australian Biological Collections.

Other Museum scientists have participated in federal State of the Environment workshops for northern, eastern and south-eastern Australia.

Develop strategic plans for the Museum's current and future scientific analytical capabilities.

A strategic plan for the Collections Informatics Unit has been developed to make the collections more accessible through internet-based platforms such as the Atlas of Living Australia.

Implement agreed measures from the Museum's Occupational Health and Safety Strategic Plan.

We have continued to integrate Occupational Health and Safety (OHS) into the Museum's operations by continuing to highlight the importance, and increasing awareness, of safety in the workplace. The staff climate survey demonstrated a sound culture of safety, evidenced by a decrease in work-related injuries and lost-time injuries.

OHS is now more fully integrated into the Museum's operations. The Museum's safety culture was recognised and positively received in the recent staff climate survey.

Most importantly there has been a considerable decrease in work-related injuries with a consequent decrease in lost-time injuries in 2010–11.

Update the current College Street master plan to reflect changing opportunities and stakeholder demands.

The Museum's master plan was reviewed and presented to the Trust in February 2011. Subsequently, the Government Architect's Office has been contracted to investigate planning constraints and urban design considerations for redeveloping the eastern (Yurong Street) end of the Museum's site. The consultancy will commence in July 2011.

Produce a functional brief for a Centre for DNA Barcoding and apply for federal grant funding.

A functional brief for a Centre for DNA Barcoding was produced and a full business case was completed. Federal funding hinges on competing government priorities but we are continuing our research in disciplines compatible with this Centre and we continue to develop strong links with industry and other academic institutions.

4 Increasing resources

Key result area 4: The Museum aims to increase the level of self-generated income by 2012–13. The Museum needs to progress the next stage of the Museum revitalisation project.

FOCUS RESULTS

Revenue generation

Retail Services

The Museum shop had a profitable year, with turnover reaching $1.012 million and an average income per visitor of $3.11. The 2010 *Wildlife Photographer of the Year 2010* exhibition in conjunction with a promotion for Christmas, with a brochure inserted in *The Sydney Morning Herald*, continued to provide streams of income with high sales of merchandise.

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

Museum as a Venue

After calling for expressions of interest yielding 16 responses, Restaurant Associates were appointed retail and function caterer to the Museum in February 2011 for a period of 3 years. Restaurant Associates, part of the Compass Group, will manage all aspects of the Venues department including venue management which was previously managed inhouse. Outsourcing venue management will provide the Museum with a greater financial return than inhouse arrangements. In May 2011 renovations to the Cafe and Terrace function room improved facilities for visitors and continue to place the Museum as a leading venue in the Sydney function market.

Australian Museum Business Services

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

AMBS reported an increase in both income and surplus for the financial year and substantially exceeded forecasts.

Key ecology projects for 2010–11 included:

- an ongoing investigation of the impact of roads on koalas in northern New South Wales for the NSW Roads and Traffic Authority
- an urban ecology survey for the City of Sydney
- a biodiversity strategy for Marrickville Council.

Key archaeology and heritage projects for 2010–11 included:

- test excavations and a number of historic heritage reports for the South West Rail Link project
- a number of historic heritage impact assessments for the Transport Construction Authority.
- Aboriginal heritage assessments have also been completed for a number of local councils to inform the development of new local environmental plans.

Asset acquisition

New acquisitions in the natural science collection resulted from field sampling programs and donations. The Cultural Collections were added to by targeted acquisitions associated with exhibitions and commissioned works. Appendix W provides details of key acquisitions.

ACTION RESULTS

Explore funding opportunities for increasing the online accessibility of natural science collections.

The Museum prepared proposals for a joint Digital Asset Management project through Communities NSW with the Atlas of Living Australia. The Atlas provided funding for imaging equipment to progress the project, which surpassed expectations, thanks to the many volunteers who helped to complete it.

The federal Department of Sustainability, Environment, Water, Population and Communities has provided funding to create an electronic database for the ant collection. An online public search facility to enable exploration of the Museum's collection database is now available on our website.

Continue to implement the Museum's commercial licensing strategy to generate external income streams in 2011–12.

The Museum's commercial licensing strategy is being implemented and is expected to begin generating external funding in the coming years.

Develop a Museum-wide fundraising strategy based on and reflecting the Museum's agreed priorities.

The Development Office increasingly facilitates cross-division communication to ensure wide support for, and understanding of, fundraising programs for the Museum. Significant bequests and fundraising activities in 2010–11 have enabled expeditions for research, acquisitions for the collection, and research fellowships. Appendix X lists the Museum's benefactors and sponsors.

Financial statements

above: Australian Museum Members relax during a tour of Lord Howe Island. Photo Serena Todd.

Financial commentary

OVERVIEW

The Australian Museum's financial operations for 2010–11 resulted in a surplus of $1.688 million. Taking into account $5.759 million in Capital Grants income to fund a range of capital works undertaken by the Museum, and $4.779 million in depreciation expenses, the Museum's trading position for 2010–11 was a small operating surplus of $708,000.

Of the capital provided to the Museum, $542,200 was external funding to support capital works at the Museum's Lizard Island Research Station, and an amount of $5.217 million was provided by way of NSW Government Capital grants to support capital improvements at the College Street site.

Admissions to the Museum were 48,151 lower than in 2009–10 as a result of a smaller exhibition program in 2010–11, with some 325,554 visitors admitted. The number of visitors was marginally lower than the average number for the previous five years of 328,771. There were two exhibitions during the year for which a supplementary admission fee was charged: *Rituals of Seduction: Birds of Paradise* and *Wildlife Photographer of the Year*. Revenue from admissions was $2.6 million, a decrease of 20.4% on the 2009–10 return of $3.269 million.

The Museum's sales of goods and services (net of GST) were $7.412 million, compared to $8.053 million in 2009–10, a decrease of 8%. Australian Museum Business Services, which offers archaeological and environmental consulting services, achieved revenue of $1.409 million, an increase of 21.3% on the previous year's income of $1.161 million.

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

ECONOMIC AND OTHER FACTORS AFFECTING THE ACHIEVEMENT OF OPERATIONAL OBJECTIVES

The residual effects of the global financial crisis and other economic factors on Museum operations were unclear. To counteract any possible impacts and to increase visitation, the Museum offered a diverse range of programs including the two exhibitions for which a supplementary charge was levied (see above).

OUTLINE OF BUDGET FOR 2011–12

The NSW Department of Trade and Investment, Regional Infrastructure and Services will provide grant funding that, when combined with the Museum's own revenues, will allow the Museum to operate at a level which is comparable to the 2010–11 level. The Museum has been able to plan a program of exhibitions and activities for 2011–12 which includes: *Beauty From Nature: art of the Scott sisters; Yiwarra Kuju: The Canning Stock Route* and *Wildlife Photographer of the Year*.

Anticipated funding for 2011–12 includes:

- $23.6 million as a Recurrent grant
- $5.3 million as a Capital grant
- $3.7 million in funded project grants, contributions and sponsorships
- $7.7 million from other self-generated revenues.

The Museum has an approved budget that provides for:

- $24 million for personnel services expenses
- $4.8 million in depreciation
- $11 million for other operating and maintenance expenses.

The Museum estimates its staffing structure at 236 equivalent full-time positions, a similar level to that in 2010–11.

ACCOUNTS PAYABLE PERFORMANCE

The Museum measures and reports its accounts payable performance on the basis of creditor terms (Tables 3.1, 3.2). This is more stringent than the standard endorsed for Government by Treasury. Late payments may occur due to invoice queries, necessitating payment delays. There has been no interest charged for delaying payments.

Table 3.1 Outstanding invoices, by age, each quarter, 2010–11

	Current (within due date) $'000	Less than 30 days overdue $'000	Between 30 and 60 days overdue $'000	Between 60 and 90 days overdue $'000	More than 90 days overdue $'000
September 2010	361	17	18	3	0
December 2010	38	149	20	0	1
March 2011	472	2	5	0	0
June 2011	460	90	0	0	2

Table 3.2 Total accounts paid on time each quarter, 2010–11

	Target %	Actual %	Paid on time $'000	Total paid $'000
September 2010	88	89	4,325	4,859
December 2010	88	99	5,221	5,274
March 2011	88	99	5,428	5,483
June 2011	88	80	6,422	8,028
Total accounts paid			21,396	23,644

GPO Box 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Australian Museum Trust

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the Australian Museum Trust (the Trust), which comprises the statement of financial position as at 30 June 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

Opinion

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Trust as at 30 June 2011, and of its financial performance for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

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

The Trustees' Responsibility for the Financial Statements

The Trustees are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the PF&A Act and for such internal control as the Trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

- about the future viability of the Trust
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and other relevant ethical pronouncements. The PFMA Act further promotes independence by:

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

Steven Martin
Director, Financial Audit Services

18 October 2011
SYDNEY

AUSTRALIAN MUSEUM TRUST

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

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

1. In our opinion, the financial report exhibits a true and fair view of the financial position of the Australian Museum Trust as at 30 June 2011, and financial performance for the year then ended.

2. The financial statements have been prepared in accordance with the provisions of the Public Finance & Audit Act 1983, Public Finance and Audit Regulation 2010, and the Treasurer's Directions.

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

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

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

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

SAM MOSTYN
PRESIDENT OF TRUST

FRANK HOWARTH
SECRETARY OF THE TRUST

Date: _____

Financial statements

Statement of comprehensive income for the year ended 30 June 2011

	Notes	2011 $'000	2010 $'000
Expenses Excluding Losses			
Personal services expenses	2 (a)	23,393	22,819
Other operating expenses	2 (b)	11,462	11,844
Depreciation and amortisation	2 (c)	4,779	5,528
Grants and subsidies	2 (d)	136	208
Finance costs	2 (e)	24	22
Total Expenses Excluding Losses		**39,794**	**40,421**
Revenue			
Sale of goods and services	3 (a)	7,412	8,053
Investment income	3 (b)	764	463
Grants and contributions	5	33,326	30,333
Total Revenue		**41,502**	**38,849**
Gains/ (losses) on disposal	4	(20)	(55)
Surplus/ (Deficit) for the Year		**1,688**	**(1,627)**
Other Comprehensive Income			
Net increases in property, plant and equipment asset revaluation reserve	10	92,815	-
Other net increases/ (decreases) in equity		-	-
Other Comprehensive Income for the Year		**92,815**	**-**
Total Comprehensive Income for the Year		**94,503**	**(1,627)**

The accompanying notes form part of these financial statements.

Statement of financial position as at 30 June 2011

	Notes	2011 $'000	2010 $'000
ASSETS			
Current Assets			
Cash and cash equivalents	6	10,796	8,626
Receivables	7	1,472	1,744
Inventories	8	219	204
Total Current Assets		**12,487**	**10,574**
Non-current Assets			
Other financial assets	7 (a)	390	366
Property, plant and equipment			
Land and buildings	1C	219,108	216,543
Plant and equipment	1C	41,297	43,267
Collections	1C	860,114	767,198
Total property, plant and equipment		1,120,519	1,027,008
Intangible assets	1C (a)	75	86
Total Non-current Assets		**1,120,984**	**1,027,460**
Total Assets		**1,133,471**	**1,038,034**
LIABILITIES			
Current Liabilities			
Payables	11	2,622	1,732
Provisions	12	2,360	2,340
Total Current Liabilities		**4,982**	**4,072**
Non-current Liabilities			
Borrowings	13	390	366
Total Non-current Liabilities		**390**	**366**
Total Liabilities		**5,372**	**4,438**
Net Assets		**1,128,099**	**1,033,596**
EQUITY			
Accumulated funds		594,536	592,848
Reserves		533563	440,748
Total Equity		**1,128,099**	**1,033,596**

The accompanying notes form part of these financial statements.

Statement of changes in equity for the year ended 30 June 2011

	Accumulated Funds		Assets Revaluation Reserve		Total Equity	
	2011	**2010**	**2011**	**2010**	**2011**	**2010**
	$'000	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**
Balance at the beginning of the year	592,848	594,475	440,748	440,748	1,033,596	1,035,223
Surplus/ (deficit) for the year	1,688	(1,627)			1,688	(1,627)
Other comprehensive income						
Increment/decrement on revaluation of:						
Collections			92,815	-	92,815	-
Total other comprehensive income	-	-	92,815	-	92,815	-
Total Balance at the end of the financial year	**594,536**	**592,848**	**533,563**	**440,748**	**1,128,099**	**1,033,596**

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

The accompanying notes form part of these financial statements.

Statement of cash flows for the year ended 30 June 2011

	Notes	2011 $'000	2010 $'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Personnel services		(21,541)	(20,807)
Grants and subsidies		(136)	(208)
Other payments		(15,071)	(15,609)
Total Payments		**(36,748)**	**(36,624)**
Receipts			
Sale of goods and services		8,120	7,725
Interest received		738	444
Other receipts		(12)	29
Grants and contributions		35,556	32,330
Total Receipts		**44,402**	**40,528**
NET CASH FLOWS FROM OPERATING ACTIVITIES	15	**7,654**	**3,904**
Purchase of land and buildings, plant and equipment, and collections		(5,489)	(4,262)
Purchases of Intangible Assets		0	(86)
Proceeds from sale of plant and equipment		5	39
NET CASH FLOWS FROM INVESTING ACTIVITIES		**(5,484)**	**(4,309)**
NET INCREASE/ (DECREASE) IN CASH		**2,170**	**(405)**
Opening cash and cash equivalents		8,626	9,031
CLOSING CASH AND CASH EQUIVALENTS	6	**10,796**	**8,626**

The accompanying notes form part of these financial statements

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting Entity

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

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

(b) Basis of Preparation

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

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

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

Critical accounting estimates

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

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

(c) Statement of Compliance

The Trust's financial statements and notes comply with Australian Accounting Standards which include Australian Accounting Interpretations.

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

(d) Income Recognition

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

(i) Grants and Contributions

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

(ii) Sale of Goods and Services

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

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

(iii) Rendering of Services

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

(iv) Investment Income

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

(e) Personnel Services and other provisions

(i) Personnel Services Arrangements

The Trust and CNSW entered into a Memorandum of Understanding effective from 1 July 2006 which sets out the arrangements for employment and payment of staff working at the Australian Museum which are considered employees of CNSW. All payments to personnel and for related obl gations are done in CNSW name and ABN and are classified as "Personnel Services" expenses in these financial statements. Under the restructure from April 2011, CNSW has been abolished by the Order (TC 11/09) and responsibility transferred to the Department of Trade & Investment, Regional I nfrastructure & Services (DTIRIS).

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

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

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

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

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

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

(iii) Long Service Leave and Superannuation

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

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors, (specified in NSW TC11/06)* to employees with five or more years of service using current rates of pay. These factors were determined based on an actuarial review and market yields at the reporting date on government bonds.

The superannuation expense for the financial year is determined by using the formulae specified in the NSW TC 11/04. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

All annual leave and any LSL on-costs (whether or not it is expected to be settled within 12 months) is presented as a current liability in the Statement of Financial Position in accordance with AASB 101 Presentation of Financial Statements.

(iv) Other Provisions

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

made of the amount of the obligation.

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

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

(f) Insurance

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

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

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

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

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

(h) Acquisitions of Assets

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

Assets acquired at no cost or for nominal consideration, are initially recognised at their fair value at the date of acquisition..

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

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

(i) Capitalisation Thresholds

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

(j) Revaluation of Property, Plant and Equipment

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

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

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

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

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

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

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

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

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

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

(i) Exhibitions

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

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

(ii) Collections

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

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

Where there is an indication that the fair value of Collections has varied materially from the date of the last revaluation, Collections are revalued. Movements in the relevant consumer price index are considered by management to be the most relevant indication of movement in the fair value of Collections. Movements in the index since the last external revaluation have been applied in determining the fair value of Collections at 30 June 2011. The next external valuation of Collections is due to be undertaken as at 30 June 2013.

(k) Impairment of Property, Plant and Equipment

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

(l) Assets Not Able to be Reliably Measured

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

(m) Depreciation of Property, Plant and Equipment

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

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

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

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

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

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

Buildings	15–80 years
Plant and Equipment	3–10 years
Vehicles	6–8 years
Vessels	6–8 years

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

(n) Major Inspection Costs

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

(o) Restoration Costs

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

(p) Maintenance

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

(q) Leased Assets

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

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

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

(r) Intangible Assets

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

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

Intangible assets are subsequently measured at fair value only if there is an active market. If there is no active market, the assets are carried at cost less any accumulated amortisation. The useful lives of intangible assets are assessed to be

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

finite. Intangible assets (software) are amortised using the straight line method over a period of 3 to 5 years. Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than the carrying amount, the carrying amount is reduced to the recoverable amount and the reduction is recognised as an impairment loss.

(s) Financial Instruments

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

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

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

(i) Cash and Cash Equivalent

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

(ii) Investments

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

Fair value through profit or loss– The Trust has no investments in 'held for trading' or derivative. The Trust subsequently measures investments classified upon initial recognition "at fair value through profit or loss" at fair value. Derivatives are also classified as held for trading. Gains or losses on these assets are recognised in the surplus/(deficit) for the year.

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

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

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

(t) Loans and Receivables

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

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

(u) Inventories

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

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

(v) Other Assets

Other assets are recognised on a cost basis.

(w) Payables

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

(x) Borrowings

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

(y) Financial Guarantees

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument. The Trust has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2011 and at 30 June 2010.

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

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

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet effective have not been adopted for the annual reporting period ended 30 June 2011. These are listed as follows:

AASB 9 regarding financial instruments classification and measurement of financial assets

AASB 2009-5 regarding annual improvements

AASB 2009-8 regarding share based payments

AASB 2009-9 regarding first time adoption

AASB 2009-10 regarding classification of rights

AASB 124 and AASB 2009-12 regarding related party transactions

AASB 2009-14 regarding prepayments of a minimum funding requirement

AASB 2010-7 regarding financial instruments and AASB 2010-8 for investment property

AASB 2010-9 and 2010-10 regarding Severe Hyperinflation and Removal of Fixed Dates for First-time Adopters

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

(aa) Taxation Status

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

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

(bb) Trustee Benefits

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

(cc) Services Provided at No Cost

Where material contributions are made to the Trust at no charge, an expense is recorded in the accounts to reflect the activities at the Museum and is offset by an equivalent revenue entry. Material assistance provided to the Museum by the volunteers for whom payment was not made is not included in the surplus/(deficit) for the year (refer Note 17)

(dd) Comparative Information

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

2. EXPENSES

		2011 $'000	2010 $'000
(a)	**Personal Services Expenses** [1]		
	Salaries and wages (including recreation leave)	18,970	18,523
	Superannuation-defined benefits plans	540	624
	Superannuation-defined contribution plans	1,307	1,257
	Payroll Tax and Fringe Benefit Tax	1,131	1,089
	Long service leave	1,016	1,016
	Workers' compensation insurance	409	372
	Other	20	(62)
		23,393	**22,819**

Employee-related costs that have been capitalised in fixed asset accounts and therefore excluded from the above: $432,000 (2010: $279,000).

[1] *Including services provided free of charge by CNSW/CTIRIS valued at $1.59 million (2010: $1.68 million) Refer to Note 5.*

(b)	**Other Operating Expenses Includes the Following**		
	Auditor's remuneration audit and review of financial reports	76	75
	Operating lease rental expense:		
	minimum lease payments	467	453
	rental outgoings	181	180
	Freight	59	246
	Motor vehicles expenses	203	215
	Advertising and promotional	553	342
	Electricity	725	721
	Gas	134	164
	Cleaning and waste removal	631	609
	Water	63	60
	Contractors	1,633	1,526
	Travel and accommodation	406	402
	Cost of sales	620	720
	Insurance	426	465
	Postal and telephone	305	308
	Working expenses	1,347	1,603

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
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2. EXPENSES *(continued)*

(b)	**Other Operating Expenses**	**2011 $'000**	**2010 $'000**
	Security service	22	67
	Donations and contributions	9	10
	Hiring costs	51	156
	Books, journals & subscriptions	158	161
	Consultants	23	267
	Licenses	149	125
	Exhibition costs	436	780
	Minor plant & equipment	106	171
	Promotion costs	88	113
	Staff training	120	101
	Filming & photography	35	17
	Graphics & design	84	137
	Legal & professional	146	57
	Printing	252	239
	Maintenance [1]	1,954	1,354
		11,46[illegible]	**11,844**
	[1] *Reconciliation:*		
	Maintenance expense, as above	1,954	1,354
	Maintenance related employee expenses included in Note 2 (a)	288	285
	Total Maintenance Expenses	**2,242**	**1,639**
(c)	Depreciation and amortisation		
	Buildings	723	699
	Plant and equipment	4,045	4,827
	Intangible Assets	11	2
		4,779	**5,528**
(d)	Grants and subsidies		
	Visiting fellowships	114	67
	Other grants	22	141
		136	**208**
(e)	Finance costs		
	Unwinding of discount	**24**	**22**

3. REVENUE

		2011 $'000	2010 $'000
(a)	**Sale of goods and services**		
	Shop sales	1,012	1,256
	Rendering of services	3,601	3,300
	Admission fees	2,600	3,269
	Other	199	228
		7,412	**8,053**
(b)	**Investment revenue**		
	TCorp Hour-Glass investment facility	657	373
	Interest	107	90
		764	**463**

4. GAIN/ (LOSS) ON DISPOSAL

Proceeds from disposal of plant and equipment	5	39
Written down value of assets disposed	(25)	(94)
Gain/ (loss) on disposal	**(20)**	**(55)**

5. GRANTS AND OTHER CONTRIBUTIONS

For conditions on grants and contributions see Note 9

Communities NSW/DTIRIS [1]	30,017	26,999
Scientific research-Federal Government grants	620	993
Scientific research-State Government grants	82	0
Other grants	757	714
Donations	1,008	660
Others	842	967
	33,326	**30,333**

[1] *Includes personnel service grants of $1.59 million (2010: $1.68 million).*

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
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6. CURRENT ASSETS – CASH AND CASH EQUIVALENTS

	2011	2010
	$'000	$'000
Cash and cheque on hand and at bank	882	645
Short term deposits	435	409
TCorp Hour-Glass Cash Facility	9,479	7,572
Closing Cash and Cash Equivalents (per statement of cash flows)	**10,796**	**8,626**

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

The Trust has the following banking facilities

MasterCard facility (Total credit limit)	150	150
Tape negotiation authority [1]	4,800	4,800

[1] *The facility authorises the bank to debit the Trust's operating bank account up to the above limit.*

7. CURRENT/ NON CURRENT ASSETS – RECEIVABLES

Sale of goods & services	1,174	1,647
Accrued income	188	65
Prepayments	190	179
Other debtors	2	10
	1,554	**1,901**
Less: Allowance for impairments	82	157
Total Current Receivables	**1,472**	**1,744**

7 (a) OTHER FINANCIAL ASSETS

LIRRF funding for QLD loan [1]	390	366
Total	**390**	**366**

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

8. CURRENT ASSETS – INVENTORIES

	2011	2010
	$'000	$'000
Held for resale:		
Stock on hand-at cost	219	204
	219	**204**

9. RESTRICTED ASSETS

CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS

The Museum receives grants from various bodies for specific purposes (see Note 5). Generally grant conditions require monies granted to be spent only on specific projects; however, grant conditions vary widely with respect to deliverables, timing, acquittal and repayment requirements. Cash and investments should be held equal to unspent balances where contractually specified.

Unexperded balances for all grant projects at year end were:		
Scientific research-Federal Government grants	838	1,068
Scientific research-State Government grants	142	83
Other grants	886	466
	1,866	**1,617**

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

1C. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT

At 30 June 2011	Land $'000	Buildings $'000	Plant & Equipment $'000	Collections $'000	Total $'000
At fair value					
Gross carrying amount	35,500	191,012	94,431	860,114	1,181,057
Accumulated depreciation	0	(7,404)	(53,134)	0	(60,538)
Net Carrying Amount	**35,500**	**183,608**	**41,297**	**860,114**	**1,120,519**

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

Collection Revaluation

Museum Collections are valued externally every five years based on market value or, where there is a lack of market based evidence, recollection cost (see Note 1 (j)(ii)). The last valuation was undertaken at 30 June 2008. Interim revaluations are carried out where there is an indication that the fair value has changed materially since the last valuation.

A revaluation of Collections was carried out as at 30 June 2011, recognising increases in Consumer Price Index (CPI) of 12.1%. The increase in CPI and resulted in an increment in the Asset Revaluation Reserve of $92,815,000 being recognised.

1C. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT *(continued)*

Reconciliation

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

Year Ended 30 June 2011	**Land $'000**	**Buildings $'000**	**Plant & Equipment $'000**	**Collections $'000**	**Total $'000**
Net carrying amount at start of the year	35,500	181,043	43,267	767,198	1,027,008
Net revaluation increment	0	0	0	92,815	92,815
Additions	0	3,288	2,100	101	5,489
Disposals	0	0	(25)	0	(25)
Depreciation expenses	0	(723)	(4,045)	0	(4,768)
Net Carrying Amount at End of Year	**35,500**	**183,608**	**41,297**	**860,114**	**1,120,519**

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

1C (a) NON-CURRENT ASSETS – INTANGIBLE ASSETS

	Software
At 30 June 2011	**$'000**
Cost (gross carrying amount)	88
Accumulated amortisation and impairment	(13)
Net Carrying Amount	**75**
At 30 June 2010	
Cost (gross carrying amount)	88
Accumulated amortisation and impairment	(2)
Net Carrying Amount	**86**

Reconciliation

	Software
At 30 June 2011	**$'000**
Net carrying amount at start of year	86
Additions (acquired)	0
Depreciation expenses	0
Amortisation	(11)
Net Carrying Amount	**75**

11. CURRENT LIABILITIES – PAYABLES

	2011 $'000	2010 $'000
Creditors	1,241	869
Sundry accruals	339	327
Unearned revenue	519	231
Payable to personnel services providers:		
- Accrued salaries, wages and on-costs	523	305
	2,622	**1,732**

12. CURRENT/ NON-CURRENT LIABILITIES – PROVISIONS

	2011 $'000	2010 $'000
Current:		
Employee benefits and related on-costs		
Recreation leave	1,841	1,824
Long service leave on-costs	519	516
	2,360	**2,340**
Aggregate employee benefits and related on-costs		
Provisions-current	2,360	2,340
Accrued salaries, wages and on-costs (Note11)	523	304
	2,883	**2,644**

13 CURRENT/ NON-CURRENT LIABILITIES – BORROWINGS

Queensland Government loan at net present value [1]	390	366
	390	**366**

[1] *Due to long term nature of loan (30 years). Repayments commence from 2018. Loan is for Lizard Island Facility.*

14. COMMITMENTS FOR EXPENDITURE

(a) Capital commitments

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

	2011	2010
	$'000	$'000
Not later than 1 year	801	274
Total (Including GST)	**801**	**274**

(b) Other expenditure commitments

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

Not later than 1 year	1,068	455
Total (Including GST)	**1,068**	**455**

(c) Operating lease commitments

Future non-cancellable operating lease rentals not provided for and payable:

Not later than 1 year	558	537
Later than 1 year & not later than 5 years	824	371
Later than 5 years	5	49
Total (Including GST)	**1,387**	**957**

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland government. The current lease expires in 2018

(d) Goods and Services Tax

The total commitments above include input tax credits of $296,000 (2010: $153,000) that are expected to be recoverable from the Australian Taxation Office.

15. RECONCILIATION OF SURPLUS/ (DEFICIT) TO CASH FLOWS FROM OPERATING ACTIVITIES

	2011 $'000	2010 $'000
Reconciliation		
Surplus/ (deficit) for the year	1,688	(1,627)
Depreciation and amortisation	4,779	5,528
Allowance for impairment	(75)	(20)
Increase/ (decrease) in provisions	20	195
Increase/ (decrease) in payables	888	12
Decrease/ (increase) in receivables	347	(278)
Gain/ (loss) on disposal of plant & equipment	20	55
Decrease/ (increase) in inventory	(13)	39
Net Cash Flows from Operating Activities	**7,654**	**3,904**

16. FINANCIAL INSTRUMENTS

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

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

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

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

16. FINANCIAL INSTRUMENTS *(continued)*

(a) Financial Instrument Categories

	Note	Category	Carrying Amount	Carrying Amount
			2011	**2010**
Financial Assets			**$'000**	**$'000**
Class:				
Cash and cash equivalents	6	N/A	10,796	8,626
Receivables [1]	7	Loans and receivables (at amortised cost)	705	1,060
Other financial assets	7 (a)	Loans and receivables (at amortised cost)	390	366
Financial Liabilities				
Class:				
Payables [2]	11	Financial liabilities measured at amortised cost	1,846	1,257
Borrowings	13	Financial liabilities measured at amortised cost	390	366

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

(b) Credit Risk

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

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

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

16 FINANCIAL INSTRUMENTS *(continued)*

Cash

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

Receivables-Trade Debtors

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

The Trust is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due and not less than three months past due are not considered impaired and together these represent 86% (84% 2010) of the total trade debtors. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

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

	Total $'000	Past due but not impaired $'000	Considered Impaired $'000
2011			
< 3 months overdue	474	105	0
3 months – 6 months overdue	2	2	0
>6 months overdue	115	33	82
2010			
< 3 months overdue	134	134	0
3 months – 6 months overdue	12	0	12
6 months overdue	166	21	145

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

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
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1E. FINANCIAL INSTRUMENTS *(continued)*

Authority Deposits

The Trust has placed funds on deposit with TCorp, which has been rated "AAA" by Standard and Poor's. These deposits are similar to money market or bank deposits and can be placed "at call" or for a fixed term. For fixed term deposits, the interest rate payable by TCorp is negotiated initially and is fixed for the term of the deposit, while the interest rates payable on at call deposits vary. The deposits at balance date were earning an average interest rate of 5.37% p.a. (2010 – 5.0%), while over the year the weighted average interest rate was 4.98%p.a. (2010 – 4.5%). None of these assets are past due or impaired.

(c) Liquidity Risk

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

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

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

16 FINANCIAL INSTRUMENTS *(continued)*

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

Maturity analysis and interest rate exposure of financial liabilities

			Interest Rate Exposure			Maturity Dates		
	Weighted Average Effective Int. Rate	Nominal Amount[1] $'000	Fixed Interest Rate $'000	Variable Interest Rate $'000	Non-Interest bearing $'000	< 1 yr $'000	1-5 yrs $'000	>5yrs $'000
2011								
Payables:								
Accrued salaries, wages and on-costs	0%	523			523	523		
Creditors	0%	1,322			1,322	1,322		
Borrowings:								
Lizard Island loan	6.5%	1,000	1000	0	0	0	0	1,000
		2,845	**1,000**	**0**	**1,845**	**1,845**	**0**	**1,000**
2010								
Payables:								
Accrued salaries wages and on-costs	0%	305			305	305		
Creditors	0%	952			952	952		
Borrowings:								
Lizard Island loan	6.5%	1,000	1,000	0	0	0	0	1,000
		2,257	**1,000**	**0**	**1,257**	**1,257**	**0**	**1,000**

Note

[1] *The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, therefore the amounts disclosed above will not reconcile to the statement of the financial position.*

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
for the year ended 30 June 2011

1E. FINANCIAL INSTRUMENTS *(continued)*

(d) Market Risk

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

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

Interest Rate Risk

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

16 FINANCIAL INSTRUMENTS *(continued)*

	Carrying Amount $'000	-1% Profit $'000	Equity $'000	1% Profit $'000	Equity $'000
2011					
Financial assets					
Cash and cash equivalents	10,796	-108	0	108	0
Receivables	705	-	-	-	-
Other financial assets	390	-	-	-	-
Financial liabilities					
Payables	1,846	-	-	-	-
Borrowings	390	-	-	-	-
2010					
Financial assets					
Cash and cash equivalents	8,626	-86	0	86	0
Receivables	1,060	-	-	-	-
Other financial assets	366	-	-	-	-
Financial liabilities					
Payables	1,257	-	-	-	-
Borrowings	366	-	-	-	-

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
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1E. FINANCIAL INSTRUMENTS *(continued)*

Other Price Risk – TCorp Hour Glass Facilities

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

Facility	Investment Sectors	Investment Horizon	2011 $'000	2010 $'000
Cash facility	Cash, money market instruments	Up to 2 years	9,479	7,572

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

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

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

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

	Impact on profit/loss Changes in unit price	2011 $'000	2010 $'000
Hour Glass Investment-Cash facility	+/-1%	95	76

16. FINANCIAL INSTRUMENTS (*continued*)

(e) Fair Value Compared to Carrying Amount

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

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

17. NON-CASH FINANCING AND INVESTING ACTIVITIES

Non-cash financing and investing activities represented the acceptance of personnel services cost of $1.59 million (2010: $1.68 million) by the NSW Government.

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

- Volunteer Services
- Donation of objects for the Collections

18. BEQUESTS AND SPECIAL FUNDS

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

19. TRUSTEES' FEES OR BENEFITS, ETC.

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

20. CONTINGENT ASSETS AND LIABILITIES

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

The Trust has lodged a claim of $70,000 with its insurer, the NSW Treasury Managed Fund, for the replacement of the failed compressor.

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

AUSTRALIAN MUSEUM TRUST
Notes to the Financial Statements
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21. PROGRAM INFORMATION

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

22. RESULTS OF FUNDRAISING APPEALS

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

	2011 $'000	2010 $'000
Gross proceeds from fundraising appeals	238	278

23. AFTER BALANCE DATE EVENTS

There are no material subsequent events after the balance date.

End of Financial Statements

Appendices

above: Losesio Lui shares stories about the Museum's Tongan collection.
Photo Finton Mahoney.

Appendix A
Organisation chart for the Australian Museum June 2011

Minister for the Arts
Department of Trade & Investment

Australian Museum Trust

Director Frank Howarth*
A/Executive Officer Kate Richardson*
Executive Assistant

Assistant Director Research & Collections
Brian Lassig*
Project Coordinator
Grants Officer
Executive Assistant

Head, Natural Science Collections
Penny Berents*
Collection Manager, Arachnology
Collection Manager, Entomology
Collection Manager, Herpetology
Collection Manager, Ichthyology
Collection Manager, Malacology
Collection Manager, Mammalogy
Collection Manager, Marine Invertebrates
Collection Manager, Mineralogy
Collection Manager, Ornithology
Collection Manager, Palaeontology

A/Head Research Rebecca Johnson*
Research Scientists, Anthropology
Research Scientists, Marine
Research Scientists, Terrestrial
Manager, DNA Laboratory

A/Head, Cultural Heritage & Science Initiatives Scott Mitchell*
Australian Museum Business Services
Manager, Cultural Collections & Community Engagement
Manager, Materials Conservation & Analytical Resources
Editor, Scientific Publications

Directors, Australian Museum Lizard Island Research Station
Lizard Island Research Station

Assistant Director Public Engagement
Steven Alderton*
Executive Officer
Executive Assistant

Head, Exhibitions & Creative Services Michael Harvey*
Manager, Audience Research & Web Lynda Kelly*
Manager, Design
Manager, Exhibitions
Manager, Exhibition Production
Manager, Photography

Head, Visitor Programs & Services Julie Garradd*
Coordinator, AM Eureka Prizes
Manager, Learning Services
Manager, Science Communication
Manager, Visitor Services

Head, Commercial Services
Noella Lopez *
Manager, Customer Service
Manager, Retail

Manager, Development
Rosemary Swift*
Development

Manager, Marketing & Publicity Christine Callen*
Marketing & Publicity

Executive Officer, Australian Museum Members
Australian Museum Members

Head, Corporate & Knowledge Services Ken Pope*
Manager, Archives & Records
Manager, Research Library
Manager, Building & Security Services
Manager, Finance
Manager, Human Resources
Manager, Information Technology
Manager, Research Library

* *Member of the Museum's Executive*

Appendix B
Trustee profiles and activities

PROFILES OF TRUSTEES

Ms Sam Mostyn (President), BA, LLB

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

Mr Michael Alscher, BComm

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

Mr Michael Chaaya, BEc (Hons), LLB (Hons)

Michael Chaaya is a Partner of Corrs Chambers Westgarth and a member of the firm's Financial Services Industry Sector Leadership Team. Michael's practice focuses on superannuation, life insurance, funds management, financial services reform and tax. He has more than 14 years experience in advising some of Australia's leading product providers and financial services entities. His clients include trustee companies for superannuation funds; fund managers; banks and other financial service providers; life insurance companies, administrators and custodians. He has a strong involvement in the community through access to justice and pro bono activities. Michael was a finalist for the Law and Justice Foundation of NSW Justice Medal in 2007 and was awarded the Australian Centenary Medal for service to the law, youth and community in 2003. Michael is a director of the National Children's & Youth Law Centre. He was appointed to the Trust in January 2009.

Mr Paul Connor, BArch (Hons), MA

Paul Connor is an architect, artist and founding director of the NSW Parliament Plein Air Painting Prize. Paul completed his architectural degree with honours at the University of Sydney in 1985. He spent his early professional life with internationally renowned architect John Andrews. In 1996, having started a lasting interest in the arid zone of far western New South Wales, he was awarded first-class honours in a Masters of Fine Arts at the College of Fine Art for research in the area. He co-founded Connor & Solomon Architects, which later built for the Mutawintji Local Aboriginal Land Council. Since then, the partnership has enjoyed much publication of its many completed buildings and Paul has had many solo and joint art exhibitions, being represented in both government and private collections. Paul was appointed to the Trust in May 2010, and to the Lizard Island Reef Research Foundation in June 2011.

Mr Stephen Crittenden, BA (Hons)

Stephen Crittenden is a journalist and broadcaster with ABC Radio National. He joined the ABC in 1989 after working as a policy officer in the NSW Cabinet Office. He worked as a reporter in the ABC Radio's Current Affairs Department before joining the *7.30 Report* in 1995 as national arts reporter, later becoming one of the presenters of the weekly ABC TV arts program *Express*. In 1998 Stephen became Executive Producer of ABC Radio's Religion

Department, and from 2002 to 2008 was presenter of *The Religion Report*. He produced ABC Radio National's acclaimed marathon radio history of the second millennium *A Thousand Years in a Day*, and as artistic associate of the Melbourne International Arts Festival he curated another highly acclaimed major project, The Alfred Deakin Lectures, which celebrated the Centenary of Federation in 2001.

Mr David Handley, BA, LLB, LLM

David Handley is an arts and sports producer. He is Founding Director of the free annual event Sculpture by the Sea, Director of Sculpture by the Sea Incorporated and Managing Director of Bathtub Productions Pty Ltd, an arts and events production company. David was appointed to the Trust in January 2002 and his maximum statutory term expired in December 2010.

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

Ronnie Harding has had a lengthy career as an academic in the field of environmental studies. She retired in late 2004 from her role as Director of the Institute of Environmental Studies at the University of NSW (UNSW). Ronnie is currently a member of the Metropolitan Water Independent Review Panel, a member of the NSW National Parks and Wildlife Advisory Council, and a member of the Wentworth Group of Concerned Scientists. Ronnie is a Senior Visiting Fellow in the Institute of Environmental Studies at UNSW. She was appointed to the Trust in January 2003 and to the Lizard Island Reef Research Foundation in 2004.

Professor Amanda Lawson, BA (Hons), PhD

Amanda Lawson is Dean of the Faculty of Creative Arts at the University of Wollongong. She has more than 25 years experience in the arts in Australia and during that time has been director of various arts organisations. She has also worked at the Australian Council for the Arts, with NSW State and Regional Development and AusIndustry, and as an independent arts consultant. Amanda gained a BA from the University of Edinburgh and a first-class honours degree in Arts at the University of Wollongong before completing a PhD in Australian Literature at the University of Sydney in 2002. She was appointed to the Trust in March 2010 and to the Advisory Committee of the Australian Research Council in 2011.

Dr James Moody, BEng, BITech, PhD

As the Executive Director, Development, CSIRO, James connects CSIRO with Australian and international government and industry partners, combining his love for science with his experience in innovation. James sits on the advisory board of Australian Bureau of Statistics and is an Australian National Commissioner for UNESCO. He is a regular panel member of ABC TV's *The New Inventors* and is also a member of the Museum's Research and Collections Advisory Committee. James was appointed to the Trust in February 2011.

Ms Alison Page, BDesign (Hons)

Alison Page is a designer and artist with an award-winning practice, exploring links between cultural identity, art and the built environment. A Tharawal woman from La Perouse, Alison has worked with both rural and urban Aboriginal communities to deliver projects in health, education, office design, exhibition design, cultural arts centres and public art. Alison is the Executive Officer of the Saltwater Freshwater Arts Alliance, an Aboriginal corporation delivering an annual festival, publications and art projects with ten communities on the NSW Mid North Coast. For the last eight years, Alison has been a regular panelist on ABC TV's *The New Inventors*. Alison was appointed to the Trust in January 2009 and resigned in June 2011.

Dr Cindy Pan, MBBS, FRACGP

Dr Cindy Pan is a medical practitioner, author and media spokesperson. She has had many years experience working in general practice as well as in sexual health and women's medicine and she has lectured, spoken and written extensively about health, lifestyle and relationship issues. She is the author of three health and lifestyle books, writes for newspapers and magazines in Australia and Asia and has appeared on many television shows including *Q&A*, *The Glasshouse* and *Sunrise*. She has been the Official Ambassador for Chinese New Year for the City of Sydney since 2000.

Cindy is a Patron for the National Breast Cancer Foundation and Breast Cancer Network Australia. She is an Ambassador for Northcott Disability Services, Make-A-Wish Foundation, the Salvation Army, Plan International's 'Because i am a girl' campaign and S!STER2sister, a mentoring program for disadvantaged girls. Cindy was appointed to the Trust in January 2002 and her maximum statutory term expired in December 2010.

Mr David Sherley, BEc, MBus

David is the General Manager of Bathurst Regional Council and a board member of Regional Development Australia (Central West) and Museums & Galleries NSW. David has been involved with the establishment and running of the Australian Fossil and Mineral Museum. As General Manager of the Bathurst Regional Council, he has also been involved with the operation of the Chifey House Museum, the world famous Mount Panorama Racing Circuit and the National Motor Racing Museum. David was appointed to the Trust in January 2009.

Ms Helen Wellings, BA TSTC

Television reporter and presenter Helen Wellings is recognised as Australia's foremost consumer affairs expert. She has been Network Seven's national reporter on consumer and trade practice issues for the past 15 years, presenting investigative reports for *Today Tonight* and the network's daily news programs. She has written books on consumer's legal rights and a home energy guide and has been a regular contributor to a number of newspaper and magazine columns. Her awards include a Logie for most outstanding current affairs story in 1992, a Penguin Award for Best Female Presenter in 1987, and the Better Hearing Award in 1990. For her *Today Tonight* consumer reports, Helen was five times awarded the NSW Department of Fair Trading Consumer Protection and Excellence Awards from 2000 to 2006. Helen is a life Ambassador for the Northcott Disability Services. She was appointed to the Trust in February 2011.

TRUST ACTIVITIES

Trust meetings

The Trust met on six occasions during 2010–11. The attendance record of Trustees was Michael Alscher (3/6), Stephen Crittenden (joined February 2011; 3/3), David Handley (resigned December 2010; 1/3), Dr Ronnie Harding (6/6), Dr James Moody (joined February 2011; 1/3), Sam Mostyn (6/6), Dr Cindy Pan (resigned December 2010; 0/3), David Sherley (6/6), Michael Chaaya (6/6), Alison Page (resigned June 2011; 2/6), Professor Amanda Lawson (4/6), Paul Connor (6/6) and Helen Wellings (joined February 2011; 2/3).

TRUST COMMITTEES

Internal Audit and Risk Committee

This committee ensures the sound financial position of the Museum through regular reviews of its budget, finance and business decisions and policies which have an impact on these areas. The committee also has an important role in risk management and audit through endorsement of internal and external audit plans, review of audit reports and the review of risk assessment and management. Trustees on the Internal Audit and Risk Committee at 30 June 2011 were Michael Alscher (Chair), David Sherley and Sam Mostyn.

Research and Collections Advisory Committee

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

- Dr Ronnie Harding (Chair), Museum Trustee and Senior Visiting Fellow, Institute of Environmental Studies, UNSW
- Professor David Booth, Course Director, Marine Biology, School of the Environment, University of Technology, Sydney
- Dr Hal Cogger, John Evans Memorial Fellow, Australian Museum
- Dr Klaus Koop, Director, Environment and Conservation Science, Office of Environment and Heritage, Department of Premier & Cabinet

- Dr Gaynor Macdonald, Senior Lecturer, Department of Anthropology, University of Sydney
- Dr James Moody, Executive Director, Development, CSIRO
- Professor Margaret Rose, Director, Research Governance, South Eastern Sydney and Illawarra Shoalhaven Local Health Districts, UNSW
- Dr Brett Summerell, Acting Executive Director, Royal Botanic Gardens and Domain Trust.
- Professor John Talent, Department of Planetary Sciences, Division of Environmental and Life Sciences, Macquarie University
- Mr Frank Howarth, Director, Australian Museum
- Dr Brian Lassig, Assistant Director, Research and Collections, Australian Museum
- Ms Maxine Kauter (Secretary), Project Coordinator, Research & Collections, Australian Museum.

TRUST REPRESENTATION

Lizard Island Reef Research Foundation

The Trust has two members on the Lizard Island Reef Research Foundation: Dr Ronnie Harding and Paul Connor (from June 2011).

Appendix C
Executive profiles and management activities

PROFILES OF EXECUTIVES

Frank Howarth, Director

Frank Howarth trained as a geologist, completing a Bachelor of Science at Macquarie University, followed by a Master of Science and Society from UNSW, focusing on science and biotechnology policy. Frank joined the NSW Government in 1981 and has held positions with the Department of Industrial Development and Decentralisation, NSW Science and Technology Council, the Public Service Board, and the Roads and Traffic Authority. In 1996 he became Director and Chief Executive of the Royal Botanic Gardens and Domain Trust. In September 2003 Frank spent six months as Executive Director, Policy and Science at the NSW Department of Environment and Conservation, before taking up his current role in February 2004 as Director of the Australian Museum. Frank is the Chairperson of ICOM (International Council of Museums) Australia. Frank is also a director of Museums & Galleries NSW, the Somerville Collection Board, the Australian Museum Foundation and the Lizard Island Reef Research Foundation, and is a member of the Executive of the Council of Australasian Museum Directors.

Steven Alderton, Assistant Director, Public Engagement

In February 2011, Steven Alderton was appointed to this role which, after a minor staff restructure, replaced the role of Assistant Director, Public Programs and Operations. He has a background in developing audiences and producing innovative exhibitions, public programs and events with extensive community engagement. Steven has worked closely with Western Sydney and regional communities as the Director of Casula Powerhouse Arts Centre, Director of Lismore Regional Gallery, Director of Bundaberg Arts Centre, and Director of Redland Art Gallery. He led the strategic planning and programming for these organisations and has a strong understanding of working with young people from his role as Executive Officer of Hands On Art Children's Arts Centre, Brisbane. In 2010 Steven developed *Body Pacifica*, an exhibition including a three-day festival and series of public events. *Body Pacifica* focused on how Pacific communities manoeuvre through diverse cultural histories and identity, and where the physical body becomes a site of connection, celebration and transformation. Steven has curated many exhibitions by artists including Tracey Moffatt, Tommy Watson and Judy Napangardi Watson, Patricia Piccinini, Ricky Swallow and Ian Fairweather. In 2008 Steven developed the Splendid cross-artform project in partnership with the Splendour in the Grass music festival to support young and emerging artists in transcending disciplines. In 2002 Steven initiated the Riverkids Festival (Brisbane) where he developed a multi-arts program about water sustainability and river ecology. Steven has a Bachelor of Arts from Queensland College of Art, Griffith University and has served on many boards including the Visual Arts Board of the Australia Council.

Dr Brian Lassig, Assistant Director, Research & Collections

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

Janet Carding, Assistant Director, Public Programs & Operations

Janet was appointed Assistant Director, Public Programs and Operations, in August 2004. She holds a degree from Cambridge University in History and Philosophy of Science, and a Masters degree from the University of London in History of Science and Medicine. A museum professional for 22 years, Janet began her career at the Science Museum in London. For three years before joining the Australian Museum, Janet held the post of Head of Planning and Development at the UK's National Museum of Science and Industry (NMSI) and led the strategic planning, major projects and forward program for their three museums. She coordinated a major review of the NMSI which resulted in a new strategic direction and organisational changes. Janet resigned from the Museum in August 2010 to take up the role of Director at the Royal Ontario Museum, Canada.

Dr Penny Berents, Head, Natural Science Collections

Penny Berents has been Head of Natural Science Collections since 2005 and has extensive experience in collections management and research at the Australian Museum. Penny's museum career of more than 35 years has included all aspects of collections management including database development, commercial projects, public programs, field work, teaching and collections development and maintenance. Penny is immediate past Chair of the Council of Heads of Australian Faunal Collections (CHAFC) and sits on the Executive of CHAFC. Penny is a CHAFC representative to the Council of Australian Biological Collections and was Australian delegate to the Global Biodiversity Information Facility Task Group to develop a global strategy and action plan for the mobilisation of natural history data. Penny has a research interest in crustacean systematics and is working on the systematics of cerapodine amphipods.

Christine Callen, Manager, Marketing

Christine Callen was appointed as the Marketing Manager in October 2004 and is responsible for the Museum's media, tourism and marketing activities. Christine has more than 20 years experience in cultural and academic environments, including work with publications, graphic design and marketing. Before joining the Museum, Christine was Marketing Manager at the Historic Houses Trust of NSW. Academic qualifications include a Bachelor of Graphic Design and a Graduate Diploma in Art History and Curatorship from the Australian National University. Christine is currently a committee member of the Tourism Industry Council's attractions and activities working group and a member of the Australian Marketing Institute, as well as member of the Marketing Association of Australia and New Zealand.

Vinod Daniel, Head, Cultural Heritage & Science Initiatives

Vinod Daniel is an internationally recognised materials conservation professional and was appointed as Head, Cultural Heritage and Science Initiatives, in 2005. He had responsibility for the DNA Laboratory, Scanning Electron Microscopy, Scientific Publications, Materials Conservation, Cultural Collections and Community Engagement and Australian Museum Business Services. Vinod holds Masters degrees in both Engineering and Chemistry. Vinod is the Chairman of AusHeritage (Australia's international heritage network established by the federal government). He is also a board member of the Australia–India Council (Department for Foreign Affairs and Trade) and Vice Chairman of the International Council of Museums Committee for Conservation. Before joining the Australian Museum, he worked for the J Paul Getty Trust (USA). He has managed a number of major projects in the Australasian region and has published over 40 technical papers. Vinod resigned from the Museum in June 2011.

Julie Garradd, Head, Visitor Programs & Services

Julie Garradd has an extensive background in visitor programs and services in areas including sport and recreation, tourism, local council and the arts sector. Before joining the Museum, Julie was Head of Visitor Programs and Services at the Powerhouse Museum, where she was responsible for introducing their highly successful and innovative

public programs for children, families and adults. Other management positions Julie has held include Manager, Regional Programs and Manager, Student and Volunteer Programs, with a period as Head, Exhibitions and Creative Services. Julie has worked on various special projects, the most recent being the integrated public program commissioning process. Julie's background also includes staff training and development, recreation facilities planning and community development at a number of government departments including Sport and Recreation, Tourism, Education and Energy. She has a degree in Applied Social Science and a diploma in Leisure Studies. Julie began her position with the Australian Museum in January 2006.

Michael Harvey, Head, Exhibitions & Creative Services

Michael Harvey has worked in the science communication field for over fifteen years, primarily in museums and science centres. He has worked at Questacon as coordinator of the Shell Questacon Science Circus and as manager of science programs for the British Council in Australia. Most recently, Michael spent over six years in the UK, working at the Natural History Museum, London. There, he occupied two posts, establishing and running the Darwin Centre *Live* program of scientist talks and webcasts, and carrying out strategic planning and concept development for new permanent galleries at the Museum. He also worked as a distance learning tutor and occasional guest lecturer at the Department of Museum Studies at the University of Leicester. Michael is a former staff member at the Australian Museum – working here as an Information Officer in *Search & Discover* and contributing to the development of the successful *Spiders* exhibition. He returned to the Museum after a 9-year absence of to take up his current post in February 2009.

Dr Rebecca Johnson, Acting Head of Research

Rebecca Johnson has a Bachelor of Science degree with honours in genetics from the University of Sydney and a PhD in the field of molecular evolutionary genetics from La Trobe University. Rebecca has been acting Head of Research since June 2010. She has over 16 years experience as a molecular geneticist, including as a Postdoctoral Research Fellow at the University of Sydney, James Cook University, and Tufts University, Boston USA. Rebecca joined the Australian Museum in 2003 as Manager of the DNA Laboratory. Rebecca's major interest is in the field of wildlife forensics and she has established the Museum as one of the leaders in this field. Rebecca represents the Museum on a number of government and industry committees in her area of expertise.

Dr Lynda Kelly, Manager, Web and Audience Research

Lynda has published widely in museum evaluation and online strategy and writes the Audience Research in Museums and Web 2.U blogs. Lynda is particularly interested in understanding and measuring visitor experiences and learning, young children's learning, and online learning, as well as the strategic uses of audience research and new technologies in organisational change. Lynda directs Museum3, a not-for-profit social network site for museum professionals, with an active global membership of over 3000. Lynda's PhD focused on museum learning, and her book *Hot Topics, Public Culture, Museums,* co-edited with Dr Fiona Cameron, University of Western Sydney, was released in 2010.

Noella Lopez, Head, Commercial Services

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

and development, store merchandising and the creation of a retail concept. She was on the board of directors of the National Association for the Visual Arts between 2006 and 2008. Noella joined the Museum in November 2005.

Dr Scott Mitchell, Acting Head, Cultural Heritage & Science Initiatives

With qualifications in both anthropology and accounting, Scott has enjoyed a varied career as a heritage consultant, as an auditor in East Timor, and in a variety of management roles in cultural institutions in the Northern Territory. He was Director of the Strehlow Research Centre in Alice Springs between 2004 and 2008, in which Scott was responsible for the culturally sensitive Strehlow collection of secret–sacred Aboriginal artefacts, and for developing new legislation allowing these objects to be repatriated to the Aboriginal community. In 2008 Scott was appointed as the Director's Executive Officer at the Australian Museum, assisting the Director with management tasks, providing the secretariat function for the Australian Museum Trust, and liaising with the Ministry and the Department on behalf of the Museum. He has been the Acting Head of Cultural Heritage and Science Initiatives since January 2011.

Ken Pope, Head, Corporate & Knowledge Services

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

Kate Richardson, Executive Officer, Directorate

Kate Richardson joined the Museum as Bequest Officer in June 2009 to promote and encourage individual philanthropy through bequests to the Museum's Foundation. Kate has 10 years experience in philanthropy and fundraising in education as Executive Director of the Foundation at two of Sydney's leading girls schools. The Bequest Program was part of her responsibilities in each role. Previously, Kate worked at the University of NSW (managing the Graduate & Alumni Office), the Powerhouse Museum and the Australian Bicentennial Authority. Various roles have been in marketing, communications, community liaison and public affairs. Kate has a BA (Hons) and an MComm (Marketing), both from UNSW, and is a member of the Fundraising Institute of Australia. Kate has been acting Executive Officer to the Director since January 2011.

Rosemary Swift, Manager, Development

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

MANAGEMENT ACTIVITIES

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

Museum Executive

The Museum's Executive met monthly to plan and monitor the Museum's service delivery and performance. During 2010–11, the Executive dealt with a range of matters aimed at boosting income, improving cost recovery and reducing operating expenses, including:

- the triennial review of the Corporate Strategic Plan
- a major staff survey (climate survey)
- master planning for the eastern end of the Museum site, and planning for the next stage of the Museum's Revitalisation Plan focusing on public galleries and improved disability access
- managing relocation of staff into refurbished accommodation in the Lewis Wing, and relocating customised learning areas. These two developments have allowed significant additional exhibition space on the ground f oor
- input to the annual survey of the Council of Australasian Museum Directors
- a review of the Museum's customer relationship management requirements with Sydney's other major cultural institutions
- a review and implementation of a new intranet
- review of staff induction procedures.

The Museum provided administrative support to the Australian Museum Trust and its sub-committees. Management communicated with staff at general staff meetings and with the Public Sector Association through the Joint Consultative Committee.

MUSEUM COMMITTEES

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

Animal Care and Ethics Committee

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

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

Its members at 30 June 2011 were Mark Eldridge (Chair), Glenn Shea, Damien Higgins and David Vella (veterinary representatives), Sally Reader, Fara Pelarek and Liz Romer (staff and research representatives), Daniel Large and Storm Stanford (welfare representatives), Val Hutt and Karen Lambert (community representatives) and Greg Gowing (Committee Executive Officer).

Program Review Committee

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

At 30 June 2011, its members were Michael Harvey (Chair and Head, Exhibitions & Creative Services), Steven Alderton (Assistant Director, Public Engagement), Penny Berents (Head, Natural Science Collections Branch), Christine Callen (Manager, Marketing), Glenn Ferguson (Manager, Exhibitions), Julie Garradd (Head, Visitor & Learning Services), Lynda Kelly (Head, Audience Research), Noella Lopez (Head, Commercial Services), Scott Mitchell (acting Head, Cultural Heritage & Science Initiatives), Rosemary Swift (Manager, Development), Serena Todd (acting Manager, Australian Museum Members) and Shelley Truskett (Minutes Secretary).

Occupational Health and Safety Committee

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

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

At 30 June 2011, its members were Sue Lindsay (Chair), Max Beatson (Science), Tim Ralph (Alexandria), George Notman (Human Resources employer representative), Shelley Truskett (Public Engagement), Richard Samson (Stores), Chris Hosking (Visitor Services), Sukvinder Bagga (Security/Control), Zoran Popovic (Security/Control), Kathryn Lenehan (Education) and Ken Pope (Corporate Services employer representative).

INTERNAL MANAGEMENT AUDITS

The Museum undertakes an internal audit program to improve its management practice. The program was funded by Communities NSW and undertaken by Deloitte Touche Tohmatsu. Four audits were completed in the reporting year:

- Disaster Recovery Plan
- Legislative Compliance Register
- Staff Recruitment, Development & Performance
- Financial Management Internal Audit Report.

The Museum is implementing the agreed recommendations from these audits.

RISK MANAGEMENT

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

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

Appendix D
Internal audit and risk management

ATTESTATION FOR THE 2010–11 FINANCIAL YEAR FOR THE AUSTRALIAN MUSEUM TRUST

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

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

- Chair: Michael Ascher (term of appointment 1/1/2008 - 31/12/2013)
- David Stanley (term of appointment 1/1/2008 - 31/12/2011)
- Samantha Mostyn (term of appointment 1/1/2009 - 31/12/2011)

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

Signed

Samantha Mostyn, President Australian Museum Trust

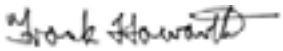
Date

Appendix E
Credit card certification

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

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

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



Frank Howarth
Director

Appendix F Privacy and personal information

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

The Plan is available to staff on the Museum's intranet and externally via the Australian Museum website at www.australianmuseum.net.au/Privacy-Management-Plan/.

Copies may be obtained by contacting the Privacy Contact Officer, Archives and Records Unit, Australian Museum, 6 College Street, Sydney NSW 2010, telephone 02 9320 6185. The Museum's Web Privacy Statement is available at www.australianmuseum.net.au/Privacy/.

There were no applications for internal review during the year.

Appendix G Public access to information

The *Government Information (Public Access) Act 2009* commenced on 1 July 2010, replacing the previous Freedom of Information legislation. The Act promotes open, accountable and fair government in New South Wales by allowing members of the public the right to access government information.

The Act requires the production of a publication guide that details who we are, what we do and how members of the public, community organisations, media and government agencies can interact with us. The Museum's publication guide is available on our website and can be accessed at www.australianmuseum.net.au/Australian-Museum-Publication-Guide/.

There were no requests for information under the Act in 2010–11.

Appendix H
Disability action plan

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

Ministerial Memorandum 2009–01 *Guidelines for Disability Action Planning* requires NSW Government agencies to prepare and submit a disability action plan by November 2009. The Museum is implementing the Plan within its allocated resources. The Museum has already implemented a range of actions which did not require significant funding from the Plan.

During the year the Museum received a small capital allocation which has been used to improve facilities in the new ground f oor exhibition gallery and will be used to prepare plans for improving the accessibility of exhibits.

As well, the Museum completed a number of new disability access initiatives, including:

- training presented by Vision Australia to enable staff to provide a more complete and appropriate service to visitors with vision impairments
- representation on Accessing the Arts Group, a voluntary committee representing cultural and arts intuitions in Sydney encouraging institutions to improve accessibility
- ensuring all education resource kits available on the Museum website are written in accessible web format for the vision impaired
- free entry to the Museum given to disadvantaged schools and Stewart House student attendees
- providing cultural awareness training programs for teachers.

Improved access and resources such as dedicated exclusive spaces and tailored programs has resulted in increased numbers of physically and intellectually disadvantaged students accessing the Museum.

Appendix I
Multicultural policies and services program

The Australian Museum is actively engaged with the Pacific and Indigenous communities from which its ethnographic and archaeological collections were originally obtained. Examples of projects involving these communities are discussed below.

JUVENILE JUSTICE

Together with RMIT, NSW Department of Juvenile Justice and NSW Legal Aid, the Museum is engaged in a 16-month Smart Services CRC–funded project to research the economic and social benefits deriving from young Pacific islanders being able to access their heritage through Museum collections. In particular the study aims to determine whether there is a measurable impact on reoffending rates among Pacific youth within the juvenile detention system when young people are able to interact and reconnect with culturally significant artefacts.

REPATRIATION

In carrying out the federally-funded Repatriation of Indigenous Cultural Property program for 2010–11, the Museum returned ancestral remains to five Aboriginal communities across New South Wales.

COLLECTION DIGITISATION PROTOCOLS

Working with researchers from RMIT, the Museum completed a research project exploring best practice for the digitisation of ethnographic collections. The research, involving interviews with members of the Pacific diaspora community, explored issues such as copyright law, traditional knowledge and moral ownership. This work will guide the Museum's ongoing efforts in creating digital records of objects in its Pacific Collection and making them available to the public.

EXHIBITIONS AND PROGRAMS

Body Pacifica

Forty ethnographic objects and a series of archival images from the Australian Museum's collections were showcased in the *Body Pacifica* exhibition at the Casula Powerhouse Arts Centre in Western Sydney. The exhibition also featured the work of five contemporary Pacific artists who created new works responding to Museum pieces. Led by the Casula Powerhouse Arts Centre, and in collaboration with the National Rugby League, the exhibition and its associated community and educational events were well supported by Sydney's Pacific diaspora.

Tiwi Footy

The Australian Museum presented the exhibition *Yiloga! Tiwi Footy* featuring a set of dramatic photographs that explore the role of AFL football in Tiwi culture. The exhibition included new displays based on the Museum's collections of Tiwi artefacts, two newly commissioned pieces of sculpture, video footage from the Tiwi grand final and a documentary about AFL in the Tiwi Islands.

The Museum hosted John Pilakui and Edward Munupi Yunupingu from the Tiwi Islands during NAIDOC Week, July 2010. The carvers recorded stories about their 'Tiwi Footy Man' sculptures, newly acquired by the Museum. They spent time exploring the collections and offered painting demonstrations to Museum visitors.

Rituals of Seduction: Birds of Paradise

During the opening week of the exhibition *Rituals of Seduction: Birds of Paradise* the Museum facilitated a program of public events including dance performances and talks by visiting representatives of Goroka University and the Huli people of the Western Highlands, Papua New Guinea.

Indigenous Australians

The *Indigenous Australians* gallery included the display *Wrapped in a Possum-skin Cloak by the Lake*, courtesy of the Lake Macquarie City Art Gallery and the Aboriginal community of the region.

PROFESSIONAL DEVELOPMENT

The Museum is engaging with Indigenous communities and students from multicultural backgrounds to provide training and professional development. During the year we provided:

- professional development opportunities for two educators from museums in Papua New Guinea
- lesson programs tailored for multicultural classes
- Museum in a Box® programs to many multicultural school populations
- education resource kits for English as a second language students and their teachers
- resources over multiple learning levels to accommodate student diversity
- workshops and professional development in Indigenous cultural awareness for teachers
- Indigenous programs for students to increase knowledge, understanding and awareness of Indigenous cultures.

FUTURE PRIORITIES

Future priorities for the Museum's multicultural programs include:

- further repatriation of Aboriginal ancestral remains, with negotiations underway with NSW and North Queensland Aboriginal communities for the repatriation of an additional 50–60 sets of human remains; the Museum will also commence formal negotiation in 2012 with a number of communities from western NSW over the repatriation of secret–sacred objects from its collections
- developing a new policy and procedures for the lodgement of Indigenous archaeological remains from New South Wales at the Australian Museum
- contributing to the upcoming *Niu Warrior* exhibition at Casula Powerhouse Arts Centre showcasing Pacific and Indigenous cultural objects
- developing a new exhibition highlighting masks from the Museum’s Melanesian collections.

Appendix J
Code of conduct

The objective of the Staff Code of Conduct is to ensure the highest possible standard of conduct by employees of the Australian Museum. The Museum revised its Code of Conduct in November 2010 in order to clarify reporting and approval requirements. The code is available at www.australianmuseum.net.au/document/Staff-code-of-conduct.

Appendix K
Guarantee of service

The Australian Museum is committed to:

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

Appendix L
Grants

This appendix lists details of grant-funded projects and programs administered by the Museum. Table L.1 lists projects for research and collections administered by the Australian Museum. Table L.2 lists research projects administered by other institutions where a Museum scientist was nominated as either a chief or principal investigator.

The total value of these grants (research and collections) was $1,361,256 (previous year $1,106,262) with an average value of $34,031 (previous year $32,537). This figure will not match the figures included in the financial statements because it does not include adjustments due to the timing of payments or previous year currency f uctuations.

Table L.3 lists public engagement projects administered by the Australian Museum, valued at $408,000 this year.

Table L.1 Grant-funded projects for research and collections administered by the Australian Museum

Principal investigator	Title of project	Granting body
S Ahyong	Development of DELTA database and interactive keys for primitive crabs (Brachyura Podotremata)	Museum Victoria
P Berents	North Western NSW Reserve Survey 2010	Department of the Environment, Water, Heritage and the Arts (Caring for our Country)
D Bickel	Taxonomic and nomenclatural data for major groups of Diptera	Department of the Environment, Water, Heritage and the Arts (ABRS)
D Britton	Biodiversity Survey Darkwood Reserve NSW	Department of the Environment, Water, Heritage and the Arts (Caring for our Country / Natural Heritage Trust)
D Britton	Databasing Ant Specimens in the Australian Museum Collections	Department of Sustainability, Environment, Water, Population and Communities
D Britton	Taxonomic and nomenclatural treatments of Lepidoptera	Department of the Environment, Water, Heritage and the Arts (ABRS)
M Eldridge, **R Johnson**	Conservation genetics of tree-kangaroos	Hermon Slade Foundation
M Eldridge	Conservation genetic analysis of Yellow-footed Rock-wallaby ear biopsy samples	Department of Environment and Natural Resources (South Australia)
P Flemons	ALA Geospatial Portal Scoping Workshops	Atlas of Living Australia (CSIRO)
P Flemons	ALA Online Volunteers	Atlas of Living Australia (CSIRO)
R Golding	Hidden gastropod diversity in tropical Australian estuaries: a systematic revision of Australian Stenothyridae, Iravadiidae and Calopiidae	Jointly funded by the Australian Museum and Department of Sustainability, Environment, Water, Population and Communities (ABRS)
P Gordon	Return of Indigenous Cultural Property 2010–11 Program	Department of Sustainability, Environment, Water, Population and Communities (Office of the Arts) and Communities NSW

D Hoese	Taxonomic and nomenclatural treatments of fishes	Department of the Environment, Water, Heritage and the Arts (ABRS)
L Hughes	Completing our understanding of the seven dominant Australian shallow-water amphipod families (Crustacea: Peracarida) Amphipod Project	Jointly funded by the Australian Museum and Department of Sustainability, Environment, Water, Population and Communities (ABRS)
P Hutchings, **M Capa**, C Glasby, C Watson, V Wei, K Gibb	Polychaete fauna of coral reefs: morphological and molecular characterisation and keys to species	Department of Sustainability, Environment, Water, Population and Communities (ABRS)
P Hutchings	Taxonomic and nomenclatural treatments of Polychaeta	Department of Sustainability, Environment, Water, Population and Communities (ABRS)
F Köhler	Unravelling an unrecognised land snail radiation in the Northern Territory: Systematics, evolution and conservation status	Department of Sustainability, Environment, Water, Population and Communities (ABRS)
E Kupriyanova	A taxonomic revision of a mysterious deep-sea serpulid genus *Nogrobs* (Fauvel, 1909)	The Systematic Association
B Lassig	Bequest for the study of palaeontology and taxonomy	Estate of Merrill Pye
J Leis, U Siebeck, C Paris	Orientation in the pelagic environment: how do larval marine fish find their way home?	Australian Research Council – Discovery Project
J Leis	Behaviour, ontogeny, dispersal and connectivity in marine fish populations	Australian Academy of Science
J Lowry	Description of the Australian Lysianassoid Amphipod Fauna (Crustacea: Malacostraca)	Department of Sustainability, Environment, Water, Population and Communities (ABRS)
J Lowry	Taxonomic and nomenclatural treatments of Crustacea: Amphipoda, Cumacea, Mysidacea	Department of Sustainability, Environment, Water, Population and Communities (ABRS)
R Major, **R Johnson**	The Importance of Lake Macquarie to the conservation of the White-fronted Chat: a saltmarsh bird at risk	Lake Macquarie Research City Council Grants
R Major, **R Johnson**	Conservation ecology of the White-fronted Chat – a declining bird in an endangered ecological community	Hermon Slade Foundation
M Moulds	A review of the Cicada genus *Pauropsalta* (Hemiptera, Cicadidae)	Department of Sustainability, Environment, Water, Population & Communities (ABRS)
W Ponder	Mangrove and saltmarsh resource	CSIRO (TRIN)
W Ponder	Provision of taxonomic and nomenclatural treatments of selected Mollusca groups	Department of Environment, Water, Heritage and the Arts (ABRS)
W Ponder	Provision of taxonomic and nomenclatural treatments of Lower Heterobranchia	Department of the Environment, Water, Heritage and the Arts (ABRS)

C Reid	Taxonomy of the Australian **f** ea beetles (Coleoptera: Chrysomelidae: Alticini)	Department of Sustainability, Environment, Water, Population and Communities (ABRS)
Z Richards	Conserving coral biodiversity through cross-disciplinary research	Jointly funded by the Australian Museum and Chadwick Biodiversity Fellowship through the Australian Museum Foundation
Z Richards	Rapid visual assessments (Coral) at Barrow Island	Aquenol Pty Ltd
J Rowley	Accelerating amphibian conservation in Indo-Burma	ADM Capital Foundation, Hong Kong

Note

Australian Museum staff and research associates are shown in bold type.

Table L.2 Grant-funded projects for research and collections administered by institutions other than the Museum

Principal investigator	Title of project	Granting body
V Tan, D Cheong, TS Hee, L Xian Jun, **S Ahyong**	Shear thickening impact protection system – a novel design based on the biomimicry of the mantis shrimp telson	National University of Singapore / Ministry of Defence, Singapore
P Hiscock, **V Attenbrow**	Evolution of technology and tool use in 10,000 years of Aboriginal history	Australian Research Council Discovery Grant
A Vickers, **V Daniel**, **S Florek**, P Worsley, S Diamond	Understanding Balinese paintings: collections, narrative, aesthetics and society	Australian Research Council Linkage Project
S Hand, M Archer, **D Bickel**, ME Dettmann	Precious time capsule: discovery of fossil-rich amber from Australia	Australian Research Council Discovery Project
A Lawson, **V Daniel**, **B Lassig**, P Eklund, B Bunt	The application of concept lattices to digital museum collection management and access	Australian Research Council Linkage Project
P Flemons, R Morris	Rapid digitisation of museum collections	Atlas of Living Australia/CSIRO via Council of Heads of Australian Faunal Collections
B Cooper, D Ramp, D Warton, K Jenkins, **J Gollan**, **M Ashcroft**, P Driver	Innovative approaches to identifying regional responses of biodiversity to climate change	Australian Research Council Linkage Project
SG Dove, WP Leggat, D Yellowlees, JM Lough, **PA Hutchings**, KG Caldeira	Assessing the risk of ocean acidification for the Great Barrier Reef	Australian Research Council Linkage Project

JN Marshall, SP Collin, RD McCauley, KA Fritsches, NS Hart, BM Degnan, SM Degnan, MD Norman, JN Hooper, **PA Hutchings**, MG Meekan, EA Widder, T Frank, JC Partridge, CE Diebel, EJ Warrant, S Johnsen, G Worheide, DJ Lindsay	Deep Down-under: designing a deep-sea exploration and discovery capability for Australia	Australian Research Council Linkage Project
G Jones, D Williamson, **J Leis**, G Russ, L van Herwerden, G Almany, D Wachenfield, L McCook	Do marine reserve networks work? Larval connectivity, sustainable harvesting and ecological resilience	Australian Research Council Linkage Project
C Taylor, **R Major**, A Davies	Challenges in a changing world: protecting Sydney's parrot diversity	WV Scott Foundation
C Simon, **M Moulds**, T Buckley, J Cooley, P Ritchie	Systematics and biogeography of Australian Cicadettini and their relatives worldwide	National Science Foundation
B Stuart, R Bain, **J Rowley**	Amphibian and reptile biodiversity in the Lower Mekong: synthesising knowledge and building capacity	North Carolina Museum of Natural Sciences sub-award of grant from John D & Catherine T MacArthur Foundation
M Felgate, W Dickinson, **J Specht**, W Ambrose, S Bedford, R Caldwell	The distribution, abundance and diversity of the Lapita cultural complex along the Great Barrier Reef Coastline in the third millennium BC	The Australia & Pacific Science Foundation
AF Clarke, JP Philp, **R Torrence**	Producers and collectors: uncovering the role of indigenous agency in the formation of museum	Australian Research Council Linkage Project
R Torrence, E Carter, N Konomenko	Valuing stones: obsidian stemmed tools in the creation of social complexity in PNG	Australian Research Council Discovery Grant
R Torrence, N Klujev, T Doelman	Reconstructing Prehistoric Exchange of Volcanic Glasses	Australian Research Council (Discovery Grant)
N Wilson, R Burton, G Rouse	Using molecular data to test connectivity and the circumpolar paradigm for Antarctic marine invertebrates	National Science Foundation

Note

Australian Museum staff and research associates are shown in bold type.

Table L.3 Grants for public engagement projects administered by the Australian Museum

Manager of project	Title of project	Granting body and program
Karen Player	Museum in a Box®	NSW Environmental Trust Sydney Water
Jenny Horder, Steven Alderton	Connected Classrooms, Connected Museums	Private UK grantor
Jenny Horder	Eora Journey	City of Sydney
Catherine Beehag	Bugwise for Schools – Biodiversity in the Classroom	NSW Environmental Trust
Catherine Beehag	Inspiring Australian Initiatives	Department of Innovation, Industry, Science and Research (Questacon Division)

Note

The total value of these grants was $327,715.

Appendix M
Publications

PUBLICATIONS BY AUSTRALIAN MUSEUM STAFF

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

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PUBLICATIONS OF THE AUSTRALIAN MUSEUM

Explore and *What's On*

The Museum published the quarterly magazine *Explore* for Members and other stakeholders and four issues of the quarterly *What's On* calendar (renamed *Your Events* in May 2011):

Explore 32(3) Spring, September to November 2010

Explore 32(4) Summer, December to February 2011

Explore 33(1) Autumn, March to May 2011

Explore 33(2) Winter, June to August 2011.

Records of the Australian Museum

Issues of the Museum's peer-reviewed scientific journals are published three times a year and circulated to 84 countries. In 2010–11, these were:

Records of the Australian Museum 62(2), published 24 Nov 2010

Records of the Australian Museum 62(3) published 24 Nov 2010

Records of the Australian Museum 63(1) published 29 Jun 2011

Technical Reports of the Australian Museum, Online 21 published 04 Feb 2011

T*echnical Reports of the Australian Museum, Online* 22 published 16 Feb 2011

Technical Reports of the Australian Museum, Online 23 published 17 Jun 2011.

Appendix N
Overseas travel

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

Name	Purpose	Destination	From	To
Shane Ahyong	To present a research paper and participate in an invited session at the Crustacean Society summer meeting in Hawaii; to examine collections at Bernice P Bishop Museum; and to meet with international colleagues to plan further collaborations in the Australasian region.	USA	05/06/11	11/06/11
Cecilie Beatson	To assist Dr Ross Sadlier during surveys in the collection and preparation of lizard specimens under field conditions, and fulfil the safety requirements for field work identified in section 5 of the Australian Museum Field Work Policy.	New Caledonia	08/10/10	30/10/10
Carole-Ann Betts	To attend Tourism Australia's New Product Europe workshop in London and conduct research for UK and European inbound tourist trends and visitor requirements.	United Kingdom	04/02/11	13/02/11
Dan Bickel	To attend and participate in two overseas congresses: the 7th International Congress of Dipterology in San Jose, Costa Rica, and the International Congress on Fossil Insects and Amber in Beijing, China.	Costa Rica, China	07/08/10	24/08/10
Yvonne Carrillo-Huffman	To attend the Enga and Hagen festival (14–15 August 2010) and meet with a range of community representatives in one location and gather essential contents for the *Birds of Paradise* exhibition.	Papua New Guinea	07/08/10	20/08/10
Elizabeth Cowell	To discuss plans to bring the *Alexander the Great* exhibition to Australia, make the final object selection, establish the exhibition narrative and organise key exhibits for promotion.	Netherlands, Russia	27/09/10	09/10/10
Vinod Daniel	To attend meeting of the Directory Board, International Council of Museum-Committee for Conservation in Leiden and discuss training opportunities for Australian Museum conservation staff with the Natural History Museum, London.	Netherlands, United Kingdom	09/10/10	19/10/10
Michael Harvey	To lecture at the Sydney University Graduate Program in Museum Studies at Hong Kong University, meet with Hong Kong Museum and Gallery counterparts to build relationships and discuss exhibition collaboration.	Hong Kong	05/01/11	15/01/11
Frank Howarth	To inspect world-best developments in offsite storage and community access to collections, and hold discussions with partner institutions about future touring exhibitions.	Scotland, Italy, Russia, UK, France	10/07/10	25/07/10
Lauren Hughes	To present recent research findings on Australian amphipods at the XIVth International Colloquium on Amphipoda in Sevilla, and meet with collaborators on research projects.	Spain	10/09/10	22/09/10
Steven Keable	To attend a planning workshop at the Auckland Museum to discuss logistics and management of a three-week expedition to the Kermadec Islands.	New Zealand	13/03/11	15/03/11

Steven Keable	To participate in a collaborative three-week research expedition to establish baseline marine biodiversity for the Kermadec Islands.	New Zealand	12/04/11	07/05/11
Frank Köhler	To participate in an IUCN workshop to assess the conservation status of Southeast Asia's freshwater Mollusca for inclusion in the Red List of Threatened Species.	Laos, Thailand	15/01/11	31/01/11
Brian Lassig	To attend the American Association of Museums conference The Museum of Tomorrow, and visit the University of Ontario's internationally renowned barcoding laboratory facilities.	USA, Canada	20/05/11	29/05/11
Jeff Leis	To attend an international workshop to assess the conservation status of the world's Tetraodontiform fishes for inclusion on the IUCN Red List for Threatened Species.	Xaimen, China	04/06/11	11/06/11
Heather MacKay	To supervise the de-installation, packing and transportation of items on loan to Vienna, and oversee the loading and movement of the Museum crate to the aircraft for the return trip to Sydney.	Austria, Germany	10/09/10	19/09/10
Mark McGrouther	To participate in a collaborative three-week research expedition to establish baseline marine biodiversity for the Kermadec Islands.	New Zealand	12/04/11	07/05/11
Scott Mitchell	To address the 22nd Pacific Science Congress in Kuala Lumpur, a symposium about his DNA barcoding research, and participate in a workshop to plan a collaborative project on DNA barcoding pest insects in the Asia-Pacific region. In PNG Dr Mitchell attended the inaugural meeting of the PNG node of the International Barcode of Life (iBOL) project in his capacity as Chair of the Australian node of iBOL.	Malaysia, PNG	13/06/11	22/06/11
Dion Peita	To attend the Pacific Arts Association 10th International Symposium Pacific Art in the 21st century – Museums, New Global Communities and Future Trends and present a paper.	Cook Islands	07/09/10	13/09/10
Chris Reid	To undertake research on Australian leaf beetles, a group which feeds on crops and may transmit viruses, but are also potentially useful in biocontrol of weeds.	United Kingdom	26/05/11	15/06/11
Mandy Reid	To participate in a collaborative three-week research expedition to establish baseline marine biodiversity for the Kermadec Islands.	New Zealand	12/04/11	07/05/11
Zoe Richards	To conduct coral biodiversity studies in Kosrae, Micronesia, collect specimens and investigate the regional health and biodiversity of coral communities.	Kosrae, Federated States of Micronesia	04/08/11	29/08/11
Jodi Rowley	To co-host and present at a symposium at the 2010 International Meeting of the Association for Tropical Biology & Conservation. Also to conduct collaborative field work in Vietnam.	Indonesia, Vietnam	17/07/10	01/08/10

Jodi Rowley	To conduct collaborative field-work, collect specimens, record calls and collect tissue samples for identifying species.	Vietnam	27/06/11	29/07/11
Ross Sadlier	To undertake field research collecting lizards in areas not systematically studied before that are likely to be of particular scientific interest.	New Caledonia	08/10/10	30/10/10
Robin Torrence	To chair a workshop entitled Reassembling the Collection: Indigenous Agency and Ethnographic Collections. Dr Torrence was also invited as the keynote speaker at 2010 Women's Week Anthropology at Texas A&M University.	USA	16/09/10	12/10/10
Robin Torrence	To collect essential data on stone tools and ethnographic objects held in private collections and museums in Port Moresby and Kimbe, PNG, for an innovative study of ancient obsidian trade using portable x-ray spectroscopy and microscopic use-wear analysis.	Papua New Guinea	08/11/10	28/11/10
Robin Torrence	To present two papers at the annual meeting of the Society for American Archaeology in Sacramento, California, and meet with international publishers to discuss projects in process.	USA	29/03/11	05/04/11
Robin Torrence	To research rare artifacts collected in the nineteenth century – only recently recognised as prehistoric tools – and discuss collaborative research projects.	UK, Germany, Switzerland, USA	07/05/11	03/06/11
Robin Torrence	To attend the Pacific Archaeology: Documenting the past 50,000 Years conference, chair an invited session and workshop and present papers in each of these sessions.	Samoa	25/06/11	05/07/11
Buz Wilson	To collect invertebrates from Lord Howe Island and compare endemicity of the island's invertebrates to their coastal counterparts.	Lord Howe Island	02/04/11	16/04/11
Nerida Wilson	To attend the World Congress on Malacology and meet with international collaborators on a project about molluscan evolution.	Phuket, Thailand	17/07/10	26/07/10
Nerida Wilson	To take part in a research cruise to Antarctica to collect quantitative data from benthic communities and take DNA samples from many invertebrate groups.	Kerguelen Plateau, Antarctica	17/08/10	25/10/10
Nerida Wilson	To attend the Moorea Biocode project, Scripps Institution of Oceanography, then travel to Harvard to attend a project review meeting.	Tahiti, USA	06/11/10	07/12/10

Appendix O
Recognising staff achievements

DIRECTORATE DIVISION

Museum Director Frank Howarth is Chair of the International Council of Museums (ICOM), Australia.

RESEARCH & COLLECTIONS DIVISION

Staff awards, appointments and recognition

Dr Pat Hutchings received the Australian Marine Sciences Association (AMSA) Jubilee Award in July 2010 for outstanding contribution to marine research in Australia.

Dr Richard Major was a finalist in the Environment, Water and Climate Change Sciences category of the NSW Scientist of the Year Awards (August 2010).

Dr Rebecca Johnson was appointed to the Commonwealth Department of Innovation, Industry, Science and Research Understanding Cultures & Communities Expert Working Group to assist with drafting the 2011 Strategic Roadmap for Australian Research Infrastructure.

Dr Don Colgan was appointed as the Museum's representative on the NSW Fisheries Scientific Committee, replacing Dr Jim Lowry who served on the Committee for over seven years.

Dr Zoe Richards (Chadwick Fellow) was invited to become a member of the prestigious International Union for the Conservation of Nature (IUCN) coral specialist group that operates under the IUCN Species Survival Commission.

Robert Jones, Collection Manager, Palaeontology retired after 38 years of service. Robert made an outstanding contribution to the Palaeontology collections and to exhibitions and other public programs with his depth of knowledge of palaeontology.

A paper by Dr Mick Ashcroft (Scientific Officer, Collection Informatics Unit) in the August 2010 issue of the *Journal of Biogeography* was named the sixth most accessed article in that journal in 2009–10.

Dr Courtenay Smithers (Senior Fellow, Entomology) passed away on 12 May 2011. Courtenay was Curator of Entomology from 1960 and became Deputy Director in 1967. He was Principal Curator at the time of his retirement in 1985. He then continued to work on bark lice, scorpion flies, butterflies and lacewings until his death.

External committee representation

Staff representing the Museum on external committees are shown in Table O.1, with representation on the editorial committees of scientific journals shown in Table O.2.

PUBLIC ENGAGEMENT DIVISION

Staff awards, appointments and recognition

Michael Harvey (Head, Exhibitions and Creative Services) has been elected President of the Australasian Science and Technology Exhibitors Network.

Jenny Horder (Manager, Learning Services) holds the following positions: Vice President and NSW representative, Museums Australia's Educators Network; committee member, Museums Australia (NSW branch); member, Museums and Galleries NSW (MGNSW) Reference Group for Museums and Galleries; chair, History Trail education working group of cultural institutions along College and Macquarie streets; member UNSW Vice Chancellors Advisory Committee; member of the UNSW Archives Advisory Committee.

Sheryl Connors (Manager, Indigenous Programs) holds the following positions: Director, Boomalli Aboriginal Artist Co-operative; Director, Tranby Aboriginal College 2009–11; Member, MGNSW Standards Committee Group 2010.

Mark Connolly was elected Treasurer of Sydney Unique Venues Association.

Martyn Robinson holds the following positions: Vice President, Australian & New Guinea Fishes Association NSW; Vice President, Australian Plant Society (APS) Warringah Branch.

Table O.1 Staff representing the Museum on external committees

Research & Collections staff	External committee
Jodi Rowley	Amphibian Specialist Group (IUCN Species Survival Committee) for mainland Southeast Asia
Vinod Daniel (Chair)	AusHeritage
Vinod Daniel	Australia–India Council
Jenna Weston	Australian Association of Consulting Archaeologists – New South Wales State Chapter
Rebecca Johnson (Secretary), Walter Boles	Australian Aviation Wildlife Hazard Group
Andrew Mitchell (Chair), Dan Faith	Australian Barcode of Life Network Steering Committee
Rebecca Johnson	Australian Wildlife Forensics Network
Colin Macgregor (NSW Treasurer)	Australian Institute for the Conservation of Cultural Material
Penny Berents	Australia Marine Science Association, NSW Council
Paul Flemons (Oceania representative)	Biodiversity Information Standards Executive
Richard Major	Birds in Backyards Steering Committee
Jeff Leis	Committee on Scientific Names of Australian Fishes (ABRS-sponsored)
Pat Hutchings	Committee on Tax Incentives for the Arts
Pat Hutchings	Conservation, Heritage & Indigenous Partnerships Reef Advisory Committee
Walter Boles	English Names Committee, Birds Australia
Jim Lowry	Fisheries Scientific Committee
Penny Berents	Council of Heads of Australian Faunal Collections
Dave Britton	Council of Heads of Entomological Collections
Paul Flemons	EarthWatch ClimateWatch Technical Advisory Committee
Penny Berents	Global Biodiversity Information Facility (GBIF) Global Strategy and Action Plan for Mobilisation of Natural History Collections Data (GSAP-NHC) Task Group
Penny Berents	International Council of Museums Committee for Conservation

Walter Boles (Australian representative)	International Ornithological Committee
Phil Gordon (Co-Chair)	International Repatriation Advisory Committee, Department of Families, Housing, Community Services and Indigenous Affairs.
Jeff Leis (Executive member)	International Scientific Committee, Indo-Pacific Fish Conference Series
Don Colgan (Treasurer & Secretary)	Malacological Society of Australasia
Gayle Sutherland	Management Committee of the Gemmological Association of Australia (NSW Branch)
Phil Gordon	National Cultural Heritage Committee
Jennie Lindbergh	National Trust Australia, NSW – Industrial Heritage Committee
Sandy Ingleby	Non-native Animals Advisory Committee
Dion Pieta	NSW Council for Pacific Communities
Phil Gordon	NSW Repatriation Working Group
Richard Major (Chair)	NSW Scientific Committee
Brian Lassig	Office of Science and Medical Research Science Agencies Group
Jeff Leis (Executive member)	OzFishNet
Dion Pieta	Pacific Islands Museums Association.
Dion Pieta	Pacific Arts Association
Brian Lassig	Research Scientists Classification Committee
Andrew Mitchell (representative)	Scientific Steering Committee of the International Barcode of Life (iBOL) Project
Penny Berents Pat Hutchings	Sydney Institute of Marine Sciences Scientific Advisory Committee
Phil Gordon	Sydney University Repatriation Committee

Table O.2 Museum staff on the editorial committees of scientific journals

Research & Collections staff	Journal
Dan Bickel	Associate Editor, *Zootaxa*, *Diptera*
	Editorial Board, *Studia Dipterologica*
	Co-editor, *Fiji Arthropods (Bishop Museum Occasional Papers)*
Mark Eldridge	*Australian Mammalogy*
Dan Faith	*Methods in Ecology and Evolution*
Pat Hutchings	*Zootaxa*
	Marine Pollution Bulletin
	Pacific Conservation
	Australian Zoologist
	Graellsia
Rebecca Johnson	*Annales Zoologici Fennici*
Jeff Leis	*US NOAA Fishery Bulletin*
	Ichthyological Research
Jim Lowry	*Zootaxa*
	World Register of Marine Species (database)
Robin Torrence	*Journal of Archaeological Science*
	Assistant Editor, *Archaeology in Oceania*
	Lithic Technology
	Museum Anthropology
	Australian Archaeology
Buz Wilson	*Journal of Systematic Biology*
	Arthropod Phylogeny and Systematics
	World List of Marine, Freshwater and Terrestrial Isopods (database)

Appendix P
Fellowships and postgraduate awards

ASSISTANCE FOR VISITING SCIENTISTS

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

As a result of the generosity of Anne and Kel Geddes, the Museum secured funding for its Visiting Research & Collections Fellowships and Postgraduate Awards program for three years, commencing in 2010. In 2010–11, the Museum awarded the fellowships and postgraduate awards shown in Table P.1.

Table P.1 Visiting fellowships and postgraduate awards in 2010–11

Recipient	Institution	Fellowship	Project
Dr Tracy Ainsworth	James Cook University	John and Laurine Proud Fellowship	The contribution of host–microbe interactions to coral physiology within the microbial environment.
Sandra Binning	Australian National University	Ian Potter Doctoral Fellowship at Lizard Island	Shape up or ship out: can coral reef fish change their shape to suit their environment?
Renato Soares Capellari	Universidade de São Paulo	Geddes Postgraduate Award	Cladistic analysis of Diaphorinae (Diptera: Dolichopididae).
Dr Francesco Criscione	Australian Museum	Geddes Visiting Research Fellowship	Molecular phylogeny and phylogeography of the Anabathridae.
Greta Frankham	University of Melbourne	Geddes Postgraduate Award	The phylogeography and population genetics of the long-nosed potoroo, *Potorous tridactylus*.
Dr Chris Fulton	Australian National University	Yulgibar Foundation Fellowship	How does climate inf uence seaweed patch dynamics on the Great Barrier Reef?
Assoc. Prof. Sarah Gerken	University of Alaska	Geddes Visiting Collection Fellowship	Australian Diastylidae (Crustacea: Cumacea).
Dr Sarah Hamylton	University of Wollongong	Lizard Island Special Grant	Modelling coral reef response to environmental change: a geospatial approach.
Sarah Siqueira de Oliveira	Universidade de São Paulo	Geddes Postgraduate Award	Cladistic analysis of Leiinae (Diptera, Mycetophildae).
Dr Julio Parapar	Universidade da Coruña	Geddes Visiting Research Fellowship	Systematics of the family Oweniidae and taxonomic revision of the Australian fauna.
Dr Zoe Richards	James Cook University	Chadwick Biodiversity Fellowship	Six papers on coral communities, genetic diversity, managing ecosystems and monitoring species; research participation in the Kimberly Marine Life Project; monitoring in Marshall Isles.

Dr Barry Russell	Charles Darwin University	Geddes Visiting Collection Fellowship	Revision of Australian Lizardfishes of the genus *Saurida*.
Luke Skidmore	Monash University	Geddes Postgraduate Award	Cretaceous greenhouse ecosystems of Australia: evidence from Koonwarra Invertebra.
Jessica Stella	James Cook University	Yulgibar Foundation Fellowship for a PhD Student	Threats to coral-associated invertebrate diversity via climate change.
Dr Joanne Taylor	Museum Victoria	Geddes Visiting Collection Fellowship	Identification and revision of the family Crangonidae from Australian waters (Crustacea: Caridea).
Dr Stefan Walker	James Cook University	Isobel Bennett Marine Biology Fellow	The evolution of dominance signalling and signal-receiver behaviour.

Appendix Q
Energy management

ENERGY USAGE

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

The Museum's energy usage for the last five years is shown in Table Q.1. The different types of energy used for 2010–11 are shown in Figure Q.1.

Figure Q.1 Energy consumption by fuel type, 2010–11

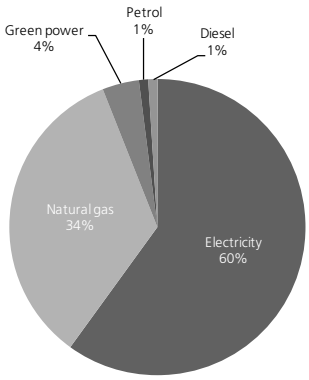

Table Q.1 Energy usage at the Australian Museum, 2006–07 to 2010–11

Year	2006–07	2007–08	2008–09 [1]	2009–10 [2]	2010–11	Change [3] (%)
Energy use (GJ)	22,496	23,012	29,182	31,901	29,930	19.2
Greenhouse gas (tonnes)	3,810	3,982	5,286	5,375	4,994	–2.6

Notes

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

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

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

Appendix R
Waste reduction and recycling

WASTE MANAGEMENT

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

The Museum's waste contractor, SITA Environmental Solutions (formerly known as WSN Environmental Solutions), is responsible for sorting and recycling material and has provided the data shown in Table R.1.

Table R.1 Waste management at the Australian Museum, 2006–07 to 2010–11

Waste	2006–07	2007–08	2008–09	2009–10	2010–11
Weight collected (tonnes)	46.7	92.1	100.5	84.6	106.7
Weight to landfill (tonnes)	15.5	38.9	15.9	34.1	23.9
Portion to landfill (%)	33.0	42.0	16.0	40.0	22.6
Portion recycled (%)	67.0	58.0	84.0	60.0	77.4

Note

Waste is measured in tonnage only, not volume.

Appendix S
Heritage management

RESPONSIBILITY

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

SIGNIFICANCE AND CONDITION

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

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

Items of regional significance include:

- Still Addition
- Spirit House
- Old School Building.

These buildings are in good condition, except for the Old School Building, which is in fair condition. Other buildings onsite that have heritage assessments are considered to be of local significance and in fair condition. The Collections & Research Building (completed 2008) has yet to be assessed for heritage significance.

Appendix T
Staff, EEO and OHS statistics

STAFF STATISTICS

Senior Executive Service

There are currently three Senior Executive Service (SES) positions within the Museum. The Director, Frank Howarth, commenced duties in February 2004. The Assistant Director, Public Programs and Operations, Janet Carding, resigned in August 2010 and was replaced by Steven Alderton in February 2011. The Assistant Director, Research & Collections, Dr Brian Lassig, commenced duties in January 2010.

Table T.1 shows the number of SES positions at 30 June for the period 2005–06 to 2010–11. Table T.2 shows the number of female SES officers for the same period.

All staff

The following tables provide summary statistics and trends for non-casual staff:

- Table T.3 Remuneration level and EEO status of non-casual employees, 30 June 2010
- Table T.4 Salary of non-casual employees, 2005–06 to 2009–10
- Table T.5 EEO status and representation of non-casual employees, 30 June 2010 (% of total staff)
- Table T.6 Distribution of non-casual employees by EEO status, 2005–06 to 2009–10.

OCCUPATIONAL HEALTH AND SAFETY

There were 14 injuries during 2010–11, six of these being commuting injuries. This is a decrease in overall injuries from the previous year. There were five lost-time injuries reported. There were no prosecutions under the *Occupational Health and Safety Act 2000*.

The Museum's OHS Committee continued working with Museum management to identify, assess and manage workplace hazards and ensure that the Museum complies with its statutory OHS responsibilities. The Committee met each month through the year. Achievements for 2010–11 include:

- purchase of two automated external defibrillators (AEDs) for use in emergency cardiac arrests of Museum staff and visitors; training was delivered to all relevant staff
- ongoing improvement to the Museum's OHS Management System
- workplace safety inspections conducted on a regular basis
- preparation for the new *Work Health and Safety Act 2011* which comes into effect in January 2012
- OHS training, including training for newly elected OHS Committee members and fire wardens.

Table T.1 Number of SES positions, 2006–07 to 2010–11 at 30 June 2011

Level	2006–07	2007–08	2008–09	2009–10	2010–11
SES 4	1	1	1	1	1
SES 2	1	1	1	1	1
SES 1	1	1	1	1	1

Table T.2 Number of female SES positions, 2006–07 to 2010–11 at 30 June 2011

	2006–07	2007–08	2008–09	2009–10	2010–11
Female SES	1	1	1	1	0

Table T.3 Remuneration level and EEO status of non-casual employees, 30 June 2011

Remuneration level of substantive position	Total staff (men and women)	Men	Women	Aboriginal people and Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose first language is not English	People with a disability	People with a disability requiring work-related adjustment
< $39,670	38	6	32	1	3	3	2	-
$39,670 to < $52,104	14	4	10	1	2	-	-	-
$52,104 to < $58,249	27	12	15	-	5	7	-	-
$58,249 to < $73,709	63	25	38	-	10	11	-	-
$73,709 to < $95,319	73	39	34	1	12	10	1	-
$95,319 to ≤ $119,149	30	20	10	-	4	4	1	-
>$119,149 (non-SES)	11	8	3	-	1	-	-	-
>$119,149 (SES)	3	3	-	-	-	-	-	-
Total	259	117	142	3	37	35	4	-

Table T.4 Salary of non-casual employees, 2006–07 to 2010–11

Salary level	2006–07	2007–08	2008–09	2009–10	2010–11
< $39,670	1	0	26	23	38
$39,670 to < $52,104	9	7	17	18	14
$52,104 to < $58,249	31	25	32	27	27
$58,249 to < $73,709	78	71	62	63	63
$73,709 to < $95,319	91	91	81	80	73
$95,319 to < =$119,149	30	29	27	26	30
>$119,149 (non-SES)	12	11	11	11	11
>$119,149 (SES)	3	3	2	3	3
Total	255	237	258	251	259

Table T.5 EEO status and representation of non-casual employees, 2006–07 to 2010–11 (% total staff)

EEO status	Benchmark or target	2006–07	2007–08	2008–09	2009–10	2010–11
Women	50	57	52	54	53	54.8
Aboriginal people and Torres Strait Islanders	2	2	0.8	1.2	1.2	1.2
People whose first language is not English	20	12	11	11	12	13.5
People with a disability	12	2	1	3	1	1.5
People with a disability requiring work-related adjustment	7	0	0	1	0	0

Table T.6 Distribution of non-casual employees by EEO status, 2006–07 to 2010–11

EEO status	Benchmark or target	2006–07	2007–08	2008–09	2009–10	2010–11
Women	100	92	94	79	83	76
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a	n/a
People whose first language was not English	100	97	93	106	104	101
People with a disability	100	n/a	n/a	n/a	n/a	n/a
People with a disability requiring work-related adjustment	100	0	0	n/a	0	0

Appendix U
Honorary appointments 2010–11

The Australian Museum has a long history of making honorary appointments as a way of recognising individuals who have contributed to the advancement of the Museum. The following people held honorary appointments as at 30 June 2011.

HONORARY ASSOCIATES

His Imperial Majesty Emperor Akihito of Japan

Dr Hal Cogger, John Evans Memorial Fellow

Dr Desmond Griffin, AM, Gerard Krefft Memorial Fellow

Dr Ronald Strahan, AM (Deceased)

Professor Frank Talbot

Dr Robyn Williams, AM, President Emeritus, Australian Museum Trust

SENIOR FELLOWS

Mr Desmond Beechey

Dr Michael Gray

Dr Douglass Hoese

Dr Alan Jones

Dr Kate Khan

Dr David McAlpine

Dr Max Moulds

Dr John Paxton

Dr Winston Ponder

Dr Graham Pyke

Dr Harry Recher

Dr Alex Ritchie

Dr Frank Rowe

Dr William Rudman

Dr Courtenay Smithers (Deceased)

Dr Lin Sutherland

RESEARCH ASSOCIATES

Dr Larry Barron

Dr Michael Batley

Dr Peter Bayliss

Dr Katherine Belov

Mr Andrew Cody

Mr David Colchester

Mr Neville Coleman

Ms Tessa Corkill

Dr Lyndall Dawson

Mr Roger de Keyser

Mr H John Disney

Mr Brian England

Mr Joseph Forshaw

Emeritus Professor Richard Frankham

Dr Richard Fullagar

Dr Lorraine Gibson

Dr Barry Goldman

Dr Ian Graham

Mr Ken Graham

Mr Owen Griffiths

Mr Randolph Griffiths

Prof Colin Groves

Mr Sebastine Haraha

Dr Peter Hiscock

Mr Kirk Huffman

Dr Margaret Humphrey

Dr Isabel Hyman

Dr Walter Ivantsoff

Ms Patricia Kailola

Mr Vince Kessner

Dr Frank Köhler

Dr Nina Kononenko

Mr Robert Lachlan

Dr Nathan Lo

Mr Wayne Longmore

Associate Professor Peter Matthews

Mr Katsusuke Meguro

Dr Hiroyuki Motomura

Dr Anne Musser

Dr Armstrong Osborne

Dr Harry Parnaby

Dr Hannelore Paxton

Mr Rohan Pethiyadoga

Dr John Pickett

Dr David Pollard

Mr Tony Rose

Dr Glenn Shea

Ms Elizabeth Smith

Dr John Stanisic

Mr Roger Steene

Dr Jeffrey Stilwell

Dr Desmond Strusz

Professor Glenn Summerhayes

Dr Pamela Swadling

Mr Gunther Theischinger

Dr Brian Timms

Dr Eren Turak

Mr Gary Watson

Mr Jean Weiner

Dr Arthur White

Dr Geoff Williams, OAM

Ms Lois Wilson

Mr Graham Wishart

Dr Gavin Young

Appendix V
Museum volunteers 2010–11

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

DIRECTORATE DIVISION

Corporate and Knowledge Services

Ada Klinkhamer
Karin Brown
Susan Clinch
Gaynor Cotter
Julie Edstein
Nanette Goodsell
Christina Gustafsson
Catherine Hopkins
Duncan Loxton
Susan Myatt
John Radkin
Jill Riley
Cynthia Rodrigo
Marzena Rucinski
Natalie Rugiano
Catherine Samways
Janine Taylor
Prue Walker
Karen Wong
Cynthia Young

PUBLIC ENGAGEMENT DIVISION

Exhibitions and Creative Services

Ray Corcoran
Stephen Johnson
Felicity Wegemund

Visitor Programs and Services

Karen Adams
Peter Andrews
Les Bassett
Lyn Baveystock
Carole Bennetts
Warren Bennetts
Ray Biddle
Marie Buchanan
Danielle Bujna
Val Bower
David Brawn
Marsha Canning
Douglas Cham
Anna Chang
Helen Clark
Mavis Clements
Catherine Colthorpe
Sylvia Diab
Jan Duttmer
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Appendix W
Key acquisitions and donations to the collection

ADDITIONS TO THE NATURAL SCIENCE COLLECTIONS

New acquisitions in the Natural Science Collections resulted from field sampling programs and donations including:

- an expedition to the Kermadec Islands (NZ) which collected samples of 120 fish species, including 17 new records for the Kermadecs, 12 of which are new to New Zealand and at least two of which are potentially new to science. Over 200 invertebrate samples were collected containing hundreds of specimens yet to be identified.
- deep-sea fishes collected during an expedition to explore the depths of the Peru–Chile Trench by Dr John Paxton, Senior Fellow
- a collection of more than 4600 pinned and papered dragonf ies representing more than 245 species and 1000 vials of larvae and exuviae donated by Dr Gunther Theischinger, Research Associate
- rare mammals from the Scotia Sanctuary conservation program, including a Numbat, *Myrmecobius fasciatus*, Mala, *Lagorchestes hirsutus*, Bridled Nail-tail Wallaby, *Onychogalea fraenata*, and Greater Stick-nest Rat, *Leporillus conditor*.

The Kermadec expedition was a joint project with the Auckland Museum and Museum of NZ Te Papa Tongarewa to document the biodiversity of this remote archipelago. The Australian Museum's participation in the expedition was funded by the Porritt Bequest through the Australian Museum Foundation.

Dr Jodi Rowley and her colleagues and students from the University of Natural Science (Vietnam) surveyed high-elevation cloud forest in southern Vietnam for amphibians. The team collected specimens of two previously undiscovered species of f ying frog, one of which was recently described as the Vampire Flying Frog, *Rhacophorus vampyrus*.

Chris Reid made important collections of chrysomelid beetles in the Victorian Alps, Tasmania and the UK.

Other notable acquisitions included:

- about 500 type specimens of Ordovician trilobites, corals, sponges, algae and radiolarians to the Palaeontology collections by Dr Barry Webby, Macquarie University
- about 350 type specimens of Triassic plant fossils from Keith Holmes
- a collection of more than 30,000 robber f ies, bee f ies, march f ies, and related families of Diptera from Gregory Daniels, University of Queensland
- several bird specimens donated by the Lord Howe Island Board including the first record for the island of the Southern Fulmar, *Fulmarus glacialoides*, and a Long-tailed Cuckoo, *Eudynamys taitensis*, which was the first of this species acquired for the collection for more than 70 years
- a lower jaw collected from a sperm whale carcass stranded on Newport Beach.

ADDITIONS TO CULTURAL COLLECTIONS

Bilum wear

Two examples of contemporary Bilum wear were acquired from the exhibition *Maketi Ples* (14–27 February 2011). The exhibition showcased the work of contemporary Pacific island artisans and was organised by Ruth Choulai from Pacific Trade and Invest, Sydney. The small collection consists of knitted dresses made by Goroka-based artist Florence Jaukae and ref ects a new Papua New Guinea indigenous-inspired fashion trend gradually attracting global attention. This collection is an important addition to complement and enhance the Museum's Goroka collection of traditional and contemporary fabric bilums.

Kato Kafa

Kato Kafa is a piece of contemporary Tongan artwork by artist John Maileseni which was exhibited in the exhibition *Kava Kuo Heka* (Tongatapu, 2010). This new example has brought a new dimension to an art form that was traditionally made by women.

Geru Peng wig

A Geru Peng wig has been acquired by the Museum from Bigman Koken Kauage from Minj, Jiwaka Province, Papua New Guinea. The wig was specially made to be worn for the opening of the exhibition *Rituals of Seduction: Birds of Paradise* and during public cultural performances. Geru Peng wigs symbolise the status, wealth and prestige of the wearer. The wig base has a framework of bamboo and bark cloth worn over the head and shoulders and is decorated with seed beads, shell, fur, teeth and plumes from several species of birds of paradise.

Arwai Manda

An Arwai Manda wig, made from the hair of Magabe Pale, an initiated Huli tribesman, was presented to the Museum by Chief Tom Tika, a Huli community leader from Lake Koroba, Southern Highlands, Papua New Guinea. Magabe Pale was one of four Southern Highlands people who travelled to Sydney for the opening of the exhibition *Rituals of Seduction: Birds of Paradise*. Arwai Manda wigs are important items in Huli culture. It takes 2–3 years to grow the hair for a wig, which is worn in ceremonies such as weddings, compensation payments, performances and funerals. Decorated with a plaque from the Superb Bird of Paradise at the front, it includes feathers from lorikeets and other birds, as well as dry leaves and assorted f owers.

The Yalbalinya Ngurra (learning side by side) Collection

The Museum purchased a collection of 34 woven objects from the Wingadhan Waggada Waybarra (women of Wagga weaving group, NSW) Yalbalinya Ngurra (learning side by side) project. The woven objects are made from a range of materials, including raffia, wool, plastics, wire, seeds and plants. The collection comprises 12 baskets, 8 bags, 3 scoops, 5 neck and ear ornaments, 3 containers, a digging stick, an animal figure of a fish and a decorated object.

Bima Wear Collection

A collection of 15 textiles were donated to the museum by Bima Wear following the *Yiloga! Tiwi Footy* exhibition at the Australian Museum. The hand-printed fabrics were produced at Bima Wear, a small business on Bathurst Island, Tiwi Islands, Northern Territory. The designs were inspired by traditional Tiwi culture, the environment and daily Tiwi life and include sawfish, turtles, mud crab, tutini (pukumani poles), a family tree and butterf ies.

Appendix X
Benefactors and sponsors

AUSTRALIAN MUSEUM FOUNDATION

Donations to the Australian Museum Foundation increased significantly in 2010–11 after declining in the previous year.

The Museum held a number of donor stewardship events to provide the President's Circle (the Foundation's group of generous philanthropic individuals who make an annual minimum donation of $10,000) with opportunities to meet and speak with working scientists, international visitors and experts in particular fields. These included addresses by:

- Professor Tahir Ghalia, Director of the Bardo Museum in Tunisia
- Trust President Sam Mostyn and outgoing Assistant Director Janet Carding
- Susanna Siu, Chief Curator (Heritage and Museum Services) for the Hong Kong Administrative Region
- Research Librarian Leoné Lemmer
- Eureka Prize winner Dr Rowena Martin.

In December, Assistant Director Dr Brian Lassig addressed a dinner of the President's Circle to highlight the Museum's scientific research and collections, and in February 2011 the Foundation held a private cocktail event with Professor Tim Flannery.

Small tours of the Indigenous Australian collection and the Research Library further engaged with donors and prospective donors with particular interests in these areas.

Because of a number of natural disasters in late 2010 and early 2011, including the first Christchurch earthquake, Cyclone Yasi and the floods in Queensland and Victoria, the Foundation did not run a summer fundraising appeal.

A small end-of-financial-year direct mail campaign highlighting the Museum's scientific research was very successful, with more than half the total amount raised from new donors.

Grants made by the Foundation

Trustees of the Australian Museum Foundation approved a number of grants to the Museum during the year totalling $192,000 for:

- developing a mobile app to create a field guide to the amphibians of New South Wales
- conserving rare archival material for display in the *Beauty from Nature: art of the Scott sisters* exhibition in September 2011
- enabling the 2011 Chadwick Biodiversity Fellowship to proceed
- completing the purchase of the *Menagerie: Contemporary Indigenous Sculpture* collection.

Bequests

Two bequests were received during the year. The estate of the late Merrill Pye provided funds to the Museum to support palaeontology and taxonomy, and the proceeds from the estate of the late Patricia M Porritt were received by the Australian Museum Foundation to fund acquisitions for collections. Grants from the latter enabled three Museum scientists to join a biodiscovery research expedition to the Kermadec Islands in the South Pacific Ocean.

The Museum hosted an event for financial advisers and wealth and estate planners, to promote the bequest program, hosted by Bequest Ambassador Robyn Williams, AM.

Grants

The Museum obtained a number of grants to fund specific projects during the year. *Connected Classrooms Connected Museums* received a grant of $172,000 from a UK-based foundation to equip new learning spaces with the latest video-conferencing technology and network a series of screens throughout the Museum. The City of Sydney provided $35,000 over three years to fund Indigenous programs and events under the *Eora Journey* banner.

The Development Unit continues to work with various Museum divisions to identify potential programs for funding through appropriate foundations.

Corporate partners and sponsors

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

Work with Fairfax to include promotional opportunities in its relationship with the Museum built on the success of the first Herald Benefits offer the previous year. The continuing partnership with National Geographic Channel offered another opportunity to run a People's Choice promotion for the *Wildlife Photographer of the Year* exhibition, with the major prize a trip for two to Christmas Island to view the annual land crab migration. The Christmas Island Tourism Association also contributed to this prize.

In-kind partnerships provided the Museum with goods and services valued at more than $1.1 million. While the number of media campaigns remained the same, the consolidation of strong relationships with our partners resulted in some additional campaigns being provided free of charge as part of the sponsorship. In addition, in-kind alcohol sponsorships supported the Museum's Jurassic Lounge night-time openings.

Science in the City received sponsorship from 3M Australia, the City of Sydney, the NSW Office for Science and Medical Research, NSW Department of Education and Training and the University of Sydney.

The partnership with Panasonic as major research sponsor was formally concluded during the course of the year; however, Panasonic provided two video cameras to be used as prizes in a promotion for Jurassic Lounge.

BENEFACTORS AND SPONSORS

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

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