



**AUSTRALIAN MUSEUM**

**ANNUAL REPORT  
2015-16**



## **ANNUAL REPORT 2015-16**

Australian Museum  
1 William Street  
Sydney, NSW, 2010  
Australia

The Australian Museum Annual Report 2015 –16

*The Australian Museum Annual Report 2015–16* is published by the Australian Museum Trust, 1 William Street Sydney NSW 2010.  
© Australian Museum Trust 2015

ISSN 2206-8473

Acknowledgements

Compiled by Amanda Farrar  
Design & Production by Business Studio  
Editing by Thread Publishing

All images ©Australian Museum  
unless otherwise indicated.

Contact

Australian Museum  
1 William Street Sydney NSW 2010  
Open daily 9.30 am – 5.00 pm

t 02 9320 6000

f 02 9320 6050

e info1@austmus.gov.au

w [australianmuseum.net.au](http://australianmuseum.net.au)

 [facebook.com/australianmuseum](https://facebook.com/australianmuseum)

 [twitter.com/austmus](https://twitter.com/austmus)

 [instagram.com/australianmuseum](https://instagram.com/australianmuseum)

 [youtube.com/austmus](https://youtube.com/austmus)

 [australianmuseum.net.au/amplify-podcast](http://australianmuseum.net.au/amplify-podcast)

Availability

This annual report has been designed for accessible online use and distribution. This report is available at [australianmuseum.net.au/Annual-Reports](http://australianmuseum.net.au/Annual-Reports).

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

Cost of production

The production cost of this report is estimated at \$4,000.

Minister

The Hon Troy Grant, MP  
Deputy Premier, Minister for Justice and Police,  
Minister for the Arts  
Minister for Racing

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 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 Executive Director & CEO 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 1853 are available at [australianmuseum.net.au/Annual-Reports](http://australianmuseum.net.au/Annual-Reports). Further information on the research and education programs and services of the Australian Museum can be found at [australianmuseum.net.au](http://australianmuseum.net.au).

ADMISSION CHARGES

General Museum entry:

Adult **\$15**

Child(under 16 years) **Free**

Concession **\$8**

Pre-booked Australian school groups (per child) **Free**

Pre-booked preschool groups **Free**

Australian Government/DVA Gold Cardholders,

Australian Government‘Blue’ Pensioner Concession

Cardholders, ICOM and Museums Australia members **Free**

Australian Museum Members **Free**

Additional charges may apply to special exhibitions, activities and educator led groups.



ANNUAL REPORT 2015-16

> CONTENTS

> Part 1 The year in review

President's report	2
Executive Director & CEO's report	4
Revenue summary	6
Highlights and snapshots	8

> Part 2 Transformation continues

Stage 1	13
Stage 2	13
Master plan	14
Kids free initiative	15
Corporate strategic plan	17
Science at the museum	19

> Part 3 Divisional achievement

AMRI, Science & Learning	21
Programs, Exhibitions & Cultural Collections	26
Marketing, Communications and Development	31
Corporate Resources	34

> Part 4 Financial statements

Financial commentary	37
Part 4A Financial statements	40
Australian Museum Trust	
Part 4B Financial statements	81
Australian Museum Staff Agency	

> Part 5 Appendices

Appendix A Organisation chart	96
Appendix B Trustees of the Australian Museum	97
Appendix C Executive Management profiles	100
Appendix D Internal audit & risk management	104
Appendix E Credit card certification	105
Appendix F Privacy & personal information	106
Appendix G Digital information security	106
Appendix H Public access to information	107
Appendix I Disability action plan	107
Appendix J Multicultural policies & services program	108
Appendix K Grants	110
Appendix L Publications Australian Museum staff	115
Appendix M Overseas travel	116
Appendix N Recognising staff achievements	118
Appendix O Fellowships & postgraduate awards	119
Appendix P Sustainability & energy management	120
Appendix Q Waste reduction & recycling	121
Appendix R Heritage management	121
Appendix S Staff, workforce diversity & WHS statistics	122
Appendix T Honorary appointments	125
Appendix U Museum volunteers	126
Appendix V Key acquisitions & donations	132
Appendix W Benefactors & sponsors	133



PART I  
**> THE YEAR IN REVIEW**



*The AM plays a crucial role in some of Australia's most important issues: border control, biosecurity and climate research.*

## PRESIDENT'S REPORT

# > A YEAR OF TRANSFORMATION

The Australian Museum (AM) has seen another year of building towards achieving its long term vision to become the premier museum of nature and culture in the region. A year of building has brought about significant improvement, including the opening of the new Crystal Hall entrance on William Street and the stunning Wild Planet Gallery. The recent refurbishments have delighted visitors and encouraged patrons back to the Museum.

The foregoing of entrance fees for children under 16, other gallery upgrades and enhanced technology into the exhibitions has also improved the visitor experience and increased visitation.

The annual report demonstrates the range and depth of public programming, research and learning activities that contributes to the strengthening of the Museum's reputation in our region and internationally.

The continued success of the AM would not be possible without the support of the NSW State Government.

### > Award winning Exhibitions

Nearly 100,000 visitors experienced *Trailblazers: Australia's 50 Greatest Explorers* which won the prestigious Museums Galleries Australia MAGNA award for best touring & temporary exhibition. Curated and designed in-house by the AM team, the exhibition inspired audiences with some of Australia's greatest explorers and adventurers of both past and present. Complemented by an evening talks series, which featured modern day explorers, the 21-week schedule was sold out consistently, demonstrating a good example of the Australian Museum contributing to Sydney's night-time economy.

David Attenborough's Virtual Reality Experiences saw sessions booked at an average 90% capacity. The AM was the first venue outside the UK to host these fully immersive virtual reality experiences. Using cutting-edge technology, the exhibition took visitors deep beneath the ocean to experience a 360-degree tour of ancient sea beds and to experience early forms of life in *First Life* and be submerged in the underwater wonderland of the *Great Barrier Reef Dive*.

Concurrently the AM's touring exhibitions engaged with nearly half a million people across Australia, with six exhibitions touring nine venues. The most successful touring exhibition was *Spiders*, which launched at Questacon in Canberra as a joint initiative with the AM. The AM will open an enhanced version of this exhibition in October 2016.

### > Outreach Successfully Connecting Communities

The AM's education outreach programs had another successful year connecting communities across NSW and Australia with the extraordinary AM collections, science and learning programs and cultural engagement activities.

The renowned outreach program, *Museum in a Box* (MIAB), celebrated its 50th year by extending its reach to more than 120,000 students, engaged in learning, utilising objects from the AM collection and curriculum based learning resources for teachers.

The AM's cultural and community engagement team extended its important work across Western Sydney, with the AM's Pop-Up Museum attending a range of cultural and community festivals and connecting with 13,500 community members. The AM has also continued its youth re-connection program, working within juvenile justice and community centres to connect with nearly 300 at-risk youth across Western Sydney.

### > Science and Learning at the Cutting Edge

The Australian Museum Research Institute (AMRI) has had another successful year with the Australian Centre for Wildlife Genomics (ACWG) now established and accredited as one of the leading wildlife forensic laboratories in Australia. The AM plays a crucial role in some of Australia's most important issues: border control, biosecurity and climate research.

AMRI research draws upon the Museum's 18-million-strong collections. The AM applies practical science to important issues like the fight against trafficking of rhino horn and other illicit wildlife trade. Working with many government agencies, including Customs & Quarantine and the Civil Aviation Authority, the AM was involved in numerous Wildlife Forensics cases in 2015-16.

Additionally, AMRI described 199 new species, mostly within the AM's own collections. These important DNA based discoveries have a direct impact on how conservationists can work to strengthen Australia's biodiversity and re-generate bio regions affected by human impact and invasive species.

The Australian Museum Centre for Citizen Science celebrated DigiVol's fifth anniversary in May 2016. DigiVol has over 900 volunteers from all over the world who have undertaken the enormous task of digitising the AM's collection. This project allows access to the rich source of scientific and educational content embedded in each object for scientists, communities and educators. The DigiVol concept has now been adopted by over 22 leading cultural institutions across the world – a testament to the innovation and dedication of the AM staff and volunteers.

The AM continues to develop educator-led school programs in alignment with the Australian curriculum and incorporating AMRI science. The AM connected with over 180,000 school students in 2015-16, inspiring a greater understanding of Australian natural history and culture with a strong focus on STEM learning outcomes.

### > Thanks to the Museum Community

In my fifth year as President, I continue to be inspired by the passion and dedication of the AM staff. I particularly thank Kim McKay AO and the executive leadership team who have undertaken an ambitious and transformative program of change; ensuring the AM remains relevant, accessible and an important part of Australia's innovative cultural and scientific landscape.

I would also like to thank the Australian Museum Members, who continue to support the Museum in a variety of ways. Similarly, the AM couldn't function without its enormous team of volunteers who, along with our staff, apply their passion and knowledge to provide significant benefits in science, learning and engagement.

The Chairs and Trustees of the Australian Museum Foundation (AMF) and the Lizard Island Reef Research Station Foundation (LIRRF) work tirelessly for the benefit of the Museum as they lead programs and build relationships to expand the Museum's support base. I particularly thank their respective chairmen, Diccon Loxton and David Shannon.

Finally, I would like to thank my fellow Trustees and welcome our new Trustee, Elie Hamman. The ongoing contributions of all Trustees are invaluable as we continue to implement the five-year Corporate Strategic Plan and focus on master planning to continue transforming the Australian Museum to achieve its ambitious vision.

### Catherine Livingstone AO

President, Australian Museum Trust





*"There is no doubt that the past year has been one of great challenges but also great achievements. It has been another extraordinary year at the AM"*

## EXECUTIVE DIRECTOR & CEO'S REPORT

# > BUILDING FOR THE FUTURE

It has been another extraordinary year at the AM with the opening of the new award-winning Crystal Hall entrance and Wild Planet gallery in September 2015 by NSW Premier, Mike Baird and Deputy Premier, Troy Grant marking the completion of Stage One of the AM's significant transformation.

Crystal Hall, designed by Neeson Murcutt and Joe Grech architects, has focussed the orientation of the AM to William Street creating an imposing and accessible entrance for patrons. The striking new glass entrance won the award for Public Architecture at 2016's NSW Architecture Awards.

### > Stage Two Transformation Begin

In December 2015, the Australian Museum, in conjunction with the NSW Government and Westpac joined forces to restore the historic Long Gallery – the nation's first museum gallery. Announced by Premier Mike Baird and Westpac CEO Brian Hartzer, the restoration coincides with the Australian Museum's 190th and Westpac's 200th anniversaries in 2017. This principal partnership with Westpac sets a new benchmark in the Australian Museum's program for corporate partnerships.

Throughout the past year, heritage plans and architectural and exhibition designs have been finalised for the \$9m major refurbishment project funded jointly by the NSW Government, Westpac and philanthropic donations. From October 2016, the Long Gallery will be closed for 12 months re-opening as the Westpac Long Gallery in 2017 featuring the *200 Treasures of the Australian Museum* exhibition. This exciting project will create a 'must see' new attraction for Sydney and unlock many of the AM's priceless treasures for visitors and residents to enjoy.

In addition to the Long Gallery, other Stage Two transformation projects underway include:

- > A new rooftop restaurant/café, 'No. 1 William' providing great food with spectacular city and harbour views on Level 4;
- > A new gallery for temporary exhibitions and programs on Level 1, liberated by the move of collections to our new offsite storage at Castle Hill along with other gallery upgrades across the AM's three floors of exhibition and public spaces;
- > New offsite collections store and exhibition space at the re-named Museums Discovery Centre at Castle Hill

in north west Sydney. In conjunction with the Museum of Applied Arts and Sciences (MAAS) and Sydney Living Museums (SLM), the Australian Museum (AM) will house millions of items in its collection in specially built, climate controlled and secure space. This will help ensure the State's Museum Collections are well cared for into the future. New exhibitions open to the public will provide a window into the extraordinary collections of all three major museums.

### > Master Plan Underway

Another key pillar in our transformation has been the development of the AM's Master Plan – barrabuwari muru, meaning future path in the Sydney language.

This plan will allow the AM to plan for the next 30 years, ensuring the museum is well positioned to meet the demands of a growing resident population as well as the growing tourist visitor economy.

barrabuwari muru includes a new connected museum wing on the eastern end of the site on the corner of William and Yurong Streets, allowing the AM's extraordinary Indigenous and Pacific collections to be exhibited along with the Story of Australia gallery and a new international standard temporary exhibition space.

The AM's education facilities and the vital science research work undertaken by the Australian Museum Research Institute (AMRI) will also undergo significant expansion ensuring the AM continues to deliver to NSW residents into the future.

The Master Plan will be submitted to the NSW Government for consideration at the end of 2016

### > Visitors

Visitation to the AM in 2015-16 has seen a solid increase of 7% - in a year where many galleries were being upgraded and without a summer 'blockbuster' exhibition to drive audiences to the AM. This increase can be attributed to the enhanced visitor experience and re-orientation of the ground floor to create better accessibility and circulation along with new galleries. The NSW Government initiative launched on 1 July 2015, Kids Free, also contributed to driving visitation. Kids Free allows children under 16, as well as school attendees access to the AM free of charge. As a result, the AM has seen a 12% increase in Under 16 visitation during the year.

The AM now welcomes 40% of its visitors from outside the Greater Sydney area with 22% of visitors coming from overseas.

### Exhibitions & Technology

The AM has consciously embraced technology and the applications for science, learning and visitor engagement. In an Australian first, the AM launched David Attenborough's ground-breaking virtual reality experiences to Australian audiences in 2016. Supported by Samsung, *Great Barrier Reef Dive* and *First Life* were often sold out and have received rave reviews from both the media and the public alike.

The AM now overlays technology for all new exhibitions which has added to the interactivity and engagement of visitors, particularly children. The award-winning *Trailblazers... Australia's 50 Greatest Explorers* exhibition featured a 'treasure hunt' app for children while the AM's *Tyrannosaurs Meet the Family* app has now been downloaded over two million times!

As you wander around the AM, ibeacon technology helps you dive deeper into the exhibitions via your smart phone and the public able to access galleries online as part of the Google Cultural Institute for Natural Science Museums.

This year the AM also launched Amplify, our series of podcasts featuring interviews with AM scientists, curators and exhibition designers as well as talks recorded live from a myriad of well-known adventurers and innovators who speak regularly at Members Events after hours.

### > Workforce

As part of the NSW Government's GSE (Government Services Employment) Act, the AM's workforce plan was finalised in December 2015. This new plan has aligned the workforce for future capacity building to meet the needs of our corporate strategic plan. As part of our plan to focus on core business in December 2015, the AM closed its external consulting group which focussed on heritage and environmental impact assessment. I would like to thank all those involved in AM Consulting over the years.

In the past year, the AM also launched its monthly Staff Recognition Awards, voted by a staff committee. The overall annual winners, are able to embark on further professional development training or participate in scientific work experience at the AM's Lizard Island Research Station.

I am also pleased to note that the AM's Executive Leadership team now has three women represented among its five members and that we have played a key role in initiating a Mentoring Program for emerging women leaders within the museums sector nationally through the Council of Australian Museum Directors.

The AM's Reconciliation Action Plan is also in place and being implemented, while plans are also well underway for a new Aboriginal & Torres Strait Islander strategy that will embed cultural competence across the museum and define clear employment pathways for Indigenous staff.

### > Citizen Science

The Australian Museum Centre for Citizen Science continued its drive towards greater science engagement for the public marking the 5th Anniversary of the highly successful DigiVol Program which aims to digitally record and share the AM's extraordinary collections – all with volunteer support.

Plans are now well underway for our 190th anniversary in 2017 and the launch of a national citizen science program which will be accessible to children and adults alike is a central pillar of the celebrations.

### > Thanks

There is no doubt that the past year has been one of great challenges but also great achievements and I sincerely thank the Australian Museum's dedicated staff for their extraordinary efforts to deliver world class museum experiences across scientific research, collections management, education, programming and exhibitions as well as the support provided by marketing, communications and the corporate resources teams.

We couldn't do this work without the support and enthusiasm of the NSW Government as well as our incredible sponsors and donors. The past two years have seen our commercial sponsorship revenues and philanthropic donations increase which clearly demonstrates the commitment shared by the community for the AM's work.

The tireless work of the Australian Museum Foundation and the Lizard Island Reef Research Foundation to help generate philanthropic support for the AM's activities is outstanding and has helped create important building blocks for our future success.

I particularly want to acknowledge the stellar commitment of my colleagues on the AM's executive leadership team as well as the sound guidance and active engagement of the Australian Museum Trust. Led by Trust President, Catherine Livingstone AO, the engagement of the AM Trust has allowed the AM team to achieve and continue to transform this most precious state cultural institution.

**Kim McKay AO**  
Executive Director & CEO





# AUSTRALIAN MUSEUM

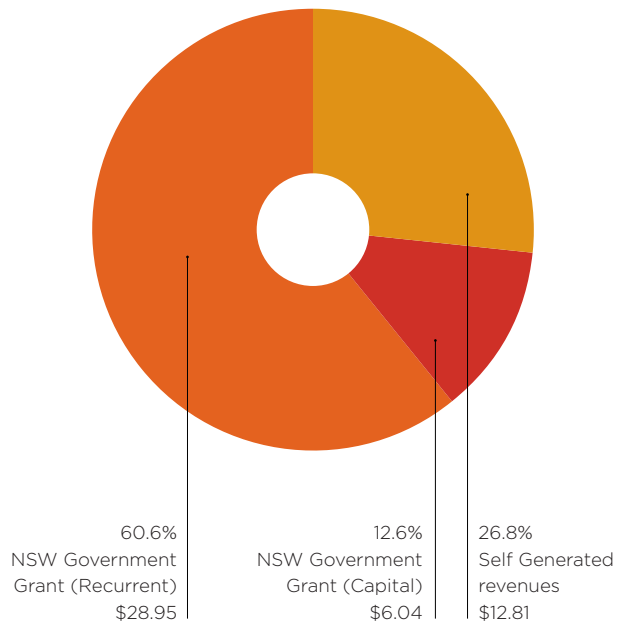
## > REVENUE SUMMARY

The Australian Museum is principally funded by the NSW Government and strives to achieve a balance of revenue from government, philanthropic and commercial sources. Total revenues in 2015-16 were \$47.83 million (compared to \$46.05 million in 2014-15, an increase of \$1.78 million) and comprised:

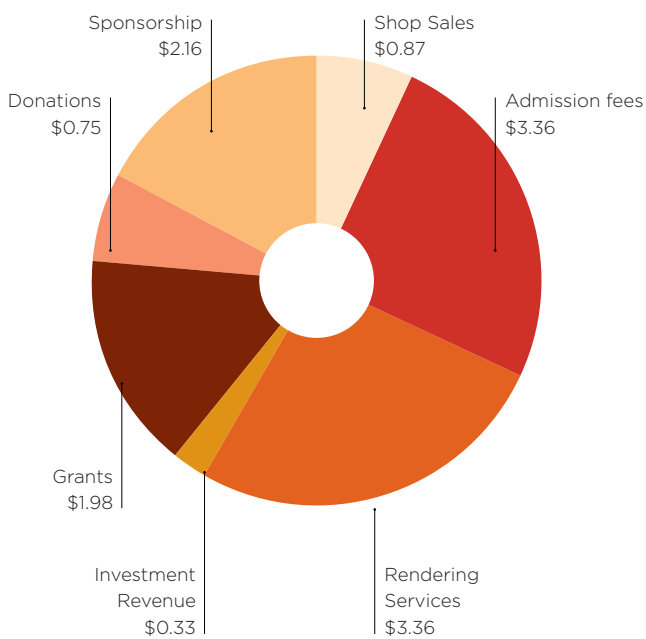
- > NSW Government grants of \$35.0 million (\$32.6 million in 2014-15), incorporating Capital grants of \$6.04 million (\$8.34 million in 2014-15) and redundancy payments of \$4.49 million
- > Museum-generated revenues of \$12.81 million (\$13.41 million in 2014-15 – decrease due to impact of free children’s admission and the closing of AM Consulting in December 2015).

The Museum generated around 26.8% of its total revenue (Figure 1.1), with income this year mainly from rendering of services, scientific research grants, sponsorship and donations. Figure 1.2 shows sources of self-generated revenue.

**Figure 1.1**  
Total revenue to the Australian Museum 2015-16 (\$ million)



**Figure 1.2**  
Source of self-generated revenue for the Australian Museum 2015-16 (\$ million)



RIGHT:  
Zebra specimen in Animal Planet





## > HIGHLIGHTS AND SNAPSHOTS

**100**  
**RESEARCH PROJECTS**  
facilitated by the AM's LIRS, informing our knowledge of the Great Barrier Reef

**150** publications by AMRI scientists and associates  
Record weekend attendance of

**199**  
**NEW SPECIES**  
described by AMRI scientists

**30,000**  
for Free Weekend June 2016

**43,000**  
school students visited the AM

**OVER 141,000**  
students engaged with AM educational outreach programs

**1 MILLION PEOPLE**  
engaged with an AM exhibition or education program  
**490,000+**  
people visited an AM touring exhibition in Australia

**12,000+**  
Pacific community members engaged with AM cultural collections in Western Sydney

**4.6 MILLION+**  
website visitors

**564**  
volunteers contributed 169,000 hours of service  
**18 MILLION+**  
natural history SPECIMENS & cultural objects

**OVER 57 MILLION**  
downloads of AM data from the Atlas of Living Australia

**219%**  
increase in Instagram followers





PART 2  
**> TRANSFORMATION  
CONTINUES**





*Crystal Hall creates a striking contemporary landmark on William Street.*

## PART 2

# > TRANSFORMATION CONTINUES

### STAGE 1

The new Crystal Hall entrance and Wild Planet gallery was opened by the NSW Premier, Mike Baird and the Deputy Premier, Troy Grant in September 2015, marking the completion of Stage 1 of the Australian Museum's transformation and the first step towards building the Australian Museum of the future.

#### **Crystal Hall Wins Major Architectural Award**

Crystal Hall creates a striking contemporary landmark on William Street. Designed by Neeson Murcutt & Joseph Grech, the carbon neutral entrance and accessible walkway features zig-zag glass pleats that refract light into the AM. Crystal Hall won the major Award for Public Architecture at the 2016 NSW Architecture Awards. The new entrance has been well received by visitors and is also utilised as a venue space after hours.

### STAGE 2

Planning and designs were finalised in 2015-16 for the refurbishment of the nation's first gallery, the Long Gallery. With the support of Westpac, the NSW Government and AM's donors, the \$9 million refurbishment will see the Long Gallery closed for 12 months in October 2016 and re-open as the Westpac Long Gallery in November 2017, featuring the *200 Treasures of the Australian Museum* exhibition.

The Level 4 Café, with spectacular rooftop views, has completed its first stage of refurbishment, with new food and beverage contractors, Create Consultants, now managing the cafe, as well as AM pop-up kiosks and catering for functions. The Rooftop Café and function space will have further refurbishments before it reopens in October 2016 as No.1 William.



ABOVE & LEFT:  
Award winning Crystal Hall entrance



## PART 2 ➤ MASTER PLAN

### ➤ Turning the museum "inside out"

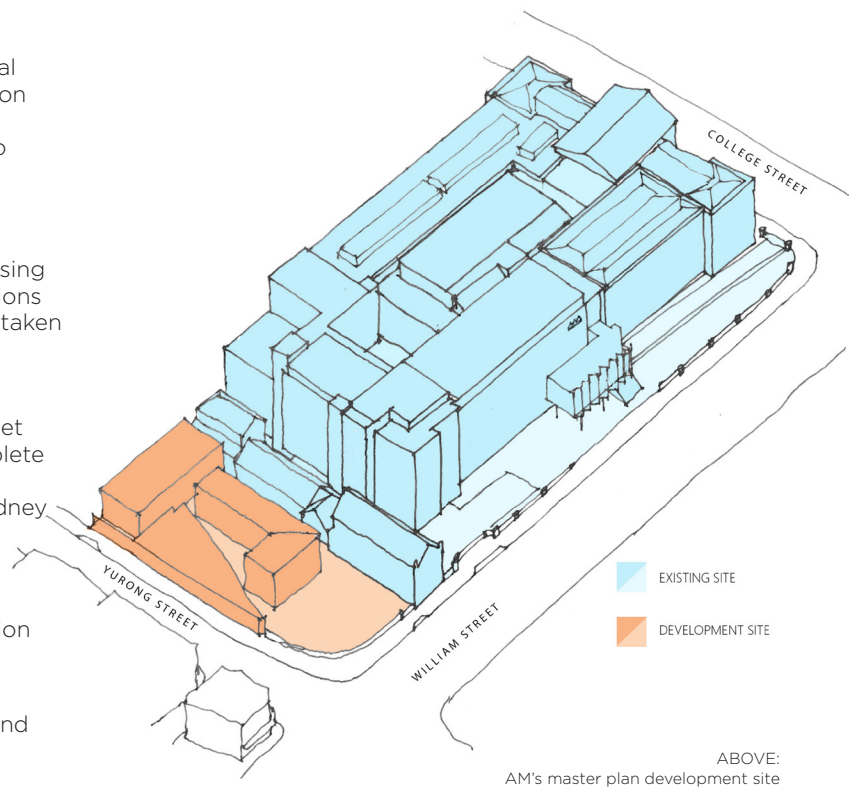
The master planning process continues with NSW Government funding of \$4.7 million over two financial years (2014-15 & 2015-16). The Master Plan will position the AM as the premier museum in Australia and the Pacific. The future vision of the AM was presented to the NSW Government in September 2015, with the final Business Case and Master Plan to be delivered in late 2016.

The vision literally turns the AM "inside out", showcasing the extraordinary natural history and cultural collections to visitors and sharing the world class science undertaken at the Australian Museum Research Institute.

### ➤ The major goals include:

- Developing an area of 2,700m<sup>2</sup> at the Yurong Street end of the AM site, which will allow the AM's complete physical transformation, in response to audience needs. The AM is the only cultural institution in Sydney with this scale of development opportunity on its existing site
- Building new infrastructure to achieve temporary exhibition spaces, permanent galleries and education and science facilities incorporating cutting-edge technology and services
- Leveraging the AM's unique collections, heritage and expertise as a significant contributor to Sydney's cultural and visitor economy
- Fulfilling the increasing demand for the AM's learning and educational services to diversify the ways in which they may be delivered via new technology.

The achievements of 2015-16 signal that the AM is ready to deliver an iconic building project that will increase its contribution to the visitor economy, as well as enriching the educational, cultural and scientific life of the people of NSW. The development will also reinforce the role of Australia's first museum as a significant voice in the Australia Pacific region, as envisaged in the AM's Corporate Strategic Plan 2015-2020.



## PART 2 ➤ KIDS FREE INITIATIVE

On 27 June 2015, the Australian Museum and the Powerhouse Museum (MAAS), with the support of the NSW Government, removed general entry fees for children under 16, ensuring free access for every young Australian. To celebrate the anniversary of the Kids Free initiative, the AM opened its doors for its second free weekend at the end of June 2016. The AM had record visitation with over 30,000 visitors across the two days.

The Kids Free initiative has seen a 7% increase in overall attendance and a 12% increase in under 16 attendance during the first 12 months. The Kids Free initiative has also seen a positive impact on the thousands of school students who visit the AM each year. In 2015-16, over 43,000 students visited the AM, an uplift of 12% on the previous year.

Introducing museums as dynamic learning environments to young audiences is a key focus at the Australian Museum. By removing the admission fees, thousands more children in NSW can now benefit from AM's exhibitions, resources and programs.



ABOVE:  
Trailblazers: Australia's 50 Greatest Explorer's Exhibition





## PART 2 CORPORATE STRATEGIC PLAN

The AM continues to deliver the Corporate Strategic Plan, which outlines key priorities for the Museum to 2020. The aim is to achieve the objectives of:

- Delivering the Master Plan
- Growing audience engagement and building the brand
- Increasing financial sustainability
- Creating a cohesive culture.

In 2015-16 the AM achieved the following goals:

- Continued planning and development for the Long Gallery's \$9 million restoration
- Engagement of the Master Plan team and the commencement of planning
- Planning and implementation for the re-location of collections from Lilyfield storage facility to the Museum's Discovery Centre at Castle Hill in September 2016
- Development of Spiders exhibition – a collaboration with Questacon to open at the AM in October 2016
- Attracting new sponsors and donors to the AM along with an increase in other revenue sources

➤ Introduction of complementary programs, including Wild Nights, Jurassic Lounge, Experts at 11 and evening talks (*Trailblazers: 50 Greatest Explorers*) enlivening the night time economy.

➤ Digitisation of the collections, with 55% of the cultural collections digitised and over 2.2 million Emu\* catalogue records completed.

➤ Formation of two new joint scientific research appointments, with NSW University (conservation biology and palaeontology) and the continuation of ongoing collaboration with all NSW universities

➤ Significant increase in science grant funding from 2014-15

➤ Launching the new AM brand to leverage the physical transformation of the Museum and reposition the organisation for the future

➤ Implementation of the AM staff recognition awards, creating greater collaboration and cohesion across the organisation.

\*Emu is the AM's collections management database

LEFT:  
Trailblazers: Australia's 50 Greatest Explorers





## PART 2 > SCIENCE AT THE MUSEUM

Science remains at the core of the museum and there are many examples throughout 2015-16 that demonstrate how the AM has achieved success in science and learning initiatives. With research strengths in biodiversity, geodiversity, and anthropology, along with collections, coral reef and genomics infrastructure, the AM has much to offer that is unique and able to contribute to the national and state research priorities, and make a difference in the lives of the citizens of NSW, Australia and our region. In addition, AMRI's education programs reached 43,000 school students onsite and more than 140,000 students across NSW.

### > Exploration and Discovery

With an impressive 199 new species described (142% increase on 2014/15) and 150 peer reviewed papers published (17% increase on 2014/15), 2015/16 was a very successful year for AMRI. The AM has embarked on a five year program of scientific field expeditions commencing with expeditions to the Simpson Desert and the Solomon Islands.

### > Collaborations and Partnerships

This year's focus was on forming strategies around how science is conducted, how to educate the next generation, and how the Museum's world-class research infrastructure can be used to its full advantage via collaborative partnerships. This year marked an important milestone for AMRI with our first two joint appointments announced with UNSW, revolutionising the Museum's collaborative impact within scientific research.

### > Growing Forensic Capacity

The AM's Australian Centre for Wildlife Genomics (ACWG) consolidated its position as one of the leading ISO 17025 accredited wildlife forensic laboratories in Australia. The Australian Museum Research Institute (AMRI) became part of a new multi-institutional advanced DNA identification and forensics facility led by Adelaide University via a successful Australian Research Council (ARC) Linkage Infrastructure, Equipment and Facilities (LIEF) grant.

This grant will establish the Advanced DNA Forensic Identification Facility to provide new equipment for the ACWG to build its forensic capacity as part of a national integrated facility for cutting-edge forensic genetic research, resources and expertise in wildlife, forest and environmental DNA identification.

In 2015-16 the AM's ACWG continued its strong industry collaboration with the Aviation Industry for Wildlife Airstrike Identification and conducted Wildlife Forensic case work for a range of stakeholders including the Department of the Environment; Department of Agriculture and Water Resources; Greyhound Racing NSW; NSW Roads and Maritime Services; Victorian Department of Environment, Water, Land and Planning.

### Month of Science

The AM continues to celebrate science with its 'Month of Science' in August including National Science Week.

Almost 10,000 people took part in the AM Science Festival in 2015-16, featuring 300 workshops, presentations and expo displays; with 38 partner organisations; and more than 200 presenters, exhibitors and volunteers participating.

This year the AMRI Medal was awarded to Dr Mark Eldridge, Principal Research Scientist, Terrestrial Vertebrates, Australian Museum Research Institute, for his work informing conservation and biodiversity management, and his outstanding mentorship.

The medal is presented annually to an AM staff member, senior fellow or team for outstanding science and communication of research outcomes. It was presented at the AM's Eureka Prizes Awards Dinner. The Eureka's 650 strong guest list included 49 prize finalists and several State and Australian Government ministers, hosted by Adam Spencer and Bernie Hobbs.

The 2015 AMRI Lifetime achievement award was presented to Robyn Williams AM, ABC science broadcaster, former AM president and trustee and founder of the AM Eureka Prizes.

ABOVE: Dr Rebecca Johnson Director, Australian Museum Research Institute  
LEFT: Artist impression of the Westpac Long Gallery opening October 2017.



## PART 3 > DIVISIONAL ACHIEVEMENT



*This year, AMRI scientists  
authored 150 publications  
and described 199 new species.*

## PART 3 > AMRI, SCIENCE & LEARNING

### > Highlights

- > This year AMRI scientists and associates authored 150 peer reviewed publications (17% increase on 2014/15) and described 199 new species (142% increase on 2014/15).
- > Announcement of two joint scientist appointments with University of New South Wales (UNSW) - a first for AMRI.
- > Commencement of the five year AM Expeditions Program, including the Simpson Desert and Solomon Islands.
- > The 2015 AMRI Lifetime achievement award was presented to Robyn Williams AM, ABC science broadcaster, former AM president and trustee and creator of the AM Eureka Prizes.
- > Donation of a magnificent opalised Pliosaur, received under the Cultural Gifts Program.
- > Achievement of 36% above target external revenue of >\$2 million - from grants, donations, sponsorship and commercial work.
- > The Lizard Island Research Station continued to support significant coral reef biodiversity research, facilitating around 110 research projects at 6,713 person nights (maximum occupancy of 7,000).
- > Strengthening of the AM's ACWG's position as one of the leading ISO 17025 accredited wildlife forensic laboratories in Australia handling over 200 wildlife forensic cases for government and industry.
- > AMRI's education programs reached 43,000 school students onsite and more than 140,000 people in NSW.
- > Significant role in international training in biodiversity, biosecurity and forensic capacity building in the Asia-Pacific and Africa.
- > The DigiVol program, one of the flagship programs at the AM Centre for Citizen Science, won two awards and celebrated its five-year anniversary.





#### > AMRI highlights for 2015/16 also included:

**> Discovery of six new species of frog.** Curator of Amphibian Biodiversity and Conservation, Dr Jodi Rowley, was involved in the discovery, including five Asian leaf-litter frogs through her ground breaking conservation work in the forests of Vietnam. Jodi has led two field trips to Vietnam and has been heavily involved in capacity building in the region, supporting numerous post-graduate students and conducting informative biodiversity workshops. As part of her ongoing amphibian research, Jodi was invited to speak at TEDx Youth, an event aimed at inspiring young scientists.

**> The AM's Australian Centre for Wildlife Genomics** has emerged as a forensic research centre of excellence since its foundation in 2012, building each year on the success and relevance of the research produced. It has maintained NATA ISO17025 accreditation, a specialty and essential feature of conducting work in this area. Increasingly, molecular science is used at the museum to broaden scientific output and remain at the coalface of innovative conservation, with many projects now established in collaboration with external stakeholders. Projects now in advanced stages include the Koala Genome Project in conjunction with Sydney University, UNSW, and University of the Sunshine Coast (USC); the Wildlife Airstrikes Project; and various projects involving listed species as part of AMRI's ongoing work combatting illegal wildlife trade.

> The AM was host to the **International Crustacean Society Conference** in July 2015, with 150 delegates visiting from 30 countries.

**> Major new work published.** Malacology Collection Manager, Mandy Reid, published Cephalopods of Australia and Sub-Antarctic Territories.

**> Prolific research via expeditions.** Significant scientific outcomes from previous research expeditions such as the collaborative 2011 Kermadec Biodiscovery Expedition produced results of over 1800 new registrations added to the collections, including 11 type specimens and 24 scientific papers.

Three AMRI collection scientists (Mark McGrouther, Dr Steve Keable, and Dr Mandy Reid) were offered expedition berths to participate in scientific surveys on the CSIRO research vessel 'RV Investigator' in the Great Australian Bight, as part of exploratory cruises funded by BP and Chevron.

**> Conservation of important species.** The Solomon Islands Workshop coordinated by the AM and led by Prof Tim Flannery, brought together people who could be instrumental in stopping further declines in the endemic Monkey-faced Bats and Giant Rats of the Solomon Islands Archipelago. Particular highlights were collaborating with the participants from Solomon Islands, Bougainville and Australians working in Melanesia – equipping them for field work that will lead to the conservation of the largest native mammals in the region, and learning from them about the importance of these species as part of cultural heritage in the region.

#### > Expanding University Collaborations and Industry Partnerships

This year marked an important milestone for AMRI from a collaborations and partnerships perspective. AMRI's first two joint appointments were made with UNSW, revolutionising the Museum's collaborative power within scientific research. Plans are in place for this program to continue, with negotiations currently underway for similar partnerships with other universities. This represents true recognition of the reputation AMRI holds in scientific research.

AMRI is also developing advanced imaging collaborations with the Australian Nuclear Science and Technology Organisation, the University of Technology Sydney and the National Imaging Facility, with research and trials conducted on items as diverse as meteorites, new fossil fish, tiger bones and possible new bat species. Non-destructive sampling and 3D printing offer a major new frontier for the Museum's collections.

AMRI also continued its broad collaborative relationships with all NSW universities through student supervision and guest lecturing, as well as partnerships with NSW and Australian Government departments and agencies.

Partnerships were also strengthened with industry such as the Zoo and Aquarium Association, for the provision of molecular genetic diversity expertise for closed populations and with the aviation industry (DNA analysis of wildlife strike to aircraft).

#### > Productive Collections

2015/16 has been a busy year for natural history collections, with a major upgrade of the Museum's tank storage area for the Ichthyology (fish) collection. Members of the public rarely realise the Museum includes over 18 million natural history specimens and the fish collection alone includes an estimated 1.8 million specimens. Some of the largest, such as sharks, are housed in the tank store. The store has been upgraded to metal tanks, providing safe, specimen access for research.

Staff have also been busy preparing specimens throughout all the collections for the move from the Lilyfield storage to our new world class open collections store facility and display at Castle Hill. Dr Anja Divljan, has overseen this complex move.

In 2015/16, collections were visited by 212 researchers, artists and other stakeholders, including 52 overseas researchers for a total of 427 visitor days.

#### > Outstanding Education and Outreach

With the introduction of the Kids Free initiative, onsite school visitation increased significantly in 2015-16 (see table 3.1). Two new Science Technology Engineering Arts and Mathematics (STEAM) based educator-led programs were developed in alignment with the Australian curriculum and incorporating AMRI science. The AM's 2015 Science Festival (AMSF), held during National Science Week, attracted 6,145 students to 350 workshops, presentations and lectures; while another 2,307 members of the public attended the community day.

A new work experience program was created for year 10 students seeking careers in science. This high profile program is proving to be both prestigious and rewarding for students and staff of the Museum.

Museum in a Box, the longest continuous outreach program in Australia, wrapped up its 50th Birthday celebrations this year, and reached 122,865 participants (up 25% on last year). The citizen science outreach program, Streamwatch, piloted a lab-based aquatic invertebrate identification training program for volunteers, called 'Microvols'. This successful program will add to the overall AM entomology collections.

In addition, AMRI staff have been highly proactive with scientific communication, authoring 57 blogs, which were cross-promoted through social media and the monthly AMRI e-newsletter. AMRI blogs received more than 23,000 views. Tweets from AMRI resulted in 5,426 engagements, driving audiences to access AMRI online content more than 1,200 times.

Triple J's '25 under 25' 2015 hottest young talent award recognised the AM's ACWG PhD Student Kyle Ewart.

#### > Beneficial Lizard Island Research

Following destructive cyclones in 2014 and 2015, Lizard Island fell to the mercy of another destructive force in early 2016 - coral bleaching. With ocean temperatures exceeding 30 degrees for several weeks in a row and very little cloud cover, coral was hit hard by the extreme conditions, resulting in the death of about 90% of an important and common group of corals, the acroporids, which includes staghorn and table corals. Animals that depend on these corals, such as some fish and invertebrate species, have also been impacted. Accordingly, research that requires collecting of such species has had to be curtailed until populations recover.

The good news is that the bleaching event has not impacted the overall use of the Lizard Island Research Station. While some intending researchers have had to go elsewhere, others have changed their research questions to meet the circumstances and there has been an increased interest from those wanting to study the recovery process.

LIRS exceeded its revenue target, earning more than \$460,000 in bench fees. Usage was 6,713 person nights, slightly lower than the designed maximum occupancy of 7,000. Around 110 research projects were facilitated, building valuable knowledge of coral reefs in general and the Great Barrier Reef region in particular. It also funded six new fellowships in 2015/16 and three new grants for Crown-of-Thorns Starfish research.

Numerous scientific papers were generated from the Lizard Island Reef Research Foundation funded workshop held at the Lizard Island Research Station in 2013 resulting in 25 papers published as a special volume in Zootaxa, edited by AMRI's Dr Pat Hutchings and Dr Elena Kupriyanova. This volume covers 285 marine worm species, including the description of 91 new species and new distribution records for another 67 species. Over half of the papers were authored by current Australian Museum staff or associates, almost all of the remainder by former staff, grant fellows or students. Over 2,000 new registrations were added to the collection as a result of this collaboration.



**Table 3.1**  
Students accessing Australian Museum education programs, 2012-2016.

Method of access	Number of students			
	2012-13	2013-14	2014-15	2015/16
Learning programs onsite visits	36,659	37,014	38,295	43,104
Australian Biota (educator led HSC science)	3,867	4,060	3,133	3,400
Australian Museum Science Festival (AMSF)	5,000	5,129	4,300	6,145
AMSF regional events	1,100	947	1,443	1512
Video conferencing	8,450	5,581	4,836	6563
<i>Museum in a Box</i> *	73,427	88,900	95,000	122,865
<b>Total</b>	<b>128,503</b>	<b>141,631</b>	<b>147,007</b>	<b>183,589</b>

> **Increased Collection Digitisation and Access**

The AM significantly increased its proportion of digital collection records (see Table 3.2). This result was due primarily to the continued success of the AM's ground-breaking, crowdsourced volunteer program, DigiVol, which imaged 62,681 specimens and objects in the Lab. DigiVol participants contributed 72,223 online data transcription tasks using DigiVol Online, a collaboration between the AM and the Atlas of Living Australia. DigiVol also engaged with citizen scientists from 22 countries.

**Table 3.2**  
Applications of Australian Museum data access from Atlas of Living Australia, 2015-16.

Applications	Records
Ecological research	1,869,202
Education	1,284,044
Scientific research	11,391,354
Restoration/remediation	103
Systematic research	66,108
Environmental impact, site assessment	317,122
Collection management	133,831
Biosecurity management	40,880
Citizen Science	22,627
Other	387,999
<b>Total</b>	<b>15,472,390</b>

The AM is the leading museum for contributing data to the Atlas of Living Australia (ALA), a NCRIS funded (National Collaborative Research Infrastructure Strategy) national research infrastructure, which provides a portal for sharing records of Australia's biodiversity. The AM provided 1,313,238 records at June 2016. Downloads from the ALA indicate how the AM's data is used (see Table 3.4).

> **Strengthened International Engagement**

AMRI staff continue to build Australian and Asia-Pacific biosecurity capacity with funding support from the Australian Government. Dr Dan Bickel Principal Research Scientist Entomology, led a training workshop in Thailand on identifying pest Diptera (true or two-winged flies) for technicians and quarantine entomologists from ASEAN countries (Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Vietnam).

Dr Chris Reid, Principal Research Scientist Entomology, continued a major collaboration with UNSW and the Papua New Guinea National Agricultural Research Institute training university lecturers, biosecurity staff, agricultural and forestry workers and staff of specialist crop organisations on basic entomology.

Dr Jodi Rowley, Curator of Amphibian Biodiversity and Conservation, led two expeditions to Vietnam, which involved capacity building training courses, and conservation workshops. Dr Greta Frankham and student Kyle Ewart from the AM's ACWG, were also invited and externally funded to participate in wildlife forensic capacity training, with particular focus in building Rhino horn identification in source countries (South Africa, June 2016), and leading training in labs in consumer countries (Vietnam, October 2015).

**Table 3.3**  
Digitisation of Australian Museum collection records 2015/16

Department	Catalogue			Multimedia		
	New Records	Total Records	Change (%) 2015/16	New Records	Total Records	Change (%) 2015/16
Admin				0	273	0.00
Anthropology	3,812	122,299	3.22	7,282	94,689	8.33
Arachnology	1,423	123,219	1.17	0	10	0.00
Archives	5,826	73,942	8.55	6,419	75,832	9.25
Audiovisual				0	21	0.00
Entomology	32,312	332,021	10.78	6,826	77,059	9.72
Evolutionary Biology Unit	4,066	56,041	7.82	8	17	88.89
Herpetology	1,873	174,858	1.08	944	2,257	71.90
Ichthyology	4,435	204,692	2.21	522	17,400	3.09
Invertebrates - Marine and Other	2,786	226,863	1.24	266	13,289	2.04
Malacology	17,494	467,659	3.89	12,101	134,305	9.90
Mammalogy	362	56,365	0.65	557	6,620	9.19
Materials Conservation				2,240	12,812	21.19
Mineralogy	480	28,548	1.71	43	381	12.72
Ornithology	577	89,181	0.65	138	6,011	2.35
Palaeontology	101,287	153,302	194.73	3,083	3,101	17127.78
<b>Total</b>	<b>176,733</b>	<b>2,108,990</b>	<b>9.15</b>	<b>40,429</b>	<b>444,077</b>	<b>10.02</b>

**Table 3.4:**  
Applications of Australian Museum data access from Atlas of Living Australia, 2015/16.

Applications	Records
Ecological research	1,869,202
Education	1,284,044
Scientific research	11,391,354
Restoration/remediation	103
Systematic research	66,108
Environmental impact, site assessment	317,122
Collection management	133,831
Biosecurity management	40,880
Citizen Science	22,627
Other	387,999
<b>Total</b>	<b>15,513,270</b>



David Attenborough's Virtual Reality experience highlights the AM's commitment to presenting new technologies and making science accessible.

### PART 3

## > PROGRAMS, EXHIBITIONS & CULTURAL COLLECTIONS



David Attenborough's Virtual Reality experience

### > Highlights

- > The new permanent exhibition space *Wild Planet* was opened in September 2015
- > 419,902 people visited the Museum, a 7% increase on 2015-16
- > The largest repatriation of Aboriginal ancestors ever undertaken by the Museum was completed. This included 60 individual ancestors that were returned and reburied in the Lake Victoria region
- > *Trailblazers: Australia's 50 Greatest Explorers* won the MAGNA award for Best Temporary or Travelling Exhibition
- > *David Attenborough's First Life Virtual Reality* and *David Attenborough's Great Barrier Reef Dive Virtual Reality* programs opened to considerable acclaim, highlighting the AM's commitment to presenting new technologies and making science accessible

### > Increased Visitation

Almost 420,000 people visited the Australian Museum in 2015-16, a 7% increase from the previous year despite many key galleries being closed due to refurbishment and no blockbuster touring exhibition on show. This increase can be partly attributed to the launch of Kids Free by the Deputy Premier, Troy Grant in June 2015, with all children under 16 receiving free general admission. This initiative has seen a 12% increase in under 16 visitation, and an increase in school groups.

The first anniversary of Kids Free was celebrated with a free weekend in the last weekend of June 2016. Over 30,279 visitors attended the Museum that weekend, exceeding the 2015 free weekend attendance figure.

Most visitors to the AM were from Greater Sydney (65.1%. See Table 3.6). Tourists represented the next largest group, making up 33.9% of visitors, with the majority of international tourists from China, USA and the UK (see Table 3.7).

**Table 3.5**  
Onsite visitation to the Australian Museum by access type, 2015-16.

Visitor type	Access	Total
General admission	All Museum access except paid temporary exhibitions and programs	273,851
Special exhibition	Paid temporary exhibitions and general admission	96,682
Paid programs	Various on-site programs and general admission	11,702
David Attenborough VR	Booked via Ticketek	20,413
Event attendance	Visitors attending formal events at the Museum	17,254
<b>Total</b>		<b>419,902</b>

**Table 3.6**  
Visitors to the Australian Museum by region, 2015-16.

Region of origin	Visitors	% of total
Sydney - City/East/North/South	161,907	44.67%
Sydney - West and South West	77,800	21.46%
Other NSW	29,739	8.20%
Interstate	23,926	6.60%
International	69,088	19.06%
<b>Total</b>	<b>362,460</b>	<b>100%</b>

\* Excluding David Attenborough's VR experiences

**Table 3.7**  
International visitors to the Australian Museum by country of origin, 2015-16.

Country of origin	Visitors	% of total
China	14,443	3.98%
USA	10,758	2.97%
United Kingdom	9,496	2.62%
Japan	4,728	1.30%
France	3,751	1.03%
Germany	3,734	1.03%
New Zealand	3,421	0.94%
Korea	2,517	0.69%
Canada	1,424	0.39%
Singapore	1,247	0.34%
Spain	1,064	0.29%
Hong Kong	1,002	0.28%
Other	11,503	3.17%
<b>Total</b>	<b>69,088</b>	<b>19.06%</b>

\* Excluding *David Attenborough's VR experiences*

**Table 3.9**  
Attendance at special exhibitions 2015-16

Exhibition	Visitors
<i>Wildlife Photographer of the Year</i>	29,255
<i>Trailblazers</i>	67,427*
<b>Total</b>	<b>96,682</b>

\* Excludes attendance after June 2016.



> Engaged Audience

Guided tours of the new Indigenous galleries have proved very popular with tourists, museum delegations and community groups, as well as delivering cultural lectures and immersion events for hundreds of students. Cultural programs both on and off-site, included Fiji Day (Liverpool), Harmony Day, Homeground, NAIDOC, Waitangi Day, and the Aotearoa Maori Film Festival.

The AM’s Youth Reconnection Project continued reaching out to youth in juvenile detention or at risk, encouraging reconnection with Aboriginal, Torres Strait Islander and Pacific cultures.

The Experts at Eleven program allowed AM scientists, experts and collection managers to provide visitors with rare insights into the Museum’s collection and research. Specimen displays and touch tables overseen by volunteers continued to offer enriched experiences, averaging 5,000 visitors each month.

The Museum continues to be a prime destination for school holiday activities. Popular programs on site included crafts, theatre shows and science workshops, with outreach events occurring at places like the City2Surf, Sydney Festival and Sydney Science Festival.

The AM’s under 5’s program proved extremely popular, running weekly sold-out sessions for toddlers (Tiny Tots) and 3-5 year olds (Mini Explorers), alongside weekly birthday parties and pre-school activities. Likewise, Kidspace play programs and Search & Discover sessions engaged thousands of families.

Jurassic Lounge Halloween was very popular, selling out in advance. Targeted at the 18-39 year demographic, it sees the Museum open at night to over 1,800 visitors, contributing to Sydney’s night-time economy.

New after-hours programs were launched to reach under-represented audiences. Themed around the new Wild Planet Gallery, Wild Nights ran for five Thursday nights and featured live entertainment.

> New Exhibitions and Galleries

*Trailblazers: Australia’s 50 Greatest Explorers* was at the Australian Museum from November 28, 2015 to July 18, 2016. *Wildlife Photographer of the Year* (2014 version) ran from 28 March 2015 to September 2015. A new version of the *Scott Sisters* exhibition, to celebrate the Royal Botanic Gardens 200th Birthday, was shown in the rooftop café from March 2016 onwards.

Two small temporary displays were shown from March 2016 onwards as part of David Attenborough’s *First Life* Virtual Reality and David Attenborough’s *Great Barrier Reef Dive* Virtual Reality programs. These displays were about coral and the Great Barrier Reef and Cambrian fossils.

*Spiders*, was jointly developed by the AM and Questacon in Canberra, drawing on the respective scientific strengths of each institution. The exhibition opened in Canberra in November 2015 and will be shown in Sydney from October 2016.

A major installation by Australian Museum artist-in-residence Janet Laurence opened at the Natural History Museum, Paris, as part of the COP Climate Change Talks. Work was undertaken on the AM version of the installation which opened in July 2016.

As part of the AM’s transformation, stage one of *Wild Planet* was opened in September 2015, with three more stages to be delivered. Stage two work of *Garrigarrang: Sea Country*, and *Bayala Nura: Yarning Country* was also progressed.

Consultation, content and design work was undertaken for the refurbishment of the Long Gallery (Skeletons, Planet of Minerals and Birds galleries), and similarly for Search and Discover (stage one of three stages), and Dinosaurs and Surviving Australia. Consultation, content and design work was developed for the new Museums Discovery Centre at Castle Hill (opening September 2016), and planning work was developed for a new programming and gallery space to replace the A1 Collection Store.

> Touring exhibitions

The Museum toured five exhibitions to three NSW Regional & Western Sydney locations and four interstate locations, reaching a total of 487,982 visitors. The exhibitions included *Tyrannosaurs: Meet the Family*, *Supercroc*, *Wildlife Photographer of the Year*, *Spiders*, *The Kermadec Islands Expedition* and the *Cliefden Caves* display.

Table 3.10  
Outbound AM touring exhibition visitor numbers 2015-16

Exhibition	Venue	Location	Audience Numbers
<i>Tyrannosaurs</i>	Scienceworks	Melbourne, VIC	65,048
<i>Tyrannosaurs</i>	Newcastle Museum	Newcastle, NSW	30,340
<i>Supercroc</i>	Museum of Tropical Queensland	Townsville, QLD	26,969
<i>Supercroc</i>	Australian Fossil and Mineral Museum	Bathurst, NSW	14,535
<i>Wildlife Photographer of the Year 2014</i> edition	Newcastle Region Library	Newcastle, NSW	23,424
<i>Wildlife Photographer of the Year 2014</i> edition	Queen Victoria Museum & Art Gallery	Launceston, TAS	15,910
<i>Spiders</i>	Questacon	Canberra, ACT	271,074
<i>Kermadec Islands Expedition</i>	Liverpool City Library	Liverpool, NSW	27,500
<i>Cliefden Caves</i> display	Australian Fossil and Mineral Museum	Bathurst, NSW	13,182
TOTAL			487,982

> Reconciliation and Indigenous Employment

This is the final year of the AM’s three-year plan for the inaugural Reconciliation Action Plan (RAP). The RAP works across all parts of the Museum and identifies opportunities for employment of Aboriginal and Torres Strait Islander people, engagement with Indigenous and non-Indigenous communities, affirmation of Aboriginal and Torres Strait Islander protocols, and instigation of the development of an Aboriginal and Torres Strait Islander Strategy.

The actions, targets and outcomes from the 2014-2016 RAP have been successfully achieved or have been progressed to the new 2017 – 2019 RAP. The Museum has made a firm commitment to embrace, promote respect for and celebrate the diverse cultures of all Indigenous Australians. The intent of the RAP is to develop new relationships and experiences to enrich the lives of all Australians.

Under the workforce plan, a new Indigenous role was created - Manager, Aboriginal and Torres Strait Islander Collection - and will be filled in 2016-17.

> Diligent Collection Conservation

With the opening of the new *Wild Planet* Gallery, the Material Conservations Unit prepared and installed over 400 specimens for the new gallery, including the restoration of the historic Marlin mount. The *Trailblazers* exhibition involved the preparation of 360 objects. In addition, loans were prepared and dispatched to the Art Gallery of NSW, Wollongong Art Gallery and Cairns Art Gallery.

Preparation for collection moves to Castle Hill involved the rehousing of hundreds of larger objects and specimens in stillages and boxes at Lilyfield store and the A1 Store. The entire Pacific spears and arrows collection (23,000) was rehoused in secure handling trays and preparation of 240 objects for the Visitor Centre at Castle Hill was completed.

In addition, the Unit hosted four interns from Regional NSW museums and conservation surveys were carried out at five regional museums. Three presentations were held by staff at the National AICCM conference in Hobart.

> Cultural Collection Management, Digitisation and Access

The current focus for Cultural Collections is maintaining the integrity of the collections through ongoing inventory, updating object data in the Emu\* database, and photography of objects. In 2015-16, there were 3310 new KE Emu records made by Indigenous Heritage staff (Archaeological and Ethnographic collections), 19,000 records modified, and 1767 photos uploaded. There were approximately 2050 new records made for the Pacific collection and multimedia records, approximately 2500 modified and approximately 2044 photos uploaded. Quarterly inventories and high value inventories (in-house and offsite) were conducted.

\* EMU is the Australian Museum’s collections database.



Collection staff continued to provide assistance to community groups, visitors and researchers through collection tours and on-site access, and also made digital copies of collection records and photographs available. Approximately 2500 photos were digitally repatriated to Anindilyakwa Land Council, Groote Eylandt. Indigenous Heritage staff provided assistance to over 30 research projects, in addition to numerous collection tours, visits by Indigenous community members, and online enquiries. A complete inventory of the A3 ethnographic store was completed, and the inventory of the archaeological collection continued.

Ongoing curatorial and research work of Pacific collections and contributing writing and editing texts (Long Gallery, Crystal Hall display, Search and Discover content) continued.

Staff created and edited 190 catalogue records for AAA collection. 1310 images were uploaded into KE EMu for Africa, Americas, Asia & Europe (AAA). Staff also packed the entire AAA archaeology collection and selected large objects for the move, provided data and labels on 150 objects for the Long Gallery and Discovery Centre exhibitions, assisted in a major research project and organised a loan to Cairns Regional Gallery.

#### > Rich Cultural Outreach

Tours of the Pacific collections were provided by Pacific collections staff to over 210 visitors, including a significant number of VIPs. Staff provided 35 tours of Pacific collections to DFAT (4 tours); Pacific Government delegation (3 tours); Parliament NSW (2 tours); International diplomats (3 tours); and a tour for a Chinese museum delegation.

A prominent Kanaki Cultural delegation from the island of Tanna viewed the Tannese collection. Tours of the collections were also provided to potential partners. Key staff attended and participated in the II International Kava Conference organised by Tongan and Samoan scholars at ANU, Canberra (Sept 2015) and presented a paper at the PAA Auckland Symposium (March 2016).



### PART 3

## > MARKETING, COMMUNICATIONS AND DEVELOPMENT

#### > Highlights

- > Media coverage for AM exhibitions, programs and announcements reached a cumulative mainstream national audience of more than 46 million
- > Memberships target for the financial year was exceeded, welcoming more than 5000 new AM members
- > \$536,480 was raised by the Australian Museum Foundation for the 200 Treasures campaign, with an additional \$500k pledged - this includes the proceeds from the Foundation's fifth annual gala dinner, which raised over \$144,480
- > New sponsor partnerships were established with several major companies, including principal partnership with Westpac to restore the Long Gallery. Other new partnerships included Australian Geographic, Samsung, Adventure World, 303 Mullen Lowe and IAS.
- > *Trailblazers* kids mobile app was released. This scavenger hunt in *Trailblazers Australia's 50 Greatest Explorers* exhibition resulted in high-level engagement, with an average of 18 minutes spent discovering objects while using the app
- > There are now over two million downloads of the highly popular *Tyrannosaurs* app.
- > The AM launched AMplify in March 2016 – the first audio podcast series produced by a museum in Australia.



> **Strategy and Brand Rollout**

The AM’s new brand and visual identity continued to be rolled out in line with the Museum’s first ‘whole-of-museum’ Marketing and Communication strategy. The opening of new galleries and reorientation of the AM to William Street, with the new Crystal Hall entrance, allowed for the marketing and communications teams to continue to position the AM transformation at the heart of museum messaging.

> **Positive Media and Publicity**

Media stories included diverse profiles of AM scientists and exhibitions, as well as live broadcast announcements of major Museum works and projects. Coverage succeeded in raising the AM’s public profile, and in particular highlighting the transformation of the Museum through coverage of the opening of Crystal Hall and the announcement of the Westpac Long Gallery project.

Annual media coverage amounted to over 1074 items in national and metro print, TV and radio, while the cumulative national audience reach was 46,009,711. Fairfax outlets and ABC Radio continued to feature prominently in coverage; however, there was an increase in coverage and relationships forged with commercial TV, online outlets and niche sections of metropolitan papers such as education, technology and travel.

In particular, there was increased interest in Australian Museum science research among commercial broadcast outlets, Channel Seven and Radio 2GB, with regularly featured interviews with AM scientists.

> **Significant highlights included:**

- > Crystal Hall opening received National TV news coverage across Channel Seven, Channel Nine, ABC 1 and ABC 24
- > Westpac Long Gallery project received national news coverage across Channel Nine, Sky News, News Ltd and Fairfax channels
- > *Trailblazers* exhibition saw a high level of syndication across Fairfax online mastheads, including the initial announcement of the first twenty explorers in October, as well as profiles of Tim Jarvis and Jessica Watson. National television coverage was focussed on Channel Seven, with a week of studio interviews with seven of the explorers interviewed on The Daily Edition. There was also a Weekend Sunrise cross to the exhibition in May, announcing Dick Smith as Australia’s favourite living explorer by popular vote
- > David Attenborough’s Virtual Reality Experiences was promoted with an exclusive Sir David Attenborough interview on Nine Network’s 60 Minutes, as well as a live cross to the UK on Seven Network’s Sunrise for an interview with Anthony Geffen, Atlantic Productions, about the virtual reality experiences
- > Dr Johnson and the DNA forensics team featured on Channel Seven’s The Morning Show, The Australian and on ABC breakfast radio

- > Dr. Richard Major achieved significant coverage for his citizen science initiative, ‘Hollow as Homes’ and the DigiVol team were regularly featured in suburban outlets
- > The AM’s Solomon Islands expeditions, led by Professor Tim Flannery, received significant coverage from ABC Radio and The Conversation. These stories were picked up by international outlets

> **Growing Social Media**

The 2015/16 year saw a continued growth in AM social communities, in particular an exceptional growth in Instagram followers – which surpassed overall global growth for Instagram in the same period by 119% (100% in the same period – TrendMaven.com). The growth was due to posting frequency and rigorous content standards. A steady growth in Facebook (18%) and Twitter (18%) surpassed global growth trends in the same period across 2015-16 (Facebook 4%, Twitter 8% - emarketing.com) and was in line with industry norms, as new platforms (such as snapchat) dominate younger audience usage.

Table 3.11 AM Social media followers, 2014-16

Social Media Followers	2014-15	2015-16
Facebook	36,953	43,626 (up 18%)
Twitter	14,176	16,691 (up 18%)
Instagram	3,626	11,551 (up 219%)

> **Membership Targets Exceeded**

The AM welcomed 5025 new Members to the Australian Museum’s growing community of 13,509 members in 2015-16, and exceeded financial targets for the year with income of \$287,159 against a target of \$268,200. Members also contributed \$13,000 in donations with their new and renewing Memberships.

The Membership-led program *Trailblazers Talks* presented by Australian Geographic, saw nearly 2000 attendees hear from some of Australia’s greatest living explorers, including the likes of Andy Thomas, Jessica Watson, Ron Allum, Val Taylor and Greg Mortimer. More than 800 members attended regular Night Talks, with topics including Cleopatra, Neuroscience & Memory, Astronomy and the Science of Bees. A further 1000 members attended exhibition and gallery openings and previews, including *Trailblazers*. The Dinosnore sleepover program continued to be a success, with 380 members participating.

> **New Partnerships Secured**

The AM successfully secured a number of new partnerships during 2015-16, including a Principal Partnership with Westpac. This multi-million dollar partnership will support the restoration of the Long Gallery, Australia’s oldest museum gallery. This was match-funded by the NSW Government.

Other new partnerships established included Samsung, Australian Geographic, ANSTO, 303 MullenLowe, IAS Fine Art Logistics, Helly Hansen, Bamstone, Pullman Sydney Hyde Park, Valiant Hire and Guardian Global. The Partnerships team continued to engage with existing partners Adventure World, IBM and Cortell Australia. Long-term relationships with media partners, including National Geographic Channel, News Corp Australia and JCDecaux, resulted in valuable support for marketing campaigns for the AM’s diverse exhibitions and public programs. This was particularly true for *David Attenborough’s Virtual Reality Experiences* and the *Trailblazers* exhibition, which was also supported by Destination NSW. AM events and programs were enhanced through a new wine partnership with Oatley Fine Wine Merchants and the ongoing support of 4 Pines Brewing Company.

The AM’s Science Festival was supported by major partner 3M for the sixth consecutive year. Other partners included ANSTO, Macquarie University, National Science Week and Inspiring Australia, as well as Charles Sturt University and the Dubbo City Council.

The Australian Museum sincerely thanks new and long-term partners for their generous support during 2015-16. For a full list of Corporate Partners and Supporters see Appendix W.

> **Eureka Prizes Awarded**

In August 2015, the Australian Museum, in collaboration with 21 sponsors and supporters, presented the 26th year of the AM Eureka Prizes, recognising achievement in the categories of research & innovation, leadership, science communication, and school science.

On 26 August 2015, the AM Eureka program culminated in the celebration of finalists and winners at the Award Dinner at Sydney Town Hall with over 650 guests, 49 finalists and winners in attendance who were celebrated for their contribution to Australian science.

> **Philanthropy Increases Significantly**

Donations to the Australian Museum Foundation and the Australian Museum Trust increased significantly in the 2015-16 financial year, with a total income of \$827,370. This represents an increase of 184% on the 2014-15 financial year results. This growth was largely driven by the 200 Treasures campaign to restore the Long Gallery, which raised \$536,480, with an additional \$500,000 pledged to be received in the next two years. This increase also includes \$144,480 raised at the AMF’s fifth annual fundraising gala dinner – ‘The Night at the Museum’. There was also increased financial support to the AMF’s end-of-financial year appeal, general AMF support and other AM projects. For a list of benefactors please see Appendix W.

> **Digital Experience Enhanced**

The AM produced several new digital products to enhance visitor and online audience experience. The AM’s museum-wide app using iBeacon Bluetooth technology added a new self-guided tour for the Wild Planet

exhibition. This tour is the third iteration of the location aware mobile experience and features audio information of specimens on display and a quiz for educational game play interaction.

The AM launched AMplify in March 2016 – the first audio podcast series produced by a museum in Australia. The series features Executive Director & CEO Kim McKay AO in conversation with scientists from the Australian Museum Research Institute (AMRI) and experts in Indigenous Australian and Pacific cultures. AMplify also broadcasts the AM’s *Night Talks*, giving the online audience a front row seat to the many inspirational speakers that visit the Museum. This year AMplify featured many of our *Trailblazers* explorers. AMplify was listened to over 800 times in 33 countries during 2015-16, and continues to grow audience through Soundcloud social media sharing and iTunes subscriptions.

For the *Trailblazers* exhibition, a bespoke children’s mobile app was created using locative technology to create an intuitive and engaging game to discover objects on display. The *Trailblazers* app recorded the highest-level engagement and interactions with iBeacons to date, with average session durations of 18:14 mins as the majority of participants collected all 18 items using this fun digital addition to the exhibition.

The Digital team continued to work closely with the Digital Collections and Citizen Science unit to project manage the re-skin of the DigiVol website and development of the new Insect Soup website. The Digital Experience team also collaborated across science and education divisions on the Phase 1 of a new citizen science initiative leading the audience research and user experience design work.

Work with the Google Cultural Institute continued, with capture of a virtual tour of the AM and development of educational products to engage global online audiences with content from the AM’s collections and exhibitions.

AM knowledge-sharing included the Manager of Digital presenting AM’s innovative digitisation volunteer program DigiVol at the Museums and the Web conference in Los Angeles, as well as local presentations to University of Sydney museum studies students on the topic of Museums and the Digital world.

Digital engagement through the AM website, email subscriptions and social media continues to increase. The Digital branch supports digital marketing solutions (website landing pages, electronic direct mail and competition entry kiosks), with a significant increase in eNewsletter subscriptions through strategies including sign up on the AM’s free Wifi login page, and inclusion of modules on event webpages. Digital also created a bespoke website for the AM Foundation’s 200 Treasures project.

The Digital Experience unit also began development of monetisation programs with inclusion of in-App mobile advertising in the highly popular *Tyrannosaurs* app, and secured a \$40,000 per month Google AdWords grant for online marketing of AM events and website content.



### PART 3

## > CORPORATE RESOURCES

### > Government Sector Employment Act 2013 implementation

The Australian Museum is actively working through the three-year implementation milestones of the GSE Act that came into effect on 24 February 2014. Enhancements and reforms have been adopted in its human resource practices, especially in the area of recruitment and selection.

### > Human Resources policy alignment

The museum continues to review policies against government guidelines and in line with best practice. This year the policies on Fraud & Corruption were reviewed and updated. Updated e-learning courses are made available to all staff.

### > Work Health & Safety (WH&S)

The Museum's WH&S committee met regularly to discuss workplace health and safety issues and conduct risk assessments across the complex AM site. Updated courses on WH&S obligations and resources were made available to all staff. The Museum continues to improve in this area, as shown in the reduction in staff injuries from 16 lost time injuries in 2006-07 to only one in 2014-15 and one in 2015-16.

### > Sustainability

During the year the AM implemented new revised waste disposal and recycling systems to minimise waster and ensure closed loop recycling. Significant cost savings in energy and waste have been recorded. The Museum's Green Team was formed and is working on several new initiatives including:

- > expanding waste streams
- > increasing the rate of diversion from landfill,
- > consulting with OEH to undertake an Energy Audit
- > increase the use of solar panels on the roof (Crystal Hall)
- > plan for updating office lights to LED.

### > Security

In response to changes in the national terrorism threat, the Australian Museum has upgraded its security capability and processes.

### > Technology Upgrades

A number of technology upgrades have been implemented during 2015-16 including:

- > Internet bandwidth was upgraded from 40Mbps to 1000Mbps with AARNet and an additional (redundant) link was also implemented with TPG to ensure access to cloud based applications and business continuity.
- > Office 365 was enabled to access cloud based email and business productivity apps.
- > The old analogue phone system was replaced with an IP phone system and 300 new phones were deployed.
- > A new 'next generation' firewall was installed that handles the internet content web filtering and gateway antivirus. The firewall also has an additional module called intrusion protection that locks down perimeter attacks. Email content is now scanned in the cloud for SPAM and viruses to reduce the risk of unwanted and malicious emails.
- > A new remote desktop environment has been configured and 75 thin clients have been deployed to reduce the total cost of ownership of IT assets.
- > 8 servers have been decommissioned as their roles have been replaced with cloud based services.

ICT managed services have been put in place to ensure servers, firewall, data switches and the AM wireless network are administered at a higher level.



RIGHT: New Australian frog species Litoria bella  
Photographer: Dr Jodi Rowley





## PART 4 > FINANCIAL STATEMENTS

## PART 4 > FINANCIAL COMMENTARY

The Australian Museum's financial statements are presented in two parts due to the change in governance arrangements under the Government Sector Employment Act 2013. Employees of the Australian Museum were transferred to a new entity, the Australian Museum Staff Agency in 2014. Separate reporting arrangements apply to each entity and these reports can be found in:

- Part 4A Australian Museum Trust (page 40)
- Part 4B Australian Museum Staff Agency (page 81).

Overall, the Australian Museum's net result for 2015-16 was a net surplus of \$1.330 million (2014-15: net surplus of \$3.406 million). The favourable surplus result is mainly due to capital works sponsorship income of \$1 million that will be spent in 2016-17. \$6.041 million in capital works grants income was provided by the NSW Government to fund master planning and a range of capital works at the William Street site.

The Museum's sales of goods and services (net of GST) were \$7.591 million (2014-15: \$9.871 million). Total revenue from admissions was \$3.360 million (2014-15: \$4.054 million) which was less than the previous year primarily as a result of the introduction of free admission for children under 16 years.

Employee related expenditure was \$25.2 million, which included \$4.5 million in redundancy payments. Other Operating Expenses were \$14.5 million. This included \$1.9 million of maintenance for the Museum's heritage-classified buildings, which require more specialised treatment and trades skills, higher maintenance costs and greater administrative oversight than contemporary buildings.

### > Matters Arising from 2015-16 Audit

The Audit Office in their Statutory Audit Report identified a significant matter relating to the Australian Museum completing its program of recording its substantial collection in an electronic database in order to discharge its stewardship responsibilities over its collections.

The Australian Museum has approximately 18.4 million collection items which have been collected over 190 years. Approximately 8.8 million items have been registered in an electronic database to 30 June 2016. In order to register the remaining items into the database in a shorter timeframe, the Australian Museum will seek additional resources and funding. At the current rate of registration it will take the Australian Museum at least 12 years to complete a recording of 700,000 collection lots with a minimum level of information and many more years to create a comprehensive database of the collection.

> Accounts Payable Performance

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

Table 3.1 Accounts payable performance by quarter, Australian Museum 2015-16

Measure	Sept 15	Dec 15	Mar 16	Jun 16	Total
Amount due for payment	1,802	1,377	1,260	1,827	6,266
Invoices paid on time	1,795	1,376	1,259	1,827	6,257
Invoices due for payment received from small businesses	1	-	2	1	4
Invoices from small businesses paid on time	1	-	2	1	4
Amount due for payment (\$'000)	9,087	4,352	3,101	5,703	22,243
Amount paid on time (\$'000)	9,073	4,352	3,098	5,703	22,226
Amount due for payment to small businesses (\$'000)	3	0	7	2	12
Amount due to small businesses paid on time (\$'000)	3	0	7	2	12
Number of payments for interest on overdue accounts (\$'000)		-	-	0	0
Interest paid on late accounts (\$'000)	0	0	0	0	0
Number of payments to small business for interest on overdue accounts	-	-	-	0	0
Interest paid to small businesses on late accounts (\$'000)	0	0	0	0	0

TRUSTEES' DECLARATION

In the opinion of the Trustees' of the Australian Museum Trust:

- a) The consolidated financial statements and notes of the Australian Museum Trust are in accordance with the Australian Charities and Not for Profits Commission Act 2012, including:

i) Giving a true and fair view of its financial position as at 30 June 2016 and of its performance for the financial year ended on that date; and

ii) Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Australian Charities and Not for Profits Commission Regulation 2015; and
- b) There are reasonable grounds to believe that the Australian Museum Trust will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Trustees:

Catherine Livingstone

Catherine Livingstone AO  
President of the Trust  
Date: 04/10/2016

PART 4A  
**> FINANCIAL STATEMENTS  
AUSTRALIAN MUSEUM TRUST**

**AUSTRALIAN MUSEUM TRUST**

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

Pursuant to Section 41C (1C) of the Public Finance and Audit Act, 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 statements exhibit a true and fair view of the financial position of the Australian Museum Trust as at 30 June 2016, and financial performance for the year then ended, given the required compliance with Accounting Standards as noted in paragraph 2.
2. The financial statements have been prepared in accordance with applicable Australian Accounting Standards (which include Australian Accounting Interpretations), the Public Finance & Audit Act 1983, the Public Finance and Audit Regulation 2015, and the requirements of the Financial Reporting Directions published in the Financial Reporting Code for NSW General Government Sector Entities and the Treasurer's Directions issued by the Treasurer under section 9(2)(n) of the Act.
3. 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 in accurate.

*Catherine Livingstone*

Catherine Livingstone AO  
President of the Trust  
Date: 04/10/2016

*Kim McKay*

Kim McKay AO  
Secretary of the Trust  
Date: 04/10/2016





## INDEPENDENT AUDITOR'S REPORT

### Australian Museum Trust

To Members of the New South Wales Parliament

#### Opinion

I have audited the accompanying financial statements of the Australian Museum Trust (the Museum), which comprise the statements of financial position as at 30 June 2016, the statements of comprehensive income, statements of changes in equity and statements of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Trustees' declaration of the Museum and the consolidated entity. The consolidated entity comprises the Museum and the entities it controlled at the year's end or from time to time during the year.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Museum and the consolidated entity as at 30 June 2016, and of their financial performance and cash flows 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* (PF&A Act) and the Public Finance and Audit Regulation 2015
- have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

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

#### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Museum and the consolidated entity in accordance with the auditor independence requirements of:

- Australian Auditing Standards
- ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants' (the Code).

I have also fulfilled my other ethical responsibilities in accordance with the Code.

The PF&A Act further promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles 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.

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

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

The Trustees are responsible for preparing financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees must assess the ability of the Museum and consolidated entity to continue as a going concern unless the operations will be dissolved by an Act of Parliament or otherwise cease. The assessment must include, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

#### Auditor's Responsibility for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A further description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>.

The description forms part of my auditor's report.

My opinion does *not* provide assurance:

- that the Museum or the consolidated entity carried out their activities effectively, efficiently and economically
- about assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented.

Margaret Crawford  
Auditor-General of New South Wales

4 October 2016  
SYDNEY



# PART 4A > FINANCIAL STATEMENTS

AUSTRALIAN MUSEUM TRUST

Financial Statements 2015-16

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	Notes	Consolidated Entity			Parent Entity	
		Actual	Budget	Actual	Actual	Actual
		2016	2016	2015	2016	2015
		\$'000	\$'000	\$'000	\$'000	\$'000
<b>Expenses Excluding Losses</b>						
Operating expenses						
Personnel services	2(a)	-	-	-	25,293	24,095
Employee related	2(b)	25,293	25,232	24,095	-	-
Other operating expenses	2(c)	14,511	11,363	12,271	14,511	12,271
Depreciation and amortisation	2(d)	6,239	4,850	5,750	6,239	5,750
Grants and subsidies	2(e)	429	87	180	429	180
Finance costs	2(f)	-	-	28	-	28
<b>Total Expenses Excluding Losses</b>		<b>46,472</b>	<b>41,532</b>	<b>42,324</b>	<b>46,472</b>	<b>42,324</b>
<b>Revenue</b>						
Sale of goods and services	3(a)	7,591	8,500	9,871	7,591	9,871
Investment revenue	3(b)	332	-	426	332	426
Grants and contributions	5	39,256	33,581	34,561	39,903	35,754
Acceptance by the Crown Entity of employee benefits and other liabilities	5(a)	647	1,250	1,193	-	-
<b>Total Revenue</b>		<b>47,826</b>	<b>43,331</b>	<b>46,051</b>	<b>47,826</b>	<b>46,051</b>
Gain / (loss) on disposal	4(a)	(6)	-	(304)	(6)	(304)
Other gains / (losses)	4(b)	(18)	-	(17)	(18)	(17)
<b>Net Result</b>	15	<b>1,330</b>	<b>1,799</b>	<b>3,406</b>	<b>1,330</b>	<b>3,406</b>
<b>Other Comprehensive Income</b>						
<i>Items that will not be reclassified to net result</i>						
Net increase / (decrease) in property, plant and equipment asset revaluation reserve	10	(46,911)	-	-	(46,911)	-
<b>Total Other Comprehensive Income</b>		<b>(46,911)</b>	<b>-</b>	<b>-</b>	<b>(46,911)</b>	<b>-</b>
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>(45,581)</b>	<b>1,799</b>	<b>3,406</b>	<b>(45,581)</b>	<b>3,406</b>

The accompanying notes form part of these financial statements.

AUSTRALIAN MUSEUM TRUST

Financial Statements 2015-16

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016

	Notes	Consolidated Entity			Parent Entity	
		Actual	Budget	Actual	Actual	Actual
		2016	2016	2015	2016	2015
		\$'000	\$'000	\$'000	\$'000	\$'000
<b>ASSETS</b>						
<b>Current Assets</b>						
Cash and cash equivalents	6	15,805	12,143	15,623	15,805	15,623
Receivables	7	1,068	1,387	951	1,068	951
Inventories	8	348	160	156	348	156
<b>Total Current Assets</b>		<b>17,221</b>	<b>13,690</b>	<b>16,730</b>	<b>17,221</b>	<b>16,730</b>
<b>Non-Current Assets</b>						
Property plant and equipment	10					
- Land and buildings		176,586	230,235	228,076	176,586	228,076
- Plant and equipment		43,983	39,691	41,016	43,983	41,016
- Collections		485,159	485,073	485,153	485,159	485,153
Total Property Plant and Equipment		705,728	754,999	754,245	705,728	754,245
Intangible assets	10(a)	380	140	211	380	211
<b>Total Non-Current Assets</b>		<b>706,108</b>	<b>755,139</b>	<b>754,456</b>	<b>706,108</b>	<b>754,456</b>
<b>Total Assets</b>		<b>723,329</b>	<b>768,829</b>	<b>771,186</b>	<b>723,329</b>	<b>771,186</b>
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
Payables	11	2,869	2,833	4,293	5,214	7,540
Provisions	12	2,345	3,268	3,203	-	-
<b>Total Current Liabilities</b>		<b>5,214</b>	<b>6,101</b>	<b>7,496</b>	<b>5,214</b>	<b>7,540</b>
<b>Non-Current Liabilities</b>						
Provisions	12	-	-	44	-	-
Other	13	50	-	-	50	-
<b>Total Non-Current Liabilities</b>		<b>50</b>	<b>-</b>	<b>44</b>	<b>50</b>	<b>-</b>
<b>Total Liabilities</b>		<b>5,264</b>	<b>6,101</b>	<b>7,540</b>	<b>5,264</b>	<b>7,540</b>
<b>Net Assets</b>		<b>718,065</b>	<b>762,728</b>	<b>763,646</b>	<b>718,065</b>	<b>763,646</b>
<b>EQUITY</b>						
Accumulated funds		550,525	548,277	549,195	550,525	549,195
Reserves		167,540	214,451	214,451	167,540	214,451
<b>Total Equity</b>		<b>718,065</b>	<b>762,728</b>	<b>763,646</b>	<b>718,065</b>	<b>763,646</b>

The accompanying notes form part of these financial statements.



## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2016

CONSOLIDATED AND PARENT ENTITY	Notes	Accumulated Funds \$'000	Asset Revaluation Reserve \$'000	Total Equity \$'000
Balance at 1 July 2015		549,195	214,451	763,646
Net result for the year		1,330	-	1,330
Other comprehensive income:				
Net increase / (decrease) in property, plant and equipment		-	(46,911)	(46,911)
Total other comprehensive income		-	(46,911)	(46,911)
Balance at 30 June 2016		550,525	167,540	718,065
Balance at 1 July 2014		545,789	214,451	760,240
Net result for the year		3,406	-	3,406
Other comprehensive income:				
Net increase / (decrease) in property, plant and equipment		-	-	-
Total other comprehensive income		-	-	-
Total comprehensive income for the year		3,406	-	3,406
Balance at 30 June 2015		549,195	214,451	763,646

The accompanying notes form part of these financial statements

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2016

	Notes	Consolidated Entity			Parent Entity	
		Actual 2016 \$'000	Budget 2016 \$'000	Actual 2015 \$'000	Actual 2016 \$'000	Actual 2015 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>						
Payments						
Personnel services		-	-	-	(26,131)	(22,656)
Employee related		(26,131)	(24,082)	(22,656)	-	-
Grants and subsidies		(429)	(87)	(180)	(429)	(180)
Other		(17,259)	(15,563)	(12,340)	(17,259)	(12,340)
<b>Total Payments</b>		<b>(43,819)</b>	<b>(39,732)</b>	<b>(35,176)</b>	<b>(43,819)</b>	<b>(35,176)</b>
Sale of goods and services		7,472	8,486	10,046	7,472	10,046
Interest received		309	-	526	309	526
Grants and contributions		35,285	30,456	32,045	35,285	32,045
Other		5,743	7,139	4,009	5,743	4,009
<b>Total Receipts</b>		<b>48,809</b>	<b>46,081</b>	<b>46,626</b>	<b>48,809</b>	<b>46,626</b>
<b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>	15	<b>4,990</b>	<b>6,349</b>	<b>11,450</b>	<b>4,990</b>	<b>11,450</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>						
Advance repayments received		-	-	499	-	499
Purchases of land and buildings, plant and equipment and collections		(4,479)	(6,041)	(7,424)	(4,479)	(7,424)
Purchases of intangible assets		(343)	-	(24)	(343)	(24)
Proceeds from sale of plant and equipment		14	-	45	14	45
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>		<b>(4,808)</b>	<b>(6,041)</b>	<b>(6,904)</b>	<b>(4,808)</b>	<b>(6,904)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>						
Repayment of borrowings and advances		-	-	(499)	-	(499)
Other		-	-	-	-	-
<b>NET CASH FLOWS FROM FINANCING ACTIVITIES</b>		<b>-</b>	<b>-</b>	<b>(499)</b>	<b>-</b>	<b>(499)</b>
<b>NET INCREASE/(DECREASE) IN CASH</b>		<b>182</b>	<b>308</b>	<b>4,047</b>	<b>182</b>	<b>4,047</b>
Opening cash and cash equivalents		15,623	11,835	11,576	15,623	11,576
<b>CLOSING CASH AND CASH EQUIVALENTS</b>	6	<b>15,805</b>	<b>12,143</b>	<b>15,623</b>	<b>15,805</b>	<b>15,623</b>

The accompanying notes form part of these financial statements.





1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting entity

The Australian Museum Trust (the Trust) is a NSW government entity which 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 financial statements are consolidated as part of the NSW Total State Sector Accounts.

The Australian Museum Trust Staff (AMS) Agency is an entity created by Administrative Order on 24th February 2014 under the Government Sector Employment Act 2013 (GSE Act). The objective of the AMS is to provide personnel services to the parent entity, the Australian Museum Trust. AMS commenced operation on 24 February 2014 when it assumed responsibility for the employees and employee-related liabilities of the former employer, the Department of Trade & Investment, Regional Infrastructure & Services (DTIRIS).

The Trust as a reporting entity, comprises the entity under its control, namely: The Australian Museum Trust Staff Agency.

In the process of preparing the consolidated financial statements for the economic entity, consisting of the controlling and controlled entity, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.

These financial statements for the year ended 30 June 2016 have been authorised for issue by the Director and Trust President on 4 October 2016.

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 2015
- the Financial Reporting Directions published in the Financial Reporting Code for NSW General Government Sector Entities or issued by the Treasurer and
- the requirements of the Australian Charities and Not-for-Profits Commission Act 2012.

The financial statements are prepared on a historical cost basis, except for property, plant and equipment which are 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. Judgements, 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.

(d) Revenue 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 revenue are discussed below.

(i) Grants and Contributions

Grants and contributions include donations and grants from the Department of Justice (DOJ). They are generally recognised as revenue 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

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

(iii) Rendering of Services

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

(iv) Investment Revenue

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

(e) Employee benefits and other provisions

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

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

It is unlikely that the annual leave benefit will be settled wholly before 12 months after the end of the annual reporting period. As a result, annual leave is likely to be a long term employee benefit which the Standard requires to be measured at present value.

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 annual leave.

However, the impact of reclassification from a short-term (undiscounted) employee benefit to a long-term employee benefit (present value) is immaterial. Actuarial advice supports the view that the impact of inflation and discounting is immaterial to annual leave.

As per the Treasury Circular (NSW TC 15/09) the annual leave-on-annual leave liability is calculated at a factor of 7.9% on the nominal value of annual 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.

(ii) Consequential On-costs

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

(iii) Long Service Leave and Superannuation

The Crown assumes the liabilities for long service leave (LSL), excluding certain on-costs and defined benefit superannuation. The AMS and the Trust do not recognise LSL and defined superannuation liabilities in the financial statements. Consequently, AMS and the Trust accounts for the equivalent expense and equivalent revenue in its financial statements for the liabilities assumed by the Crown, based on certain factors and Treasury calculations, as outlined in NSW TC 15/09.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors for employees with five or more years of service using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasury Circular NSW TC 14/05. 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.

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

(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)**

Income, 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**

Assets acquired are initially recognised at cost. 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 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 price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

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

**(i) Capitalisation Thresholds**

Property, plant and equipment and intangible assets costing \$5,000 and above individually are capitalised. Computer related assets costing individually \$5,000 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 NSW TPP 14/01. This policy adopts fair value in accordance with AASB 116 Property, Plant and Equipment and AASB 13 Fair Value Measurement.

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 based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs.

The Trust revalues land and buildings at least every three 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 of land & building was completed on 30 June 2016 and was based on an independent assessment.

Collection assets are revalued at least every five years by an external valuer. The last revaluation was on 30 June 2013.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as an approximation of fair value. The Trust has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

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

For other assets, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are credited directly to the asset revaluation surplus, 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 net result, the increment is recognised immediately as revenue in the net result.

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

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 surplus 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.

**(ii) Collections**

The last valuation of Collections was undertaken at 30 June 2013. The decrease in the value of assets is firstly debited directly to the asset revaluation surplus for that class of assets and the remaining is expensed through the statement of comprehensive income. The Trust's Capitalisation Policy allows for the timely capitalisation of items where a direct purchase is involved, more items are registered 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, 're-collection cost' is used. This latter method uses the specialised expertise of Museum collection management staff. The 're-collection cost' methodology attributes a derived average unit cost by collection type and extrapolates a total value for those items where a ready market does not exist. Average costs vary within collection categories. Re-collection cost is based on an estimate of the current gross replacement cost of the assets, less allowance for obsolescence. Acquisition of collection items are recorded at cost when purchased.

**(iii) Collections Not Able to be Reliably Measured**

Heritage assets and scientific collections are defined as those non-current physical assets that the Trust intends to preserve because of their unique historical, cultural or environmental attributes. These assets are primarily used for display, share and research purposes. The re-collection costs determined by management are based on registered collection material. The Trust has determined that unregistered collection items are carried at nil value as they cannot be reliably measured due to the lack of historical records supporting the quantities and identification of those assets.

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

As a not-for-profit entity with no cash generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. As property, plant and equipment is carried at fair value, impairment can only arise in the rare circumstances where the costs of disposal are material. Specifically, impairment is unlikely for not-for-profit entities given that AASB 136 modifies the recoverable amount test for non-cash generating assets of not-for-profit entities to the higher of fair value less costs of disposal and depreciated replacement cost, where depreciated replacement cost is also fair value.

**(l) 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 depreciable amount of each asset as it is consumed over its useful life to its estimated residual value.

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

All material identifiable component assets are depreciated separately over their 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 Trust's lease of land on the island will be renewed.

	<p>The useful life for each property, plant and equipment asset category is as follows:</p> <p>Buildings 15 - 120 years Plant and Equipment 3 - 10 years Vehicles 6 - 7 years Vessels 6 - 7 years</p> <p>Permanent exhibitions are depreciated on a straight-line basis based on their expected useful life, with a maximum life for depreciation purposes not exceeding 10 years.</p>
(m)	<p><b>Major Inspection Costs</b></p> <p>When each major inspection is performed the labour cost of performing major inspection for faults is recognised in the carrying amount of an asset as a replacement of a part, if recognition criteria are satisfied.</p>
(n)	<p><b>Restoration Costs</b></p> <p>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>
(o)	<p><b>Maintenance</b></p> <p>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.</p>
(p)	<p><b>Leased Assets</b></p> <p>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 does not transfer substantially all the risks and benefits.</p> <p>Where a non-current asset is acquired by means of a finance lease, at the commencement of the lease term, the asset is recognised at its fair value or, if lower, the present value of the minimum lease payments, at the inception of the lease. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.</p> <p>Operating lease payments are charged to the statement of comprehensive income in the periods in which they are incurred. The Trust does not have any assets subject to finance leases.</p>
(q)	<p><b>Intangible Assets</b></p> <p>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.</p> <p>All research costs are expensed. Development costs are only capitalised when certain criteria are met.</p> <p>Intangible assets are subsequently measured at fair value only if there is an active market. If there is no active market, the assets are carried at cost less any accumulated amortisation. The useful lives of intangible assets are assessed to be finite. Intangible assets (software) are amortised using the straight line method over a period of 3 to 5 years. Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than the carrying amount, the carrying amount is reduced to the recoverable amount and the reduction is recognised as an impairment loss.</p>
(r)	<p><b>Financial Instruments</b></p> <p>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.</p>
(i)	<p><b>Cash and Cash Equivalents</b></p> <p>Cash and cash equivalents are comprised of cash on hand and bank balances with the Westpac Bank, term deposits with the National Australia Bank Limited 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. Interest revenues are recognised as they accrue.</p>

(ii)	<p><b>Investments</b></p> <p>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.</p> <p><b>Fair value through profit or loss</b> - The Trust subsequently measures investments classified as 'held for trading' or designated upon initial recognition "at fair value through profit or loss" at fair value. Financial assets are classified as 'held for trading' if they are acquired for the purpose of selling near the term. Derivatives are also classified as held for trading. Gains or losses on these assets are recognised in the net result for the year.</p> <p>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.</p> <p>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'.</p>
(iii)	<p><b>Impairment of Financial Assets</b></p> <p>All financial assets, except those measured at fair value through profit and loss, are subject to an annual review for impairment. An allowance for impairment is established when there is objective evidence that the entity will not be able to collect all amounts due.</p> <p>For financial assets carried at amortised cost, the amount of the allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the impairment loss is recognised in the net result for the year.</p> <p>When an available-for-sale financial asset is impaired, the amount of the cumulative loss is removed from equity and recognised in the net result for the year, based on the difference between the acquisition cost (net of any principal repayment and amortisation) and current fair value, less any impairment loss previously recognised in the net result for the year.</p> <p>Any reversals of impairment losses are reversed through the net result for the year, where there is objective evidence. However, reversals of impairment losses on an investment in an equity instrument classified as 'available-for-sale' must be made through the revaluation surplus. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there not been an impairment loss.</p>
(iv)	<p><b>Derecognition of Financial Assets and Financial Liabilities</b></p> <p>A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the entity transfers the financial asset:</p> <p>-where substantially all the risks and rewards have been transferred or -where the entity has not transferred substantially all the risks and rewards, if the entity has not retained control.</p> <p>Where the entity has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the entity's continuing involvement in the asset.</p> <p>A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires.</p>
(s)	<p><b>Loans and Receivables</b></p> <p>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 recognised in the net result 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.</p> <p>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.</p>

**(t) 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 Trust 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.

**(u) Other Assets**

Other assets are recognised on a historic cost basis.

**(v) Payables**

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

**(w) 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 net result for the year on derecognition.

**(x) 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 2016 and at 30 June 2015.

**(y) Fair Value Hierarchy**

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13, the Trust categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 – quoted prices in active markets for identical assets / liabilities that the Trust can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The Trust recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

**(z) Changes in Accounting Policy, Including New or Revised Australian Accounting Standards****Effective for the first time in 2015-16**

The accounting policies applied in 2015-16 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2015-16. The adoption of new standards did not have any material impact on Trust's financial statements.

- AASB 2013-9 (Part C), AASB 2014-1 (Part E) and AASB 2014-8 regarding amendments to AASB 9 Financial Instruments
- AASB 2015-3 regarding withdrawal of AASB 1031 Materiality

**Issued but not yet effective**

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective. It is considered that the adoption of these standards will not have any material impact on the Trust's financial statements.

- AASB 9 and AASB 2014-7 regarding financial instruments
- AASB 14 and AASB 2014-1(Part D) regarding Regulatory Deferral Accounts
- AASB 15, AASB 2014-5 and AASB 2015-8 regarding Revenue from Contracts with Customers
- AASB 1056 Superannuation Entities
- AASB 1057 and AASB 2015-9 Applications of Australian Accounting Standards
- AASB 2014-3 regarding accounting for acquisitions of interests in joint operations
- AASB 2014-4 regarding acceptable methods of depreciation and amortization

- AASB 2014-6 regarding bearer plants
- AASB 2014-9 regarding equity method in separate financial statements
- AASB 2014-10 and AASB 2015-10 regarding sale or contribution of assets between and investor and its associate or joint venture
- AASB 2015-1 regarding annual improvements to Australian Accounting Standards 2012-2014 cycle
- AASB 2015-2 regarding amendments to AASB 101 disclosure initiatives
- AASB 2015-5 Amendments to Australian Accounting Standards - Investment Entities: Applying the Consolidation Exemption
- AASB 2015-6 regarding amendments to Australian accounting standards - extending related party disclosures to not-for-profit public sector entities
- AASB 2015-7 regarding amendments to Australian accounting standards - fair value disclosures of not-for-profit public sector entities

**(aa) Taxation Status**

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

**(bb) Trustee Benefits**

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

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

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

**(dd) Borrowing Costs**

Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector entities.

**(ee) Equity and Reserves****(i) Revaluation Surplus**

The revaluation surplus 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 (j).

**(ii) Accumulated Funds**

The category 'Accumulated Funds' includes all current and prior period retained funds.

**(ff) Budgeted Amounts**

The budgeted amounts are drawn from the original budgeted financial statements presented to the Parliament in respect of the reporting period. Other amendments made to the budget are not reflected in the budgeted amounts.

**(gg) 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 EXCLUDING LOSSES**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>(a) Personnel Services Expenses</b>				
Salaries and wages (including annual leave)	-	-	17,313	19,674
Superannuation – defined benefit plans	-	-	281	287
Superannuation – defined contribution plans	-	-	1,475	1,596
Payroll tax and fringe benefits tax	-	-	1,124	1,209
Long service leave	-	-	212	935
Workers' compensation insurance	-	-	389	216
Redundancy	-	-	4,486	176
Other	-	-	13	2
	<b>-</b>	<b>-</b>	<b>25,293</b>	<b>24,095</b>
<b>(b) Employee Related Expenses<sup>1</sup></b>				
Salaries and wages (including annual leave)	17,313	19,674	-	-
Superannuation – defined benefit plans	281	287	-	-
Superannuation – defined contribution plans	1,475	1,596	-	-
Payroll tax and fringe benefits tax	1,124	1,209	-	-
Long service leave	212	935	-	-
Workers' compensation insurance	389	216	-	-
Redundancy	4,486	176	-	-
Other	13	2	-	-
	<b>25,293</b>	<b>24,095</b>	<b>-</b>	<b>-</b>

Employee related cost that have been capitalised in fixed asset accounts and therefore excluded from the above: \$398,000 (2015: \$516,000).

<sup>1</sup> Including the amount assumed by the Crown for long service leave and superannuation defined benefit plans expenses of \$647,000 (2015: \$1,193,000).

**(c) Other Operating Expenses**

Auditor's remuneration (Audit Office of NSW) – audit of the financial statements	91	90	91	90
Auditor's remuneration – Internal Audit	36	45	36	45
Operating lease rental expense:				
-minimum lease payments	61	98	61	98
Staff development	76	64	76	64
Maintenance <sup>1</sup>	1,863	1,699	1,863	1,699
Electricity, gas & water	760	818	760	818
Insurance	422	431	422	431
Cleaning	664	606	664	606
Contractors	4,251	3,071	4,251	3,071
Consultants*	528	78	528	78
Exhibition	813	1,140	813	1,140

(Continued onto next page)

**EXPENSES EXCLUDING LOSSES (continued)**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>(c) Other Operating Expenses (continued)</b>				
Marketing & promotions	1,091	916	1,091	916
Cost of sales	499	747	499	747
Minor plant & equipment	240	134	240	134
Printing, books, journals & subscriptions	361	341	361	341
Fleet leasing & fuel	162	192	162	192
Freight	130	252	130	252
Travel	439	465	439	465
Post & telephone	177	205	177	205
Licenses and computers	918	340	918	340
Other	929	539	929	539
	<b>14,511</b>	<b>12,271</b>	<b>14,511</b>	<b>12,271</b>
<b>Maintenance Expenses</b>				
<sup>1</sup> Maintenance expense, as above	1,863	1,699	1,863	1,699
Employee related expense included in Note 2(b)	625	579	625	579
<b>Total Maintenance expenses included in Note 2(b) + 2(c)</b>	<b>2,488</b>	<b>2,278</b>	<b>2,488</b>	<b>2,278</b>

\*A 'consultant' is a person or organisation engaged under contract on a temporary basis to provide recommendations or high level specialist or professional advice to assist decision-making by management. Generally it is the advisory nature of the work that differentiates a consultant from other contractors.

**(d) Depreciation and Amortisation Expense**

Depreciation				
-Buildings	1,284	1,054	1,284	1,054
-Plant and equipment	4,782	4,595	4,782	4,595
Amortisation				
-Intangible assets	173	101	173	101
	<b>6,239</b>	<b>5,750</b>	<b>6,239</b>	<b>5,750</b>

**(e) Grants and Subsidies**

Visiting fellowships	134	160	134	160
Other grants	295	20	295	20
	<b>429</b>	<b>180</b>	<b>429</b>	<b>180</b>

**(f) Finance Costs**

Unwinding discount	-	28	-	28
	<b>-</b>	<b>28</b>	<b>-</b>	<b>28</b>





**3 REVENUE**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>(a) Sale of Goods and Services</b>				
Shop sales	870	1,131	870	1,131
Rendering of services	3,361	4,686	3,361	4,686
Admission fees	3,360	4,054	3,360	4,054
	<b>7,591</b>	<b>9,871</b>	<b>7,591</b>	<b>9,871</b>
<b>(b) Investment Revenue</b>				
TCorp Hour-Glass investment facility	24	72	24	72
Interest	308	354	308	354
	<b>332</b>	<b>426</b>	<b>332</b>	<b>426</b>

**4(a) GAIN / (LOSS) ON DISPOSAL**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>Gain / (loss) on disposal of property, plant and equipment</b>				
Proceeds from disposal of plant and equipment	14	45	14	45
Carrying value of assets disposed	(20)	(349)	(20)	(349)
<b>Net gain / (loss) on disposal of property, plant and equipment</b>	<b>(6)</b>	<b>(304)</b>	<b>(6)</b>	<b>(304)</b>

**4(b) OTHER GAINS / (LOSSES)**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Write-down of inventories	(16)	(9)	(16)	(9)
Allowance for impairment of receivables	(2)	(8)	(2)	(8)
<b>Net other gains / (losses)</b>	<b>(18)</b>	<b>(17)</b>	<b>(18)</b>	<b>(17)</b>

**5 GRANTS AND CONTRIBUTIONS**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
For conditions on Grants and Contributions see Note 9.				
Recurrent grants from State Government	23,840	23,108	23,840	23,108
Capital grants from State Government	6,041	8,341	6,041	8,341
Scientific research from Federal Government	918	592	918	592
State Government grants (for redundancy payments)	4,486	-	4,486	-
Other grants	1,053	734	1,700	1,927
Donations	754	916	754	916
Sponsorships	2,164	870	2,164	870
	<b>39,256</b>	<b>34,561</b>	<b>39,903</b>	<b>35,754</b>

**5(a) ACCEPTANCE BY THE CROWN ENTITY OF EMPLOYEE BENEFITS AND OTHER LIABILITIES**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Superannuation-defined benefits	281	287	-	-
Long service leave	351	883	-	-
Payroll tax	15	23	-	-
	<b>647</b>	<b>1,193</b>	<b>-</b>	<b>-</b>



**6 CURRENT ASSETS - CASH AND CASH EQUIVALENTS**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Cash at bank and on hand	676	4,789	676	4,789
Short term deposits	15,129	7,000	15,129	7,000
TCorp Hour-Glass cash facility	-	3,834	-	3,834
<b>Closing cash and cash equivalents (per statement of cash flows)</b>	<b>15,805</b>	<b>15,623</b>	<b>15,805</b>	<b>15,623</b>

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

The Trust has the following banking facility

MasterCard facility (Total credit limit)	500	500	500	500
--	-----	-----	-----	-----

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

Refer Note 16 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

**7 CURRENT ASSETS - RECEIVABLES**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Sale of goods and services	772	582	772	582
Less: Allowance for impairment	(16)	(14)	(16)	(14)
Accrued revenue	41	18	41	18
Prepayments	101	150	101	150
Other debtors	-	71	-	71
GST receivables	170	144	170	144
	<b>1,068</b>	<b>951</b>	<b>1,068</b>	<b>951</b>

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>Movement in the allowance for impairment</b>				
Balance at 1 July	(14)	(11)	(14)	(11)
Amounts written off during the year		(14)	-	(14)
Amounts recovered during the year	14	6	14	6
Decrease/ (increase) in allowance recognised in statement of comprehensive income	(16)	5	(16)	5
<b>Balance at 30 June</b>	<b>(16)</b>	<b>(14)</b>	<b>(16)</b>	<b>(14)</b>

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 16.



**8 CURRENT / NON-CURRENT ASSETS - INVENTORIES**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Held for resale:				
Stock on hand- at cost	348	218	348	218
Less: Allowance for impairment	-	(62)	-	(62)
	<b>348</b>	<b>156</b>	<b>348</b>	<b>156</b>

**9 CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS**

The Trust 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.

Unexpended balances for all grant projects at year end were:

Scientific Research - Federal Government Grants	323	351	323	351
Other grants	3,779	3,145	3,779	3,145
	<b>4,102</b>	<b>3,496</b>	<b>4,102</b>	<b>3,496</b>

**10 NON-CURRENT ASSETS- PROPERTY, PLANT AND EQUIPMENT (CONSOLIDATED AND PARENT ENTITY)**

	Land	Buildings	Plant & Equipment	Collections	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>At 30 June 2016</b>					
<b>Fair Value</b>					
Gross carrying amount	38,565	192,850	110,920	485,159	827,494
Accumulated depreciation and impairment	-	(54,829)	(66,937)	-	(121,766)
<b>Net Carrying Amount</b>	<b>38,565</b>	<b>138,021</b>	<b>43,983</b>	<b>485,159</b>	<b>705,728</b>
<b>At 1 July 2015</b>					
<b>Fair Value</b>					
Gross carrying amount	35,500	201,170	97,485	485,153	819,308
Accumulated depreciation and impairment	-	(8,594)	(56,469)	-	(65,063)
<b>Net Carrying Amount</b>	<b>35,500</b>	<b>192,576</b>	<b>41,016</b>	<b>485,153</b>	<b>754,245</b>

**Reconciliation**

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

	Land	Buildings	Plant & Equipment	Collections	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Year Ended 30 June 2016</b>					
Net carrying amount at start of the year	35,500	192,576	41,016	485,153	754,245
Net revaluation increment/ (decrement)	3,065	(56,819)	6,843	-	(46,911)
Additions	-	3,548	926	6	4,480
Disposals	-	-	(20)	-	(20)
Depreciation expenses	-	(1,284)	(4,782)	-	(6,066)
<b>Net Carrying Amount at End of Year</b>	<b>38,565</b>	<b>138,021</b>	<b>43,983</b>	<b>485,159</b>	<b>705,728</b>

Further details regarding the fair value measurement of property, plant and equipment are disclosed in Note 10 (b).





**10 NON-CURRENT ASSETS- PROPERTY, PLANT AND EQUIPMENT (Continued)**

	Land \$'000	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
<b>At 30 June 2015</b>					
<b>Fair Value</b>					
Gross carrying amount	35,500	201,170	97,485	485,153	819,308
Accumulated depreciation and impairment	-	(8,594)	(56,469)	-	(65,063)
<b>Net Carrying Amount</b>	<b>35,500</b>	<b>192,576</b>	<b>41,016</b>	<b>485,153</b>	<b>754,245</b>
<b>At 1 July 2014</b>					
<b>Fair Value</b>					
Gross carrying amount	35,500	199,284	94,616	485,019	814,419
Accumulated depreciation and impairment	-	(8,027)	(53,394)	-	(61,421)
<b>Net Carrying Amount</b>	<b>35,500</b>	<b>191,257</b>	<b>41,222</b>	<b>485,019</b>	<b>752,998</b>

**Reconciliation**

	Land \$'000	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
<b>Year Ended 30 June 2015</b>					
Net carrying amount at start of the year	35,500	191,257	41,222	485,019	752,998
Additions	-	2,672	4,439	134	7,245
Disposals	-	(299)	(50)	-	(349)
Depreciation expenses	-	(1,054)	(4,595)	-	(5,649)
<b>Net Carrying Amount at End of Year</b>	<b>35,500</b>	<b>192,576</b>	<b>41,016</b>	<b>485,153</b>	<b>754,245</b>

**Revaluation**

The Trust's land and buildings are valued externally every three years based on market value or, where there is a lack of market based evidence, replacement cost. A valuation for land, buildings and site improvements was undertaken at 30 June 2016.

Collections assets are revalued at least every five years by an external valuer. The last valuation was on 30 June 2013.

**Collections materials not able to be reliably measured**

The re-collection costs are based on registered collection material.

**10(a) INTANGIBLE ASSETS- SOFTWARES (CONSOLIDATED AND PARENT ENTITY)**

	2016 \$'000	2015 \$'000
<b>At 30 June</b>		
Cost (gross carrying amount)	769	426
Accumulated amortisation and impairment	(389)	(215)
<b>Net Carrying Amount</b>	<b>380</b>	<b>211</b>
<b>Year Ended 30 June</b>		
Net carrying amount at start of year	211	108
Additions (acquired)	342	204
Amortisation	(173)	(101)
<b>Net Carrying Amount at End of Year</b>	<b>380</b>	<b>211</b>



**10(b) FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS****Fair value hierarchy  
2016**

	Level 1	Level 2	Level 3	Total fair value
	\$'000	\$'000	\$'000	\$'000
Land & buildings	-	38,565	138,021	<b>176,586</b>
Plant and equipment	-	11,157	32,826	<b>43,983</b>
Collections	-	309,100	176,059	<b>485,159</b>
	-	<b>358,822</b>	<b>346,906</b>	<b>705,728</b>

**Fair value hierarchy  
2015**

	Level 1	Level 2	Level 3	Total fair value
Land & buildings	-	35,500	192,576	<b>228,076</b>
Plant and equipment	-	-	25,983	<b>25,983</b>
Collections	-	309,094	176,059	<b>485,153</b>
	-	<b>344,594</b>	<b>394,618</b>	<b>739,212</b>

There were no transfers between Level 1 or 2 during the year 2015 and 2016.

**Valuation techniques, inputs and processes:**

The Trust uses the following hierarchy for disclosing the fair value of Land, Buildings and Collection Assets by valuation technique:

- Level 1 – Derived from quoted prices in active markets for identical assets/liabilities.
- Level 2 – Derived from inputs other than quoted prices that are observable directly or indirectly.
- Level 3 – Derived from valuation techniques that include inputs for the asset/liability not based on observable market data (unobservable inputs).

The fair value of land and buildings is determined from market-based evidence. Fair value is measured having regard to the 'highest and best use' only when there exist feasible alternative uses in the existing natural, legal, financial and socio-political environment and the alternative users are feasible within the near future. Where there are natural, legal, financial or socio-political restrictions on use and disposal of an asset, such that there is no alternative use in the relatively near future, such an asset should be valued at fair value for its existing use. When establishing the fair value of the land, 'value in use' has been taken into account. The land has been valued by external valuer using the direct comparison approach as of 30 June 2016. The market evidence is of transactions of land within Sydney CBD and fringe commercial areas. The fair value of Building was measured by its replacement cost. The Heritage Building has been valued based on the external valuation report as of June 2016.

Collection assets were independently valued as at 30 June 2013 for the cultural and natural history collections and for the library and archives collections. Other registered collection items were internally valued using the expertise of collection management personnel to estimate the recollection cost.

**10(c) RECONCILIATION OF LEVEL 3 FAIR VALUE****2016**

	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
<b>Fair value as at 1 July 2015</b>	<b>192,576</b>	<b>25,983</b>	<b>176,059</b>	<b>394,618</b>
Additions (disposals)	3,548	-	-	<b>3,548</b>
Depreciation	(1,284)	-	-	<b>(1,284)</b>
<b>Subtotal</b>	<b>194,840</b>	<b>25,983</b>	<b>176,059</b>	<b>396,882</b>
Revaluation	(56,819)	6,843	-	<b>(49,976)</b>
<b>Subtotal</b>	<b>(56,819)</b>	<b>6,843</b>	<b>-</b>	<b>(49,976)</b>
<b>Closing balance</b>	<b>138,021</b>	<b>32,826</b>	<b>176,059</b>	<b>346,906</b>

**2015**

	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
<b>Fair value as at 1 July 2014</b>	<b>-</b>	<b>-</b>	<b>176,059</b>	<b>176,059</b>
Transfers in (out) of level 3	192,576	25,983	-	<b>218,559</b>
<b>Subtotal</b>	<b>192,576</b>	<b>25,983</b>	<b>176,059</b>	<b>394,618</b>
Gains or losses recognised in other economic flows – other comprehensive income	-	-	-	-
Revaluation	-	-	-	-
<b>Subtotal</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Closing balance</b>	<b>192,576</b>	<b>25,983</b>	<b>176,059</b>	<b>394,618</b>

**11 CURRENT LIABILITIES - PAYABLES**

	Consolidated Entity		Parent Entity	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Creditors	233	697	233	697
Sundry accruals	1,690	1,787	1,690	1,787
Unearned revenue	813	1,091	813	1,091
Personnel services expenses payable	111	105	-	-
Payable to personnel services providers:				
-Accrued salaries, wages and on-costs	22	613	-	-
-Personnel services expenses	-	-	2,478	3,965
	<b>2,869</b>	<b>4,293</b>	<b>5,214</b>	<b>7,540</b>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 16.



**12 CURRENT/NON-CURRENT LIABILITIES - PROVISIONS**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
<b>Employee benefits and related on-costs</b>				
Recreation leave	1,689	2,367	-	-
Long service leave	656	836	-	-
	<b>2,345</b>	<b>3,203</b>	-	-
<b>Non-Current</b>				
<b>Employee benefits and related on-costs</b>				
Long service leave	-	44	-	-
	<b>-</b>	<b>44</b>	-	-
<b>Aggregate employee benefits and related on-costs</b>				
Provisions – current	2,345	3,203	-	-
Accrued salaries, wages and on-costs (Note 11)	22	613	-	-
	<b>2,367</b>	<b>3,816</b>	-	-
Provisions – non-current	-	44	-	-
	<b>2,367</b>	<b>3,860</b>	-	-

**13 NON-CURRENT LIABILITIES - OTHER**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Security deposit	50	-	50	-
	<b>50</b>	<b>-</b>	<b>50</b>	<b>-</b>

**14 COMMITMENTS FOR EXPENDITURE**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>(a) Capital Commitments</b>				
Aggregate expenditure for the acquisition of capital equipment/projects contracted for at balance date but not provided for:				
Not later than one year	12	1,637	12	1,637
<b>Total (including GST)</b>	<b>12</b>	<b>1,637</b>	<b>12</b>	<b>1,637</b>
<b>(b) Operating Lease Commitments</b>				
Future non-cancellable operating lease rentals not provided for and payable				
Not later than one year	77	77	77	77
Later than one year and not later than five years	42	35	42	35
<b>Total (including GST)</b>	<b>119</b>	<b>112</b>	<b>119</b>	<b>112</b>

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland government. The current lease expires in 2036.

The total commitments above include GST input tax credits of \$12,000 (2015: \$159,000) that are expected to be recoverable from the Australian Taxation Office.



**15 RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT**

	Consolidated Entity		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
<b>Reconciliation</b>				
Net Cash Flows used on operating activities	4,990	11,450	4,990	11,450
Depreciation and amortisation	(6,238)	(5,750)	(6,238)	(5,750)
Allowance for impairment	(2)	(3)	(2)	(3)
(Increase)/ decrease in provisions	902	(184)	902	(184)
(Increase)/ decrease in payables	1,424	(1,261)	1,424	(1,261)
(Increase)/ decrease in other long term payables	(50)		(50)	
(Decrease)/ increase in receivables and other assets	119	(377)	119	(377)
Gain/ (loss) on disposal of plant & equipment	(6)	(304)	(6)	(304)
(Decrease)/ increase in inventory	192	(165)	192	(165)
<b>Net Result</b>	<b>1,330</b>	<b>3,406</b>	<b>1,330</b>	<b>3,406</b>

**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) have 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

**16(a) FINANCIAL INSTRUMENTS (continued)**

			Consolidated Entity		Parent Entity	
			2016	2015	2016	2015
			\$'000	\$'000	\$'000	\$'000
	Notes	Category	Carrying Amount	Carrying Amount	Carrying Amount	Carrying Amount
<b>Financial Instrument Categories</b>						
<b>Financial Assets</b>						
<b>Class:</b>						
Cash and cash equivalents	6	N/A	15,805	15,623	15,805	15,623
Receivables <sup>1</sup>	7	Loans and receivables (at amortised cost)	813	671	813	671
Other financial assets	7(a)	At fair value through profit or loss	-	-	-	-
<b>Financial Liabilities</b>						
Payables <sup>2</sup>	11	Financial liabilities measured at amortised cost	1,945	3,097	4,401	6,449
Other	13	Financial liabilities measured at amortised cost	50	-	50	-

**Notes**

1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).

2. Excludes statutory payables and 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 monthly. 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 98% (98% 2015) of the total trade debtors. There are no debtors which are currently 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 <sup>1,2</sup>	Past due but not impaired <sup>1,2</sup>	Considered impaired <sup>1,2</sup>
	\$'000	\$'000	\$'000
<b>2016</b>			
< 3 months overdue	116	116	-
3 months-6 months overdue	-	-	-
>6 months overdue	74	58	16
<b>2015</b>			
< 3 months overdue	206	206	-
3 months-6 months overdue	-	-	-
>6 months overdue	14	-	14

Notes

<sup>1</sup>. Each column in the table reports 'gross receivables'.

<sup>2</sup>. The ageing analysis excludes statutory receivables, as these are not within the scopes of AASB 7 and excludes receivables that are not past due and not impaired. Therefore, the 'total' will not reconcile to the receivables total recognised in the statement of financial position.

16 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 or Banks is negotiated initially and is fixed for the term of the deposit, while the interest rate payable on at call deposits vary. The deposits at balance date were earning an average interest rate of 2.8% p.a. (2015 – 2.9%), while over the year the weighted average interest rate was 2.71% p.a. (2015 – 3.5%). 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 year, there were no defaults of 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 NSW TC 11/12. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. NSW TC 11/12 allows the Minister to award interest for late payment. No interest was paid during the year.

**16 FINANCIAL INSTRUMENTS (continued)**

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

*Maturity Analysis and interest rate exposure of financial liabilities*

	Weighted Average Effective Int. Rate	Nominal Amount <sup>1</sup> \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non- interest bearing \$'000			
						<1 yr \$'000	1-5 yrs \$'000	>5 yrs \$'000
<b>Consolidated Entity</b>								
		<b>2016</b>						
<i>Payables:</i>								
Accrued salaries, wages and on-costs	0%	22	-	-	-	22	-	-
Creditors	0%	1,923	-	-	-	1,923	-	-
<i>Others:</i>								
Security deposit	0%	50				50		
		<b>1,995</b>	-	-	-	<b>1,995</b>	-	-
		<b>2015</b>						
<i>Payables:</i>								
Accrued salaries, wages and on-costs	0%	613	-	-	-	613	-	-
Creditors	0%	2,484	-	-	-	2,484	-	-
		<b>3,097</b>	-	-	-	<b>3,097</b>	-	-
<b>Parent Entity</b>								
		<b>2016</b>						
<i>Payables:</i>								
Creditors	0%	4,401	-	-	-	4,401	-	-
<i>Others:</i>								
Security deposit	0%	50				50		
		<b>4,451</b>	-	-	-	<b>4,451</b>	-	-
		<b>2015</b>						
<i>Payables:</i>								
Creditors	0%	6,449	-	-	-	6,405	<b>44</b>	-
		<b>6,449</b>	-	-	-	<b>6,405</b>	<b>44</b>	-

*Note*

<sup>1</sup> 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.

**16 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 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
<b>Consolidated Entity</b>	<b>2016</b>					
<b>Financial Assets</b>						
Cash and cash equivalents		15,805	(158)	(158)	158	158
Receivables		813	-	-	-	-
<b>Financial Liabilities</b>						
Payables		1,945	-	-	-	-
Other		50				
<b>Consolidated Entity</b>	<b>2015</b>					
<b>Financial Assets</b>						
Cash and cash equivalents		15,623	(156)	(156)	156	156
Receivables		671	-	-	-	-
<b>Financial Liabilities</b>						
Payables		3,097	-	-	-	-
<b>Parent Entity</b>	<b>2016</b>					
<b>Financial Assets</b>						
Cash and cash equivalents		15,805	(158)	(158)	158	158
Receivables		813	-	-	-	-
<b>Financial Liabilities</b>						
Payables		4,401	-	-	-	-
Other		50				
<b>Parent Entity</b>	<b>2015</b>					
<b>Financial Assets</b>						
Cash and cash equivalents		15,623	(156)	(156)	156	156
Receivables		671	-	-	-	-
<b>Financial Liabilities</b>						
Payables		6,449	-	-	-	-

**16 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:

Consolidated Entity Facility	Investment Sectors	Investment Horizon	2016 \$'000	2015 \$'000
Cash facility	Cash, money market instruments	Up to 1.5 years	-	3,834
<b>Parent Entity Facility</b>				
Cash facility	Cash, money market instruments	Up to 1.5 years	-	3,834

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 change in 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).

		Impacts on profit/loss 2016 \$'000	Impacts on profit/loss 2015 \$'000
Consolidated and Parent Entity	Changes in unit price		
Hour Glass Investment-cash facility	+/- 1%	-	38



**16 FINANCIAL INSTRUMENTS****(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. 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.

**(f) Fair value recognised in the statement of financial position**

The Trust uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique:

- Level 1 - Derived from quoted prices in active markets for identical assets/ liabilities.
- Level 2 - Derived from inputs other than quoted prices that are observable directly or indirectly.
- Level 3 - Derived from valuation techniques that include inputs for the asset/ liability not based on observable market data (unobservable inputs).

**Consolidated and Parent Entity**

	Level 1	Level 2	Level 3	2016
	\$'000	\$'000	\$'000	\$'000
<b>Financial assets at fair value</b>				
TCorp Hour-Glass Cash Facility	-	-	-	-
	-	-	-	-
				<b>2015</b>
	Level 1	Level 2	Level 3	Total
	\$'000	\$'000	\$'000	\$'000
<b>Financial assets at fair value</b>				
TCorp Hour-Glass Cash Facility	-	3,834	-	3,834
	-	<b>3,834</b>	-	<b>3,834</b>

There were no transfers between Level 1 or 2 during the periods.

**17 NON-CASH FINANCING AND INVESTING ACTIVITIES**

Non-cash financing and investing activities represented the acceptance of personnel services cost of (consolidated) \$0.6 million (2015: \$1.2 million) by the NSW Government.

Material assistance provided to the Trust 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**

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 no material contingent assets or liabilities as at 30 June 2016 (2015: Nil)

**21 BUDGET REVIEW****Net Result**

Net cost of services is \$202,000 favourable to Treasury approved NCS. This is mainly due to additional external grants, donations and sponsorships received.

**Assets and Liabilities**

Net Assets at \$718,065,000 is lower than last year by \$45,581,000. This reflects the net revaluation decrement in fixed assets less the net result for the year.

**Cash Flows**

Net cash flows were positive at \$182,000. This reflects the excess of net operational cash flows over the net capital expenditures.

**22 SERVICE GROUP INFORMATION**

The Australian Museum Trust operates under one service group. 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.

**23 DONATIONS RECEIVED**

	2016	2015
Consolidated and Parent Entity	\$'000	\$'000
Gross proceeds from donations received	754	916

**24 EVENTS AFTER THE REPORTING PERIOD**

No significant events have occurred since the end of the reporting period which would impact the financial position of the Trust at 30 June 2016.

End of Financial Statement





PART 4B

**> FINANCIAL STATEMENTS  
AUSTRALIAN MUSEUM  
STAFF AGENCY**

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

Pursuant to Section 41C (1C) of the Public Finance and Audit Act, 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 statements exhibit a true and fair view of the financial  
position of the Australian Museum Trust as at 30 June 2016, and financial  
performance for the year then ended.
2. The financial statements have been prepared in accordance with applicable  
Australian Accounting Standards (which include Australian Accounting  
Interpretations), the Public Finance & Audit Act 1983, the Public Finance and  
Audit Regulation 2015, and the Treasurer's Directions issued by the Treasurer  
under section 9(2)(n) of the Act.

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

*Catherine Livingstone*

Catherine Livingstone AO  
President of the Trust  
Date: 04/10/2016

*Kim McKay*

Kim McKay AO  
Secretary of the Trust  
Date: 04/10/2016



INDEPENDENT AUDITOR'S REPORT  
Australian Museum Trust Staff Agency

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of the Australian Museum Trust Staff Agency (the  
Staff Agency), which comprise the statement of financial position as at 30 June 2016, 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.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Staff Agency as at 30 June 2016, and of  
its financial performance and its cash flows 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* (PF&A Act) and  
the Public Finance and Audit Regulation 2015.

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

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those  
standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements*  
section of my report.

I am independent of the Staff Agency in accordance with the auditor independence requirements of:

- Australian Auditing Standards
- ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110  
'Code of Ethics for Professional Accountants' (the Code).

I have also fulfilled my other ethical responsibilities in accordance with the Code.

The PF&A Act further promotes independence by ensuring the Auditor-General and the Audit Office of  
New South Wales are not compromised in their roles 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.

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





## PART 4B > FINANCIAL STATEMENTS

Australian Museum Trust Staff Agency

Financial Statements 2015-16

### The Director's Responsibility for the Financial Statements

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

In preparing the financial statements, the Director must assess the Staff Agency's ability to continue as a going concern unless the Staff Agency will be dissolved by an Act of Parliament or otherwise cease operations. The assessment must include, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

### Auditor's Responsibility for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A further description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>.

The description forms part of my auditor's report.

My opinion does *not* provide assurance:

- that the Staff Agency carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented.



Margaret Crawford  
Auditor-General of New South Wales

4 October 2016  
SYDNEY

### Statement of comprehensive income for the year ended 30 June 2016

	Notes	2016 \$'000	2015 \$'000
<b>EXPENSES</b>			
Salaries and wages (including recreation leave)		17,313	19,674
Superannuation		1,756	1,883
Payroll Tax and Fringe Benefit Tax		1,124	1,209
Long service leave		212	935
Workers' compensation insurance		389	216
Redundancy		4,486	176
Other		13	2
<b>Total expenses</b>		<b>25,293</b>	<b>24,095</b>
<b>INCOME</b>			
Personnel services		24,646	22,902
Acceptance by the Crown Entity of employee benefits and other liabilities	2	647	1,193
<b>Total income</b>		<b>25,293</b>	<b>24,095</b>
<b>Net result</b>		<b>-</b>	<b>-</b>

The accompanying notes form part of these financial statements.

**Statement of financial position as at 30 June 2016**

	Notes	2016 \$'000	2015 \$'000
<b>ASSETS</b>			
<b>Current assets</b>			
Receivable from the Trust		2,478	3,965
<b>Total current assets</b>		<b>2,478</b>	<b>3,965</b>
<b>Total assets</b>		<b>2,478</b>	<b>3,965</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Payables	3	133	718
Provisions	4	2,345	3,203
<b>Total current liabilities</b>		<b>2,478</b>	<b>3,921</b>
<b>Non-current liabilities</b>			
Provisions	5	-	44
<b>Total non-current liabilities</b>		<b>-</b>	<b>44</b>
<b>Total liabilities</b>		<b>2,478</b>	<b>3,965</b>
<b>Net assets</b>		<b>-</b>	<b>-</b>
<b>EQUITY</b>			
Accumulated funds		-	-
<b>Total equity</b>		<b>-</b>	<b>-</b>

The accompanying notes form part of these financial statements.

**Statement of changes in equity for the year ended 30 June 2016**

	Notes	Accumulated Funds 2016 \$'000	Accumulated Funds 2015 \$'000
<b>Balance at the beginning of the year</b>			
Net result for the year		-	-
Other comprehensive income		-	-
Total comprehensive income for the year		-	-
<b>Transactions with owners in their capacity as owners</b>			
Increase/(decrease) in net assets from equity transfers		-	-
<b>Balance at the end of the year</b>		<b>-</b>	<b>-</b>

The accompanying notes form part of these financial statements.

**Statement of cash flows for the year ended 30 June 2016**

	2016 \$'000	2015 \$'000
Net cash flows from operating activities	-	-
Net cash flows from investing activities	-	-
Net cash flows from financing activities	-	-
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>-</b>	<b>-</b>
Opening cash and cash equivalents	-	-
<b>Closing cash and cash equivalents</b>	<b>-</b>	<b>-</b>

The accompanying notes form part of these financial statements.





1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting entity

The Australian Museum Trust Staff (AMS) Agency was created by Administrative Order on 24th February 2014 under the Government Sector Employment Act 2013 (GSE Act). The objective of the AMS is to provide personnel services to the Australian Museum Trust (The Trust). AMS commenced operation on 24 February 2014 when it assumed responsibility for the employees and employee-related liabilities of the former employer, the Department of Trade & Investment, Regional Infrastructure & Services (DTIRIS).

The sole objective of the AMS is to provide services to the Trust. The AMS is a reporting entity controlled by the Trust and these financial statements are consolidated into the financial statements of the Trust.

These financial statements for the year ended 30 June 2016 have been authorised for issue by the Director and Trust President on 4 October 2016.

(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 2015*.

The financial statements are prepared on a historical cost basis.

*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. Judgements, 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 financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Comparative information

Except when an Australian Accounting Standards permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. Comparative figures are for the period 01 July 2014 to 30 June 2015.

(e) Income

Income is measured at the fair value of the consideration received or receivable. Revenue from the rendering of personnel services is recognised when the service is provided and only to the extent that the associated recoverable expenses are recognised.

(f) Receivables

A receivable is recognised when it is probable that the future cash inflows associated with it will be realised and it has a value that can be measured reliably. It is derecognised when the contractual or other rights to future cash flows from it expire or are transferred.

A receivable is measured initially at fair value and subsequently at amortised cost using the effective interest rate method, less any allowance for impairment. A short-term receivable with no stated interest rate is measured at the original invoice amount where the effect of discounting is immaterial. An invoiced receivable is due for settlement within thirty days of invoicing.

(g) Payables

Payables include accrued wages, salaries, and related on costs (such as- payroll tax, fringe benefits tax and workers' compensation insurance) where there is certainty as to the amount and timing of settlement.

A payable is recognised when a present obligation arises under a contract or otherwise. It is derecognised when the obligation expires or is discharged, cancelled or substituted.

A short-term payable with no stated interest rate is measured at historical cost if the effect of discounting is immaterial.

(h) Employee benefit provisions and expenses

(i) Salaries and wages, annual leave, sick leave and on-costs

Salaries and wages (including non-monetary benefits), annual leave and paid sick leave expected to be settled wholly within 12 months after the end of the period in which the employee render the service are recognised short-term and measured at undiscounted amounts based on amounts expected to be paid when the liabilities are settled.

It is unlikely that the annual leave benefit will be settled wholly before 12 months after the end of the annual reporting period. As a result, annual leave is likely to be a long term employee benefit which the Standard requires to be measured at present value.

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 annual leave.

However, the impact of reclassification from a short-term (undiscounted) employee benefit to a long-term employee benefit (present value) is immaterial. Actuarial advice supports the view that the impact of inflation and discounting is immaterial to annual leave.

As per the Treasury Circular (NSW TC 15/09) the annual leave-on-annual leave liability is calculated at a factor of 7.9% on the nominal value of annual 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 are recognised as liabilities and expenses where the personnel services to which they relate have been recognised.

(ii) Long service leave and superannuation



The Crown assumes the liabilities for long service leave (LSL) and defined benefit superannuation. The AMS and the Trust do not recognise LSL liabilities in the financial statements. Consequently, AMS and the Trust accounts for the equivalent expense and equivalent revenue in its financial statements for the liabilities assumed by the Crown, based on certain factors and Treasury calculations, as outlined in NSW TC 15/09.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors for employees with five or more years of service using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation expense for the financial year is determined by using the formulae specified in the NSW TC 14/05. 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*.

**(iii) Other provisions**

Other provisions exist when the AMS 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 the AMS 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.

**(i) Audit fees**

Fees (\$6,000) for audit of the financial statements are met by the Trust.

**(j) Accounting standards issued but not yet effective**

At the reporting date all the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (The AASB) that are relevant to Staff Agency operations and effective for the current annual reporting period have been adopted.

The AMS has not applied any new accounting standards or interpretations that are not yet effective and the expected impact of standards not yet adopted is not expected to be significant.

	Notes	2016 \$'000	2015 \$'000
<b>2</b>	<b>ACCEPTANCE OF EMPLOYEE BENEFITS AND OTHER LIABILITIES BY THE GOVERNMENT (CROWN):</b>		
	Superannuation-defined benefits	281	287
	Long service leave	351	883
	Payroll tax	15	23
		<b>647</b>	<b>1,193</b>
<b>3</b>	<b>PAYABLES</b>		
	Accrued salaries, wages and on-costs	22	613
	Payroll Tax and FBT	111	105
	<b>Total payables</b>	<b>133</b>	<b>718</b>
<b>4</b>	<b>PROVISIONS</b>		
	<b>Current</b>		
	Recreation leave	1,689	2,367
	Long services leave on-costs	656	836
	<b>Total current provisions</b>	<b>2,345</b>	<b>3,203</b>
<b>5</b>	<b>PROVISIONS</b>		
	<b>Non-current</b>		
	Long services leave on-costs	-	44
	<b>Total non-current provisions</b>	<b>-</b>	<b>44</b>



**6 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 AMS has no material contingent assets or liabilities as at 30 June 2016 (2015:NIL)

**7 FINANCIAL INSTRUMENTS**

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

The entity's main risks arising from financial instruments are outlined below, together with the entity'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 entity, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the IARC on a continuous basis.

**(a) Financial instrument categories**

		2016	2015
Notes	Category	\$'000	\$'000
<b>Financial Assets</b>			
<b>Class:</b>			
Receivables <sup>1</sup>	Loans and receivables (at amortised cost)	2,478	3,965
<b>Financial Liabilities</b>			
<b>Class:</b>			
Payables <sup>2</sup>	Financial liabilities measured at amortised cost	22	613

*Notes*

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

**(b) Credit Risk**

Credit risk arises when there is the possibility that the counterparty will default on their contractual obligations, resulting in a financial loss to the entity. 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 entity. No collateral is held by the entity. The entity has not granted any financial guarantees.

**Receivables**

As at 30 June 2016, the entity had debtors of \$2.5 million (2015: 3.9 million) which represent personnel services receivable from the Trust.

**(c) Liquidity risk**

Liquidity risk is the risk that the entity will be unable to meet its payment obligations when they fall due. The entity'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 NSW TC 11/12.

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

**7 FINANCIAL INSTRUMENTS (continued)**

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

*Maturity Analysis and interest rate exposure of financial liabilities*

				Maturity Dates		
	Weighted Average Effective Int. Rate	Nominal Amount <sup>1</sup> \$'000	Non- interest bearing \$'000	<1 yr \$'000	1-5 yrs \$'000	>5 yrs \$'000
<b>2016</b>						
<i>Payables:</i>						
Accrued salaries, wages and on-costs	0%	22	-	22	-	-
		<b>22</b>	<b>-</b>	<b>22</b>	<b>-</b>	<b>-</b>
<b>2015</b>						
<i>Payables:</i>						
Accrued salaries, wages and on-costs	0%	613	-	613	-	-
		<b>613</b>	<b>-</b>	<b>613</b>	<b>-</b>	<b>-</b>

*Note*

<sup>1</sup>. 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.

**(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 entity has no exposure to interest rate risk, foreign currency risk and does not enter into commodity contracts.

**(d) Fair value measurement**

Financial instruments are recognised at cost, 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.

**8 COMMITMENTS FOR EXPENDITURE**

The Australian Museum Staff agency does not have any commitments for expenditure.at 30 June 2016 (2015:NIL)

**9 EVENTS AFTER THE REPORTING PERIOD**

No significant events have ocured since the end of the reporting period which would impact the financial position of the entity at 30 June 2016.

**END OF AUDITED FINANCIAL STATEMENTS**

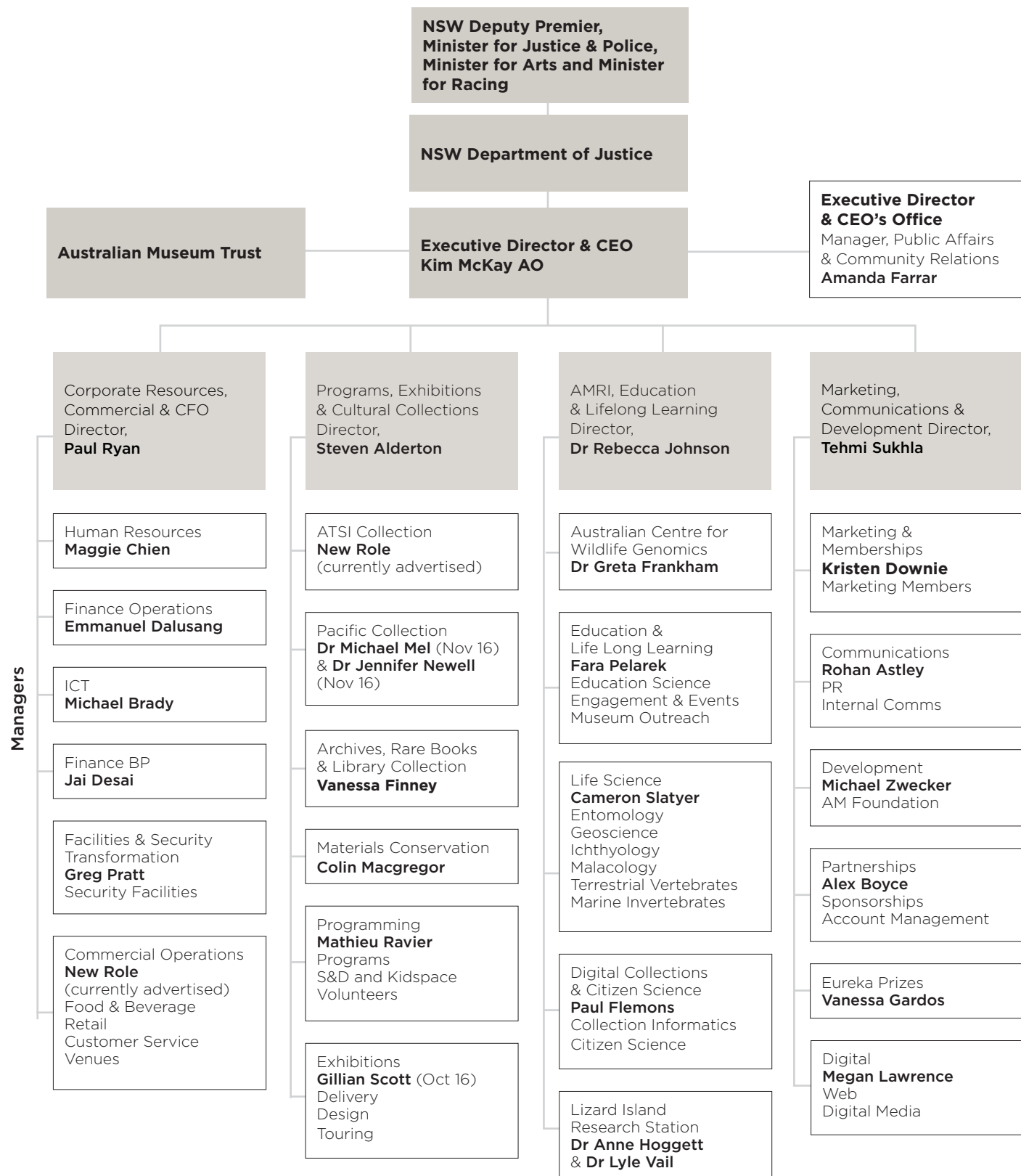
PART 5  
**> APPENDICES**



APPENDIX A

# > ORGANISATION CHART

AT 30 JUNE 2015



APPENDIX B

# > TRUSTEES OF THE AUSTRALIAN MUSEUM

The AM is governed by a Trust established under the Australian Museum Trust Act 1975. The Trust has 11 members including representatives with knowledge or experience in the areas of science, education and Aboriginal & Torres Strait Island cultures. Trustees met bi-monthly during the year, with attendances recorded in Table B.1.

**Table B.1 Trustees of the Australian Museum and their attendance at Trust meetings, 2015–16**

Trustee	Meetings attended
David Armstrong	6 of 6
Jennifer Bott AO	5 of 6
Paul Connor	6 of 6
Prof Merlin Crossley	4 of 6
Belinda Gibson	6 of 6
Steven Gregg	5 of 6
Elie Hammam	3 of 3
Dr Rod Kefford AM	6 of 6
Catherine Livingstone AO (President)	5 of 6
Robynne Quiggin	4 of 6
David Sherley	6 of 6

> **David Armstrong**

David Armstrong is a chartered accountant and non-executive Director of the National Australia Bank. He is a Director of the Opera Australia Capital Fund, the AM's Lizard Island Reef Research Foundation and the George Institute. David was a partner at PricewaterhouseCoopers (PwC) for 24 years, specialising in providing professional services for financial services organisations throughout his career and has lived and worked in London and New York. He has a BBus (UTS) and is a fellow of the Institute of Chartered Accountants in Australia. He was appointed to the Trust in January 2014 and chairs the Audit & Risk Committee.

> **Jennifer Bott AO**

Jennifer Bott is a professional mentor, board member, project manager and consultant. She is currently Senior Consultant, Innovation and Development at the Museum of Australian Democracy at Old Parliament House, Chair of the National Institute of Dramatic Art (NIDA) and Director of the NIDA Foundation Trust. She is also a board member of the Sydney Orthopaedic Research Institute, the Bundanon Trust and the Canberra Writers Festival.

Previously, Jenny served as Acting Director and then Special Advisor at the National Portrait Gallery of Australia, CEO of the Australia Council for the Arts from 1999-2006 and Chief Executive of the University

of New South Wales Foundation. Jenny was awarded an AO in 2012 for distinguished service to the arts through executive and leadership roles in national cultural organisations and to the development of policy reform initiatives promoting funding and best practice. She was appointed to the Trust in January 2015.

> **Paul Connor**

Paul Connor is an architect, artist and founding director of the NSW Parliament Plein Air Painting Prize. Paul completed his BArch (Hons) at The University of Sydney in 1985 and 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 NSW, he was awarded first class honours in Masters of Fine Arts at the College of Fine Art University of New South Wales for research in the area, and co-founded Connor & Solomon Architects which later built for the Mutawintji Local Aboriginal Land Council. Paul has had many solo and joint art exhibitions, and is represented in both government and private collections. Paul was appointed to the Trust in May 2010.

> **Professor Merlin Crossley**

Merlin Crossley is the Deputy Vice-Chancellor Education at the University of New South Wales (UNSW). Prior to taking that position he was Dean of Science at UNSW. A molecular biologist by training, he studied at the Universities of Melbourne and Oxford (as a Rhodes Scholar) and has researched gene regulation and genetic disease at Oxford, Harvard, Sydney and UNSW. His awards include the Australian Academy of Science's Gottschalk Medal, the Royal Society of NSW's Edgeworth David Medal, the Australian Society for Biochemistry and Molecular Biology's Roche Medal and the Lorne Genome Conference's Julian Wells Medal. He is a committed undergraduate and post-graduate teacher and has received a Vice-Chancellor's Award for Higher Research Degree Supervision. He was appointed to the Trust in January 2012.

> **Belinda Gibson**

Belinda Gibson is a company director, business adviser and lawyer. She is a director of Citigroup Pty Ltd and Thorn Group Ltd and an AM appointed trustee of Lizard Island Reef Research Foundation. She chairs AMP's Advice Review Panel. She is also a director of Chief Executive Women. Belinda joined ASIC as a Commissioner in November 2007 and was appointed Deputy Chairman in May 2010, a role she held until May 2013. She was a partner of Mallesons StephenJaques for 20 years and partner in charge of Mallesons' Sydney office (2000-03). She was a director of Aircservices Australia (2000-04) and of The Sir Robert Menzies Foundation (1990-2007), having received a Menzies Scholarship in 1982. Belinda's qualifications include a BEc, LLB (Hons) (Sydney) and LLM (Hons) (Cambridge). She was appointed to the Trust in January 2013.



➤ **Steven Gregg**

Steven Gregg is a member of the Grant Samuel non-executive Advisory Board and a non-executive Director of Tabcorp Holdings Ltd (since 2012), Caltex Limited (since 2015), Challenger Ltd and Challenger Life Ltd (since 2012) and William Inglis & Son Ltd. He is currently Chairman of The Lorna Hodgkinson Sunshine Home. His past roles include non-executive Chairman of Goodman Fielder (2010-15) and Chairman of Austock Group Limited (2009- 12). Steven has extensive Australian and international executive experience, with ABN Amro (as Senior Executive Vice President and Global Head of Investment Banking), Chase Manhattan, Lehman Brothers and AMP Morgan Grenfell. His most recent executive role was as Expert Partner (corporate finance) at McKinsey & Company in Australia and the US. He worked in the USA and UK resulting in an extensive executive career in management consulting and investment banking. He has a BComm (UNSW) and was appointed to the Trust in January 2014.

➤ **Dr Elie Hamman**

Dr Elie Hammam is a neurophysiologist with an awarded doctoral thesis from Western Sydney University (WSU). His research in integrative physiology is conducted at the School of Medicine, WSU and at the Hong Kong University of Science and Technology (HKUST). During his training, he was awarded several scholarships from national and international bodies including the International Brain Research Organisation (IBRO). Elie is also a passionate higher education teacher with a special interest in Indigenous students' medical education.

Since 2006, Elie has been a dedicated advocate for community welfare and led outreach programs to promote higher education and health in Western Sydney, for which he was highly commended by the Vice-Chancellors Excellence Award in Engagement. From 2013 to 2015, Elie was elected as the postgraduate member to the Board of Trustees, WSU (2013-2015) and in 2015 as a councilor of the Australian Medical Association (NSW). He has completed the Company Directors Course (AICD) and was appointed to the Trust in January 2016.

➤ **Dr Rod Kefford AM, FACE**

Dr Rod Kefford was previously Headmaster of Barker College (1996 – 2013) and of Wesley College, Perth (1984-96). Dr Kefford was NSW/ACT Branch Chair of the Association of Heads of Independent Schools Australia (AHISA, 2006-07), and a member of its national Board (1998-99 and 2006-07). In recognition of his contribution to AHISA and independent school leadership, he was made an Honorary Member of AHISA. As the inaugural Chair (2007-12), he played a key role in establishing the Independent Schools Teacher Accreditation Authority. He was also President of the Association of Independent Schools of Western Australia (1991-92) and Chair of the WA Chapter of the Australian College of Educators (1990-91). Dr Kefford was made a Member of the Order of Australia (AM) in 2008 for service to primary and secondary education through administrative and teaching roles. He is a Fellow of the Australian College of Educators (FACE). His qualifications include BA (Hons), and MA (University of Sydney); MA (Hons) (Macquarie University); and Dip Ed, MEd Administration and PhD (University of New England). Dr Kefford was appointed to the Australian Museum Trust in March 2014.

➤ **Catherine Livingstone AO**

Catherine Livingstone was appointed President of Trustees when she joined the Australian Museum Trust in January 2012. She has been President of the Business Council of Australia since 2014 and is a Director of the Commonwealth Bank of Australia. She is also a Director of Worley Parsons Ltd (since 2007), Saluda Medical Pty Ltd and The George Institute for Global Health; as well as a member of the Commonwealth Science Council.

Catherine's former appointments include: Chair of Telstra Corporation (2009-16), Chair of both CSIRO (2001-06) and the Australian Business Foundation (2002-05); and Director of Macquarie Group Ltd (2003-13), Rural Press Ltd (2000-03) and Goodman Fielder Ltd (2000-03). She was CEO and Managing Director of Cochlear Ltd (1994-2000) and a member of the NSW Innovation & Productivity Council. Catherine has received a number of awards and was the recipient of NSW Distinguished Fellows Award AICD (2011) and the Alumni Award for Distinguished Service (Professional Category) from Macquarie University (2006). She was made an Officer of the Order of Australia in 2008 for services to the development of science, technology and innovation policies, business and management.

➤ **Robynne Quiggin**

Robynne Quiggin is the Deputy Aboriginal and Torres Strait Islander Social Justice Commissioner for the Australian Human Rights Commission. Robynne is a Wiradjuri lawyer and has worked across legal and policy areas of relevance to Aboriginal and Torres Strait Islander Australians including, human rights, consumer issues, financial services, governance, rights to culture, heritage and the arts. Robynne has served on the boards of the Arts Law Centre of Australia, the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) and Gadigal Information Services (incorporating Koori Radio). She is currently Deputy Chair of the Bangarra Dance Theatre, chair of Westpac's Indigenous Advisory Committee, a director of the board of the Lowitja Institute and a member of the Indigenous Law Bulletin's Editorial Panel. She participated in a number of United Nations human rights and biodiversity forums and worked as a senior researcher and lecturer at the University of Technology, Sydney, Macquarie University and the University of Notre Dame. Robynne was the inaugural CEO of the Australian Indigenous Governance Institute and Senior Manager of ASIC's Indigenous Outreach Program.

Robynne was appointed to the Trust in January 2014.

➤ **David Sherley**

David Sherley is the General Manager of Bathurst Regional Council, and is also a board member of both the Regional Development Australia Central West Committee. He has previously been a board member of Museums & Galleries NSW (which concluded in March 2014). David was an integral part of the team which coordinated "Band Town" in Bathurst during the 2000 Sydney Olympics, and has been involved with the establishment and running of the Australian Fossil and Mineral Museum, Chifley Home & Education Centre, National Motor Racing Museum and the proposed Railway Museum in Bathurst. He has a Graduate Certificate in Museum Studies (Deakin). As General Manager of the Bathurst Regional Council, he has also been involved with the operation of the world famous

Mt Panorama Motor Racing Circuit. David has a BEc (University of Sydney) and a MBus (Charles Sturt University). He was appointed to the Trust in January 2009, and chaired the Internal Audit & Risk Committee from December 2011 to December 2014.

**Appendix B subcommittees**

➤ **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 2016 were David Armstrong (Chair), Catherine Livingstone AO and David Sherley.

➤ **Science Strategy Panel (SSP)**

The Science Strategy Panel was established as a subcommittee of the Trust in March 2012, and members at 30 June 2016 were:

- Professor Merlin Crossley (Chair, Australian Museum Trustee, Deputy Vice-Chancellor (Education), University of New South Wales)
- Catherine Livingstone AO (Australian Museum Trust President, Appointed Chancellor of the University of Technology, Sydney)
- Kim McKay AO (Australian Museum Executive Director and CEO)
- Dr Rebecca Johnson (Director, Australian Museum Research Institute, Science & Learning, Member Australian Academy of Forensic Sciences, President ANZFSS NSW Branch and Certified Wildlife Forensic Scientist)
- Professor Stephen Simpson AC (Science Panel Member, Academic Director, Charles Perkins Centre, the University of Sydney)
- Dr Joanne Daly (Science Panel Member, CSIRO Fellow)
- Professor Jim Peacock AC (Science Panel Member, Retired Chief Scientist of Australia)
- Professor John Mattick AO (Science Panel Member, Executive Director, Garvan Institute)
- Adam Williams (Science Panel Member (Education) Science Teacher, Summer Hill Public School)
- Tracey McVea (Science Strategy Panel Secretariat)
- Alexandra Nuttall (Science Strategy Panel Secretariat)
- Cameron Slatyer (Manager, Australian Museum Research Institute Life Sciences)

The Terms of Reference for the Panel are to:

- Provide advice to the Trust on the science 'pillars' of the Museum's Corporate Strategic Plan (2011 – 2014) relating to the theme "Globally Significant Knowledge Base of Collections and Research":
- Inspiring Collections
- A Trusted Adviser and Partner
- Research that Makes a Difference
- Facilitate integration between these three pillars of the strategy, and between the science pillars and other related elements of the CSP.
- Raise the profile and public understanding of the Australian Museum's science capacity and outputs.

In 2015/16 the Panel met on 17 March 2016.

➤ **The AM Master Plan Governance Committee**

The Committee meets every two months and the terms of reference approved by the Australian Museum Trust on 19 June 2014 are:

- Ensuring the New Museum project is aligned with the Museum's Master Plan and Conservation Management Plan
- Providing guidance and feedback on governance, market forces (financial and other), sustainability
- Reporting back to the Trust at its bi-monthly meeting on progress and any issues
- Approving project budgets
- Approving documentation prior to submission through the NSW Government Gateway process
- Complying with the Trust's guideline on communications

The Committee determined a governance structure for Project Zero in March 2015. A governance structure, methodology, timeline and budget were presented for the Master Plan in 2015.

Members at 30 June 2016 were:

- Trust President or delegated representative
- Trustee with extensive expertise in building and/or architecture
- Trust representative with extensive expertise in financial management
- Executive Director & CEO
- Director, Public Engagement & Culture
- Director, Corporate Resources, Commercial and CFO
- Trustees on the Committee are Paul Connor (Chair), Steven Gregg, Belinda Gibson and Catherine Livingstone AO.







*The Executive Management Group deal with a range of matters aimed at boosting income, improving cost recovery, reducing operating expenses and staff stewardship*

## APPENDIX C

# > EXECUTIVE & MANAGEMENT GROUP PROFILES

### Executive Leadership Team

The Museum's Executive Leadership Team (ELT) provides strategic direction and oversight of the Museum's operations and functions. The ELT meet weekly to deal with a range of matters aimed at boosting income, improving cost recovery, reducing operating expenses and staff stewardship. ELT members and their profiles appear below.

**Table C.1 Executive Leadership Team, Australian Museum 2015–2016**

Executive Leadership Team	Role
Kim McKay AO	Executive Director & CEO
Steven Alderton	Director, Programs, Exhibitions and Cultural Collections
Dr Rebecca Johnson	Director, AMRI, Science & Learning
Paul Ryan JP	Director, Corporate Resources, Commercial & Chief Financial Officer
Tehmi Sukhla	Director, Marketing, Communications & Development

### > Kim McKay AO

Executive Director & CEO

As Director and CEO of the Australian Museum (AM), Kim is responsible for strategic planning and management of the nation's first museum, including a collection of over 18million natural science and cultural objects. Since being appointed to the Director's role in April 2014 (the first woman to hold the role in the AM's 190 year history),

Kim has initiated an impressive transformation program. This includes enshrining free general admission for children into government policy, constructing a new award-winning entrance pavilion, Crystal Hall; creating new galleries and programs, including establishing the Australian Museum Centre for Citizen Science (part of the Australian Museum Research Institute, AMRI); and undertaking a comprehensive and strategic re-branding campaign. She previously served for two years as a Trustee of the AM.

Before joining the AM, Kim was Managing Director of Momentum2 Pty Ltd, a Sydney-based marketing and communications agency specialising in major events, corporate sustainability and social responsibility programs. Prior to this she spent seven years working in the USA for the Discovery Channel and National Geographic Channels International where she was Senior Vice President Global Marketing & Communications. She has since also held long-term consulting roles with the National Geographic Society co-developing The Genographic Project, the world's largest DNA population study. Kim co-founded the iconic Clean Up Australia and Clean Up the World campaigns in the early 1990's and helped drive their success during their first decade.

Kim is a strong supporter of women in leadership. She actively promotes women within the Australian Museum, including in her executive leadership team and across the Museums sector where she has championed a nation-wide mentoring program. She is on the advisory board of the One Million Women organisation and, in 2011, was named in the *Australian Financial Review's 100 Women of Influence* list, and was included in the book *The Power of 100...One Hundred Women who have Shaped Australia*.

Awarded an Officer of the Order of Australia (AO) in 2008 for distinguished service to the environment and the community, Kim also serves on the board of the Sydney Institute of Marine Science Foundation,

as well as the UNSW Science Advisory Panel, UTS Business Advisory Board and the MGSM Reference Panel, The Somerville Collection Museum in Bathurst, the AM Foundation, Lizard Island Reef Research Foundation and is Secretary of the Australian Museum Trust.

Kim is the co-author of five books in the 'True Green' series published in Australia (ABC Books) and internationally by National Geographic. She holds a BA Communications from UTS and is an honorary Adjunct Professor at the Macquarie Graduate School of Management.

### > Steven Alderton,

Director, Programs, Exhibitions and Cultural Collections

Steven was appointed to this role in February 2011. As part of the Audience Engagement Strategy Steven provides strategic direction and management of the Museums approach to audiences, programming, commercial growth, museum planning, cultural collections acquisitions and the Reconciliation Action Plan. He manages the Museum's permanent and temporary exhibitions, public programs, cultural collections, materials conservation and design, and program production.

Steven has a background in growing audiences and producing innovative exhibitions, public programs and events with extensive community engagement. He worked closely with Western Sydney and regional communities as Director of Casula Powerhouse Arts Centre, Director of Lismore Regional Gallery, Director of Bundaberg Arts Centre, and Director of Redland Art Gallery. He has 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

Steven has curated many exhibitions, by 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 *Splendour in the Grass* music festival, supporting young and emerging artists interested in transcending disciplines. In 2002 Steven initiated the *Riverkids Festival*, a multi-arts program about the Brisbane River, 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 and the Corroboree Festival Advisory Group.

### > Dr Rebecca Johnson,

Director, AMRI, Science & Learning , Adjunct Professor, Sydney University

In April 2015, Dr Rebecca Johnson was appointed Director, AMRI Science & Learning. She is a Wildlife Forensic Scientist, conservation geneticist and co-chief investigator of the Koala Genome Consortium, an Australian led group carrying out sequencing of the koala genome and it's genes for direct conservation application.

She has an honours degree from the University of Sydney and PhD from La Trobe University Melbourne in the field

of molecular evolutionary genetics and has worked as a molecular geneticist, in Australia and the USA before joining the museum in 2003. Rebecca was made Adjunct Professor at the University of Sydney in May 2016. Since then she has established the Museum as one of the global leaders in the field of wildlife forensics and conservation genomics through the ISO17025 accreditation of the Australian Centre for Wildlife Genomics facilities (one of the only fully accredited wildlife forensics laboratories in the Australasian region).

She is one of less than 30 certified as a wildlife forensic scientists globally, and is one of only two experts appointed by the Federal Environment Minister as an examiner in wildlife forensics under the EPBC commonwealth legislation section 303GS(1). In 2014 she was admitted into the Australian Academy of Forensic Sciences.

Rebecca represents the Museum on a range of government and industry committees, and is a member of the International Society for Forensic Genetics, the Society for Wildlife Forensic Science and a committee member of the NSW Branch of the Australia New Zealand forensic Science Society and an executive committee member of the Australian Aviation Wildlife Hazard Working Group. She has published her case work in the scientific literature and has also published on specific genetics applications of wildlife forensic science and has received one Australian and one international award in the field. She is frequently invited to present her research both in Australia and overseas and also regularly presents to students and the public on the importance of wildlife forensic science and the key roles museums and herbaria can play in making a difference to the wider community through contemporary applied science.

### > Paul Ryan JP,

Director, Corporate Resources, Commercial & Chief Financial Officer

Paul was appointed on 30 June 2014 to this role. Paul started his career with chartered accounting firm Ernst & Whinney (now Ernst & Young) where he became a Chartered Accountant (CA) and subsequently moved to the private sector, where he continued his career with multi-national and Australian owned corporations.

Paul has extensive experience in senior executive and operational positions across multi-site operations, encompassing the functions of finance, human resources, information technology, customer service, operations, business development, shared services and administration. Paul has lived and worked in Asia-Pacific to put business resources on the ground in developing economies, and has led business turnarounds and business acquisition projects. Paul has led major transformation projects including the development and implementation of financial and IT shared services that provided corporate services in six languages to multiple locations across Asia-Pacific.

Paul is a Chartered Accountant, Fellow of the Governance Institute of Australia, has a Bachelor of Commerce (Accounting, Finance & Systems) with Merit from the University of New South Wales and an MBA from Macquarie Graduate School of Management (MGSM)





Macquarie University. Paul is a volunteer member of the NSW Rural Fire Service with his local brigade, a member of the RFS state instructors team for structural firefighting and a member of the specialist RFS Remote Area Firefighting team.

➤ **Tehmi Sukhla,**

Director, Marketing, Communications & Development

Tehmi was appointed Director, Marketing, Communications & Development in August 2013. Prior to this she held positions responsible for sponsorship, philanthropy, marketing and communications for internationally renowned arts and cultural institutions, including the Biennale of Sydney and the Australian Centre for Photography. Tehmi has presented on marketing and audience development in Australia and Europe and in 2011 was selected to the Australia Council's Emerging Leaders Development Program. In 2007-8, she volunteered in Mongolia as an Australian Youth Ambassador for Development, working with a small business incubator to provide training and guidance to start-ups in marketing and business development. She has also worked as a management consultant for Accenture in the government practice area and as a freelance strategist and marketing consultant for arts and cultural clients. Tehmi has a BComm (Marketing and Accounting) and a BA (Hons) from the University of Sydney.

➤ **Management Activities**

Managers meets quarterly to review progress in their work units and discuss strategic plans and projects across the various divisions with the AM. Major projects undertaken by the Group included:

- Implementing the Corporate Strategic Plan (CSP)
- Westpac Long Gallery – major refurbishment and new exhibition
- Planning for the transfer of some of the collections to the Museums' Discovery Centre at Castle Hill.
- The master plan project for the AM to 2021
- ICT upgrades
- Reviewing major policies and strategies such as the Science Strategy and the AMRI Education Strategy
- NSW Public sector employment survey

➤ **Internal Management Audits**

The AM undertakes an internal audit program to improve its management practice. Reviews of cash handling and collections management were completed.

➤ **Australian Museum Committees**

➤ **Animal Care and Ethics Committee (ACEC)**

As a registered user of animals for scientific purposes, the AM 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 AM established the Animal Care and Ethics Committee to apply principles that govern the ethical

conduct of persons whose work on behalf of the AM 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.

The committee members at 30 June 2016 were:

- Dr Glenn Shea (Veterinary Representative)
- Dr Damien Higgins (Veterinary Representative)
- Dr David Vella (Veterinary Representative)
- Dr Mark Eldridge (Research Representative)
- Chris Hosking (Research Representative)
- Sally Reader (Research Representative)
- Dr Jodi Rowley (Research Representative)
- Daniel Large (Welfare Representative)
- Storm Stanford (Welfare Representative)
- Val Hutt (Community Representative)
- Karen Lambert (Community Representative)
- Dr Anja Divljan (Executive Officer)

➤ **Work, Health and Safety Committee (WHS)**

The WHS Committee includes a cross-section of staff. Committee members, along with management representatives, have a strong role in identifying and resolving WHS issues and assist in developing and monitoring safe systems and procedures. In line with the WHS Act 2011, they provide a forum for consultation on health and safety throughout the AM's diverse work spaces. The WHS Committee's aim is to help maintain a safe and healthy workplace for all, including visitors, contractors & volunteers.

The WHS Committee meets monthly and the WHS meeting agendas and minutes are made available to all staff. The WHS Officer's Safety Report is discussed at the monthly meetings of the AM's Branch Heads and the bi-monthly meetings of AM Trustees. Committee members at 30 June 2016 were:

- Andrew King (Wildlife Genetics and Microscopy technical officer)
- David Teer (Exhibitions Project Officer)
- Cass Brown (Customer Service)
- Gerald Winch (Building Maintenance Coordinator)
- Ingrid Potts (Venues Coordinator)
- Maggie Chien (Senior HR Business Partner)
- Melissa Murray (Visitor Services)
- Samantha Emery (Retail Manager)
- Sharon Kim (HR Officer)
- Andrew Cutbush (WHS Officer)
- Paul Ryan (Management Representative)

➤ **Green Team**

The Green team is a group of staff volunteers that was established in 2015 and meet every month to identify and implement environmental strategies to improve environmental practices and reduce the Australian Museum's Carbon Footprint.

To date the Green Team has achieved:

- The use of recycled paper for office printing
- Default photocopying to B + W/double sided
- Introducing recycling of Styrofoam, scrap metal and e-waster throughout the Museum
- Green Building Council Membership
- Expanding the AM Waste streams to include Paper/ cardboard/glass/plastic/fluorescent tubes/print cartridges/mobiles/batteries.
- Implementing a new class 1 power draw standard telephone handset which is manufactured under the German Blue Angel environmental certification

➤ **Cultural Collections Acquisitions Committee**

The Acquisitions Committee assesses potential acquisitions for the permanent cultural collections of the AM. As such, the committee is tasked with determining whether the acquisition is consistent with the Cultural Collections Acquisition Policy 2014-2017.

64 new Pacific Acquisitions were purchased and received through donations (Maketi Ples Art Gallery) for the collections. The Museum has acquired thirteen new collections or individual items in the past year, which are now part of the permanent Australian collection.

As of June 30 2016, the committee members included:

- Director, Public Engagement & Culture Steven Alderton
- Manager, Indigenous Heritage Phil Gordon
- Manager, Materials Conservation Colin Macgregor
- Manager, Archives Vanessa Finney
- Collections Officer Rebecca Fisher, secretary

➤ **Aboriginal and Torres Strait Islander Strategy Steering Committee**

In 2015-16 an Aboriginal and Torres Strait Islander Strategy Steering Committee was formed with a remit to advance the Strategy. The Strategy will provide guidance to all Australian Museum staff, volunteers and contractors on Aboriginal and Torres Strait Islander culture, cultural protocols, policies and practices. The development of the Strategy will build on the Australian Museum's reputation as a leader in this field over many years.

The Australian Museum is embarking on the development of an integrated and holistic Strategy that complements the Reconciliation Action Plan (RAP).

The aspiration: to honour its role as custodian of its cultural collections; respect Aboriginal and Torres Strait Islander knowledges; build relationships with Aboriginal and Torres Strait Islander communities; and ensure best practice across the Institution drives the AM's commitment to develop the Strategy. The AM has awarded the role of developing the Strategy to Moreton Consulting. Work has begun and the Strategy will continue to be developed in 2016-17.



APPENDIX D

# > INTERNAL AUDIT & RISK MANAGEMENT

STATEMENT FOR THE 2015-16 FINANCIAL YEAR

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

I, Catherine Livingstone, am of the opinion that the internal audit and risk management processes for the Australian Museum depart from the following core requirements set out in Treasury Circular NSW TC 09/08 and that the circumstances giving rise to these departures have been determined by the Portfolio Minister:

Ministerially determined departure	Reason for departure and description of practicable alternative measures implemented
Core Requirement 3 of TPP09-05 regarding the Pre-qualification scheme: Audit & Risk Committee Independent Chair and Members	Independent members of the Australian Museum Trust fulfil all other requirements of Core Requirement 3.

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

- > Independent Chair to December 2014, David Sherley (term of appointment 1/1/2014 – 31/12/2017)
- > Independent Chair January 2015 – June 2016, David Armstrong (term of appointment 1/1/2014 – 31/12/2016)
- > Independent Member 1, Catherine Livingstone (term of appointment 1/1/2015 – 31/12/2017)

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

As required by the policy, I have submitted an Attestation Statement outlining compliance with the policy to Treasury on behalf of the Treasurer.



Catherine Livingstone AO  
President, Australian Museum Trust

1 September 2016

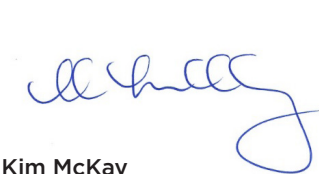
APPENDIX E

# > 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 by staff have been recorded during the year 2015-16. No fraudulent use by a third party was detected.

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.



Kim McKay  
Executive Director & CEO

1 September 2016

## APPENDIX F

# > PRIVACY & PERSONAL INFORMATION

The AM'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 AM and includes strategies to ensure its responsibilities under the Act are met.

The plan is available to staff on the AM's website at:

[www.australianmuseum.net.au/Privacy-Management-Plan/](http://www.australianmuseum.net.au/Privacy-Management-Plan/)

Copies may be obtained by contacting:

Privacy Contact Officer  
Archives and Records Unit  
Australian Museum  
1 William Street, Sydney NSW 2010  
Telephone 02 9320 6185

The Museum's Web Privacy Statement is available at [www.australianmuseum.net.au/Privacy/](http://www.australianmuseum.net.au/Privacy/)

One application for internal review was received during the year.

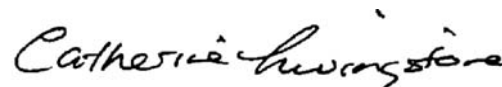
## APPENDIX G

# > DIGITAL INFORMATION SECURITY

### ANNUAL ATTESTATION STATEMENT FOR THE 2015-16 FINANCIAL YEAR

I, Catherine Livingstone, am of the opinion that the Australian Museum has made progress towards implementing an Information Security Management System during the financial year being reported on, consistent with the Core Requirements set out in the Digital Information Security Policy for the NSW Public Sector. This was done internally by targeting processes and procurement of infrastructure for systems improvement.

I, Catherine Livingstone, am of the opinion that the security controls in place to mitigate identified risks to the digital information and digital information systems of the Australian Museum are adequate for the foreseeable future. We will continue to work with our parent agency, the Department of Justice, to achieve full compliance.



**Catherine Livingstone AO**  
President, Australian Museum Trust

1 September 2016

## APPENDIX H

# > PUBLIC ACCESS TO INFORMATION

The Government Information (Public Access) Act 2009 establishes a freer, more open approach to gaining access to government information in NSW.

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 at [www.australianmuseum.net.au/Australian-Museum-Publication-Guide/](http://www.australianmuseum.net.au/Australian-Museum-Publication-Guide/).

No requests for information under the Act were received during the year.

## APPENDIX I

# > DISABILITY ACTION PLAN

The Australian Museum is pleased to support goals of the NSW State Government as shown in the Disability Inclusion Act 2014, and previously in the Ministerial Memorandum 2009-01 Guidelines for Disability Action Planning.

In 2015-16 the Australian Museum updated the Disability Action Plan 2015. This Plan provides clear guidance regarding actions, responsibilities and timeframes within which the Museum will advance access for staff, visitors and volunteers with disability. This Plan demonstrates the first step in a long-term dedication to access which is consistent with the Museum's values to be egalitarian, fair-minded, innovative, truthful and respectful.

The aim of the Museum's Action Plan is to follow five outcomes:

- > Identify and remove barriers to services.
- > Provide information and services in a range of accessible formats.
- > Make venues and facilities physically accessible.
- > Enable active and meaningful consultation with people with disability including advisory boards and committees.
- > Increase employment participation of people with disability.

Improving access, in all its dimensions, is an ongoing commitment for the Museum.

Additionally in 2015-16 significant building upgrades were implemented when the Australian Museum opened the Crystal Hall, our new main entry on William Street. This is reached via a low gradient, accessible ramp from the corner of College Street, and leads all visitors into more spacious and navigable hall and lobby areas, providing a greater sense of inclusion and belonging, before visitors enter the galleries. This is the first time in more than 150 years that the AM has had a fully accessible main entrance.

The Australian Museum Disability Action Plan is available on our website at [www.australianmuseum.net.au/disability-action-plan](http://www.australianmuseum.net.au/disability-action-plan)





## APPENDIX J

# > MULTICULTURAL POLICIES & SERVICES PROGRAM

The AM is actively engaged with the Pacific and Indigenous Australian communities from which its ethnographic and archaeological collections were originally obtained. Some examples of projects involving these communities are:

### > Repatriation

During the 2015-2016 year, the Australian Museum successfully completed the largest repatriation of Aboriginal ancestors ever undertaken by the museum. During this repatriation 60 individual ancestors were returned and reburied in the Lake Victoria region. This repatriation was undertaken in collaboration with the South Australian Museum and the NSW Office of Environment and Heritage.

In addition, the museum also took into custodial care an ancestor from the Kempsey region, returned to Australia from the United Kingdom, under the Federal Governments' International repatriation program. This ancestor and an additional 8 from the Australian Museums collections were returned to the traditional owners of Kempsey for reinternment.

Another ancestor was also returned to the Metropolitan land council from the Kogarah area and was reinterned.

In collaboration with the Office of Environment and Heritage, 9 ancestors were returned to the Dubbo/Wellington region for reinternment.

The final component of field consultation was successfully completed in the Yirrkala region of the Northern Territory. It is anticipated that one of the outcomes of this fieldwork for the Australian Museum will be a request for repatriation of Men's secret sacred material from traditional owners.

Yvonne Carrillo-Huffman participated in the PHM Seminar: 'Collection Provenance and Due Diligence Research' and met with Attorney General, Simon Kelly and Prof. Lyndel Prott to discuss 'Art Dealers and Illegal Trade of Cultural Heritage'.

In October 2015 Yvonne joined 'Lindblad and National Geographic' Pacific expedition to the Solomon Islands, Vanuatu and Fiji and presented three cultural talks of the extensive Pacific Collections promoting the AM's commitment to foster relationships with guests and future collaborations across the Pacific.

Cultural collections staff attended the annual 'Pacific Night Awards, 2015'.

### > Indigenous and Pacific Youth Collection Access

The AM continues to provide its programs of services for 'at-risk' Indigenous and Pacific youth in Western Sydney communities and Juvenile Detention Centres with support from the Vincent Fairfax Family Foundation, department of Justice, and the Australian Museum Foundation. The program aims to build cultural awareness and provide a sense of pride and dignity about their cultural background. Activities include outreach and onsite workshops with collection access and related cultural and creative activities.

### Exhibitions and programs

Museum staff delivered multiple programs both on and off-site, including Fiji Day (in Liverpool), Harmony Day, Homeground, NAIDOC in Hyde Park (interacting with 7,200 people), Waitangi Day, and hosted the 3rd annual Aotearoa Maori Film Festival.

The Museum continues to be a prime destination for school holiday activities. Popular programs onsite ranged from crafts to theatre shows and science workshops, with outreach events taking place at events such as City2Surf, Sydney Festival and Sydney Science Festival.

Our Under 5's program proved extremely popular, running weekly sold out sessions for toddlers (Tiny Tots) and 3-5 year-olds (Mini Explorers), alongside weekly birthday parties and pre-school activities. Kidspace play programs and Search & Discover sessions engaged thousands of families.

Jurassic Lounge Halloween sold out in advance, opening the Museum up after-hours for over 1,800 adults aged 20-40. New after-hours programs were launched to reach under-represented audiences, themed around the new Wild Planet gallery: Wild Nights ran for 5 Thursday nights, featuring live entertainment.

As part of the AM's transformation, stage one of *Wild Planet* was opened (three more stages to be delivered), and stage two work of *Garrigarrang: Sea Country*, and *Bayala Nura:Yarning Country* were progressed.

Consultation, content and design work was undertaken for the refurbishment of the Long Gallery (Skeletons, Planet of Minerals and Birds galleries), and similarly for Search and Discover (stage one of three stages), and Dinosaurs and Surviving Australia. Consultation, content and design work was developed for the new Museums Discovery Centre at Castle Hill (opening September 2016), and planning work was developed for the new programming and gallery space to replace the A1 Collection Store.

### Cultural Development

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

- > Lesson programs tailored for multicultural classes
- > *Museum in a Box* programs to multicultural schools
- > Education resource kits for English as a Second Language student groups and teachers
- > Resources (multiple learning levels) to accommodate student diversity
- > Workshops and professional development in Indigenous cultural awareness for teachers
- > Programs for students to increase knowledge, understanding and awareness of Indigenous cultures

Future priorities for the AM include:

- > Working with the South Australian Museum and the NSW Office of Environment and Heritage to repatriate 65 ancestors from the South Australian Museum collections back to traditional owners in western NSW
- > Community consultation in relation to the repatriation of ancestral remains or secret/sacred objects is planned with a range of Aboriginal communities
- > Continuing to pilot the Indigenous Youth Access Program 2016-17
- > Community consultation in relation to the repatriation of ancestral remains or secret/sacred objects with a range of Aboriginal communities
- > Ongoing consultation with community members about the greater use of Aboriginal languages and words in public spaces and programs

APPENDIX K

> GRANTS

Table K.1 lists projects for Science and Learning administered by the AM. Table K.2 lists research projects administered by other institutions where a Museum scientist was nominated as either a principal investigator or co-investigator.

The total value of grants and external-funding made to the AMRI, Science & Learning was \$2,204,901 (previous year \$2,011,097) with an average value of \$45,935 (previous year \$42,801). 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 fluctuations.

Table K.1. Grant-funded projects for research and collections administered by the Australian Museum 2015-16

Principal Investigator(s) / Person Responsible	Title of project	Granting body
S Ahyong	Revision of the Australian Faunal Directory - Crustacea Checklist (Stomatopods & Decapods)	Department of the Environment (ABRS)
D Beechey, W Ponder	Revision of the Australian Faunal Directory - Molluscan (Bivalvia and Gastropoda) checklist	Department of the Environment (ABRS)
C Beehag	Australian Museum Science Festival	3M
D Bickel	Description of a diverse new genus of empidid flies (Diptera: Empididae: Hilarini) from Australian forest creeks	Department of the Environment (Bush Blitz)
D Britton	BushBlitz II Expedition: Namadgi National Park, ACT and Kosciusko National Park, NSW; Lepidoptera, Odonata and land snails	Department of the Environment (Bush Blitz)
D Colgan	Unlocking the biodiversity information in molluscan shells	Australian Museum Foundation (Biodiversity Conservation Seed Grant)
M Eldridge	Identifying refugia for mesic biodiversity in southeastern Australia under climate change	Australian Museum Foundation (Biodiversity Conservation Seed Grant)
M Eldridge	Genetic studies for Scientific Committee - Eastern Quoll ( <i>Dasyurus viverrinus</i> )	Office of Environment & Heritage
M Eldridge	Genetic analysis of Nabarlek/Monjon Museum Specimens	World Wide Fund for Nature
P Flemons	Imaging equipment for collection digitisation	Atlas of Living Australia (CSIRO)
P Flemons	Digi Vol	Australian Museum Foundation
P Flemons	DigiVol - training materials for Wild Count	Office of Environment & Heritage
P Flemons	Exploring 3D models of collection objects and specimens for research, education and exhibition applications	Australian Museum Foundation
P Flemons	Insect Soup	Australian Museum Foundation
P Flemons	Support for the strategic direction of the Australian Citizen Science Association and scoping a Citizen Science project with national and international appeal	Inspiring Australia
P Flemons, C Slatyer	Oxley Wild River National Park Bush Blitz	Department of the Environment

Grant funded projects, continued

D Hoese	Taxonomic and nomenclatural treatments of fishes	Department of the Environment (ABRS)
A Hoggett	Lizard Island Fellowships	Lizard Island Reef Research Foundation
L Hughes	The description of coastal and wet-forest talitrid amphipods of Australia	Department of the Environment (ABRS)
P Hutchings	11th International Polychaete Conference: Support for the Philosophy of Biological Systematics Workshop (includes publication of the Proceedings)	Department of the Environment (ABRS)
P Hutchings	How many species of blood worms are there in NSW and does this matter?	NSW Fisheries Recreational Fishing Trust
R Johnson	Sponsorship for Science Events and Citizen Science	ANSTO
R Johnson	Timor-Leste expedition (databasing)	Australian Museum Foundation
R Johnson	Australian Museum Foundation Visiting Fellowships	Australian Museum Foundation
R Johnson	Chadwick Biodiversity Fellowship	Australian Museum Foundation
R Johnson	The advanced DNA identification and forensics facility	Australian Research Council (via University of Adelaide)
R Johnson	International cultural visits program for Solomon Islands Community conservation program for giant rats and monkey-faced bats	Department of Foreign Affairs & Trade
R Johnson	Fossil acquisition (Lightning Ridge)	Lightning Ridge District Bowling Club
R Johnson	Freshwater snail project	Owen Griffiths
R Johnson	Australian Museum Teaching Development Grant	Sydney Grammar
R Johnson	Joint appointment of Terrestrial Vertebrate scientist with University of NSW	University of New South Wales
R Johnson	Wildlife Genomics	Australian Museum Foundation
R Johnson	Developing conservation genomics capability	BioPlatforms Australia
R Johnson	Koalas: Applying conservation genomics to manage an iconic species	NSW Environmental Trust
R Johnson	DNA-based species identification of bird strikes	Various commercial airports
R Johnson	Development of forensically informative DNA markers for Short-beaked Echidna and pilot pedigree testing and trade	Zoo & Aquarium Association
R Johnson, T Flannery	Community conservation of Solomon Islands endemic mammals	Segre Foundation
S Keable	Databasing Australian Museum Malacostraca Data	Australian Natural History Assessment Tool
S Keable, M McGrouther, A Reid	Southern French Polynesia Marine Biodiversity Expedition (includes additional funds for 1 month extension)	Australian Museum Foundation - Patricia Porritt Collection Acquisition Fund
F Koehler	Unlocking the Australian Museum's gastropod collection as a significant resource for wildlife genomics	Australian Museum Foundation
F Koehler	Australia's Desert Snails: Systematics and evolution of the Camaenidae in arid Australia	Department of the Environment (ABRS)



F Koehler	Evolutionary systematics and conservation biology of rainforest snails and semislugs of the family Helicarionidae in northern Queensland	Department of the Environment (ABRS)
F Koehler	Assessing the conservation status of an invertebrate model group, Australia's camaenid land snails	Department of the Environment (Bush Blitz)
E Kupriyanova	Origin of invasive fan worm <i>Sabella spallanzanii</i> (Sabellidae, Annelida) in NSW and New Zealand	Australian Museum Foundation
E Kupriyanova	Molecular identification, barcoding, and phylogeny of Hydroides (Serpulidae, Annelida), the largest genus of notorious fouling and invading calcareous tubeworms	Department of the Environment (ABRS)
E Kupriyanova	Travel grant for Yanan Sun (PhD candidate) to attend and present at the 12th International Polychaete Conference	Department of the Environment (ABRS)
R Major	A targeted approach to containing the spread of pest birds: genetic identification of invasion pathways of the Common (Indian) Myna	Australian Museum Foundation
R Major	Birds in Backyards	Birds Australia + Eureka prize
R Major	Understanding the Indian Myna	City of Sydney
R Major	Arresting declines of woodland birds through Noisy Miner control	NSW Environmental Trust
A Mitchell	Integrative systematics of Australasian cutworm moths (Lepidoptera: Noctuidae)	Department of the Environment (ABRS)
K Player	Streamwatch	Sydney Water
W Ponder, A Hallan	Freshwater molluscs of Australia - an interactive science communication tool for mobile public access	Department of the Environment (Bush Blitz); Australian Museum Foundation; Commonwealth Department of Agriculture
A Reid	Malacology donation	Bequest (Estate of Jessie Campbell Wise)
A Reid	Malacology donation - teaching microscope	Private donation
C Reid	An identification guide for the species of Christmas Beetles in Australia	Department of the Environment (Bush Blitz)
C Reid	Biodiversity Capacity Building in Papua New Guinea and Sustainable Development of its Primary Industries	University of New South Wales
J Rowley	Accelerating Amphibian Conservation in Indo-Burma	ADM Capital Foundation, Hong Kong)
J Rowley	What is the Current Conservation Status of Amphibians in Southeast Asia?	Australian Museum Foundation
J Rowley	What is the Current Conservation Status of Amphibians in Southeast Asia?	IUCN / Honolulu Zoo
J Rowley	Resolving data deficiency in three threatened frog species	NSW Environmental Trust
J Rowley	Conservation of the highly threatened Helen's Flying Frog from the lowland forests of Vietnam: Research and Capacity Building	Ocean Park Conservancy Foundation
J Rowley	Analysing the newt trade in Indochina	TRAFFIC Southeast Asia (TSEA)

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

Principal Investigator(s) / Person Responsible	Title of project	Granting body (administered by)
S Ahyong	Species discovery and evolution of deep-sea squat lobsters from the family Munididae (Crustacea: Anomura)	Department of the Environment (ABRS) (administered by Museum Victoria)
S Ahyong	Shear thickening impact protection system - a novel design based on the biomimicry of the mantis shrimp telson	Ministry of Defence (Singapore) (administered by National University of Singapore)
V Attenbrow	Traditions, Transformations and Technology in Aboriginal Australia	Australian Research Council
D Bickel	The first Mesozoic fossiliferous amber from Southern Gondwana: an ancient portal into an Australian polar greenhouse	Australian Research Council - Discovery Project (administered by Monash University)
Colgan	Resolving the cryptic species identity of native Mytilus mussels and a marine global invader along Australia's temperate coastlines	Department of the Environment (ABRS) (administered by University of Queensland)
M Eldridge	Do chromosomal rearrangements drive genomic evolution and speciation?	Australian Research Council (administered by University of Canberra)
D Faith	Scientific Support for IPBES Knowledge Generation	Future Earth (administered by University of Paris Sud)
D Faith	Linking Earth System and Socio-economic models to predict and manage changes in land use and biodiversity	Future Earth (administered by Arizona State University)
R Johnson	Conservation genomics through de novo sequencing	BioPlatforms Australia
R Johnson	Returning burrowing bettongs to Bon Bon - survival outside fenced sanctuaries	Ian Potter Foundation (administered by Bush Heritage Australia)
R Johnson	Use of conservation genetics for recovery of critically endangered, iconic Australian Orange-bellied parrot	Norman Wettenhall Foundation (administered by the Zoo & Aquarium Association)
R Johnson, K Ewart	Clarifying the phylogeny and phylogeography of two commonly traded Australian Cockatoo species and the development of a wildlife forensic toolbox to identify illegal trade in the species	Birdlife Australia - 2016 Stuart Leslie Bird Research Award (administered by University of Sydney)
R Johnson, C Morrison	Conservation genomics of the Orange-bellied Parrot: developing genetic resources for management of a critically endangered species	Birdlife Australia - 2016 Stuart Leslie Bird Research Award (administered by University of Sydney)
R Johnson, C Morrison	Toll-like receptor markers in the orange-bellied parrot	Linnean Society of NSW - Joyce W. Vickery Scientific Research Fund (administered by University of Sydney)
R Johnson, L Neaves	Using DNA to understand bamboo and the complexity of giant panda diet	Leverhulme Trust (administered by Royal Botanic Garden Edinburgh)
R Johnson, A Summerell	Development of forensically informative DNA markers for the short-beaked echidna - their utility in pedigree testing and application in wildlife trade	Holsworth Wildlife Research Endowment (administered by University of Technology, Sydney)
R Major	Community monitoring of tree hollow availability and their use by wildlife	Sydney's Coastal Councils Group Inc. (administered by Royal Botanic Gardens & Domain Trust)



A Mitchell	You can't manage what you can't identify: Managing threats from exotic borers through accurate identification	Sugar Research Australia
J Nguyen	A phylogenetic and morphological study of Australasian passerine birds	Australian Bird Study Association (administered by J Nguyen)
K Player	Museum on the Wall - Lets Play Museum	Australia Council (administered by Royal North Shore Hospital)
C Reid	BIG 4: Biosystematics, Informatics and Genetics of the big 4 insect groups: training tomorrow's researchers and entrepreneurs	Marie Sklodowska-Curie Action Grant (administered by University of Copenhagen / Natural History Museum)
J Rowley	Resolving data deficiency in two point endemic high altitude Vietnamese frogs: are <i>Leptolalax botsfordi</i> and <i>Oreolalax sterlingae</i> Critically Endangered?	The Mohamed bin Zayed Species Conservation Fund (administered by Zoological Society of London)
J Rowley, R Major	Reintroduction of locally extinct mammals - the landscape ecosystem approach	NSW Environmental Trust (administered by University of NSW)
R Torrence	Re-assembling the MacGregor national collection from Papua New Guinea	Australian Research Council (administered by University of Sydney)

Other grants received for cultural programs, acquisitions and the development of exhibitions were valued at \$385,649 (including two grants which were carried over from 2014) and are in Table K.3.

Table K.3 Grants received by Programs, Exhibitions and Cultural Collections Division, 2015-16

Principal Investigator(s)	Title of project	Granting body
Phil Gordon	Indigenous Repatriation	Arts & Communication, Commonwealth Government
Thelma Thomas	Aboriginal and Torres Strait Islander and Pacific Youth Reconnection Projects	Vincent Fairfax Family Foundation
		Australian Museum Foundation
		Juvenile Justice
Liz Cowell	Zebra and Giraffe mounts for Wild Planet	Australian Museum Foundation
Liz Cowell	Sumatran Tiger mount for Wild Planet	Australian Museum Foundation



199 new species were described including 72 marine worms, 82 crustaceans, 20 insects, 10 molluscs, 6 frogs, 7 fishes, one bird and one reptile.

## APPENDIX L > PUBLICATIONS BY AUSTRALIAN MUSEUM STAFF

Museum staff, Senior Fellows and Research Associates published 150 papers in international and national peer-reviewed scientific journals and books, largely based on the Museum’s natural history collections. Highlights include the publication of results of the Kermadec Biodiscovery Expedition in the Bulletin of the Auckland Museum, and papers in Evolution, Biological Conservation and Biology Letters.

Among these publications were 199 new species described including 72 marine worms, 82 crustaceans, 20 insects, 10 molluscs, 6 frogs, 7 fishes, one bird and one reptile.

### > Publications of the Australian Museum

#### ■ Explore magazine

There was one edition of Explore, the AM’s magazine for Member’s supporters and other stakeholders; Explore 37(2) Summer 2015. Each edition of Explore is published on the AM website at the end of its coverage period. Copies are circulated to all NSW regional libraries. Stories and photographs from the magazine are made available online.

#### ■ Scientific Publications

The AM publishes two peer-reviewed scientific serial titles, one of which is online only. Six issues of Records of the Australian Museum with descriptions of 19 new species and 5 new genera were published in print and online in 2015–16. All are Open Access at <http://australianmuseum.net.au/journalfinder>.

APPENDIX M

# > OVERSEAS TRAVEL

Officer	Destination/Dates	Purpose
Megan Lawrence, Manager Digital Experience	Los Angeles, USA	Museums on the Web - 20th Annual International Conference.
Dr Jodi Rowley	Vietnam - 03/09/2105 to 17/09/2015	To conduct capacity building, collaborative field-work and student training in Vietnam.
Dr Robin Torrence	United Kingdom - 18/09/2015 to 18/10/2015	To conduct research on ethnographic collections at the British Museum, Cambridge Museum of Anthropology, Pitt-Rivers Museum, and the University of Aberdeen Museum.
Dr Greta Frankham	Vietnam - 11/10/2015 to 20/10/2015	To provide capacity building training and collaborative scientific research with the south east Asian wildlife forensic science community.
Kyle Ewart	Vietnam - 11/10/2015 to 20/10/2015	To provide capacity building training and collaborative scientific research with the south east Asian wildlife forensic science community.
Dr Shane Ahyong	Taiwan & Singapore - 31/10/2015 to 15/11/2015	Undertake collaborative research into crustaceans.
Dr Chris Reid	Papua New Guinea - 9/11/2015 to 22/11/15	Teaching agricultural entomology to students and various PNG crop organisations and staff at the Lowlands Agricultural Experimental Station, Keravat, and collecting pest species.
Dr Greta Frankham	Singapore - 22/11/2015 to 25/11/2015	To present on behalf of the Australian Museum Research Institute at the Interpol Wildlife Crime Working Group (WCWG) in held at the Singapore INTERPOL Global Complex for Innovation.
Dr Daniel Faith	France - 20/11/2015 to 30/11/2015	To attend two collaborative research workshops related to his research grants on biodiversity.
Dr Shane Ahyong	USA - 03/01/2016 to 09/01/2016	To fulfil Presidential role at the annual board and governance meetings of The Crustacean Society, and to meet with US colleagues to plan complete major research collaborations.
Dr Daniel Faith	Chile - 17/01/2016 to 04/02/2016	To attend The Southern Connections Congress, running his organised symposium and giving one of the talks, and to teach and give other lectures as an invited guest at the University of Chile.
Dr Daniel Faith	France - 06/03/2016 to 08/04/2016	Dr Faith has been awarded a prestigious grant to be a visiting professor at the Paris Natural History Museum. To carry out collaborative research on phylogeny and conservation and give lectures.
Megan Lawrence	USA - 04/04/2016 to 10/04/2016	To attend the Museums on the Web 2016 (MW2016) Conference. Demonstrate the Australian Museum's DigiVol volunteer digitisation program to MW2016 delegates and present a talk featuring the Australian Museum's mobile App tours using beacon technology. Participate in the conference tour of the Natural History Museum and attended sessions focusing on museum mobile App innovations, citizen science projects, agile project management and digital strategy, and transformation of website visitor experience in online collection search/discovery.
Dr Shane Ahyong	USA - 10/04/2016 to 22/04/2016	To conduct scientific research on the Indo-Pacific crustacean collections of the Smithsonian Institution, necessary for the completion of grant funded AM research projects and meet with local organising committee for 10th International Crustacean Congress to lay down program plans for the 2018 congress to be held in Washington DC.



Overseas Travel, continued

Dr Chris Reid	Papua New Guinea - 16/05/2016 to 29/05/2016	Teaching agricultural entomology to students and staff of various PNG crop organisations, at the University of PNG, Port Moresby, and collecting pest species at the nearby National Agricultural Institute Research Station.
Dr Jodi Rowley	Vietnam - 13/06/2016 to 20/06/2016	To conduct capacity building, collaborative field-work and student training in Vietnam.
Dr Greta Frankham	South Africa - 16/06/2016 to 25/06/2016	To represent the leading scientific research carried out the Australian Museum is in the field of Wildlife Forensic Science, and participate as part of an international team to streamline and standardise the approach of forensic science in fighting the illegal trade in rhino horn.
Rhiannon Stephens	USA - 16/04/2016 to 25/04/2016	The WeDigBio (Worldwide Engagement for Digitising Biocollections) event piloted a project in October 2015 to involve citizen scientists in transcribing digitised specimen information on a global scale.
Dr Rebecca Johnson	USA - 23/05/2016 - 08/06/2016	Consult widely with science directors at other world leading scientific institutions and deliver presentations on AMRI science and education programs.
Yvonne Carrillo-Huffman	Solomon Islands, Vanuatu, Fiji - 15/10/2015-26/10/2015	Guest speaker to deliver cultural talks and assist with community liaison on a Lindblad Expedition cruise.
Steven Alderton	New Zealand - 15/05/2016-19/05/2016	To attend and present at the Museums Australasia Conference, to discuss touring options for Australian Museum exhibitions, and to enquire about loaning objects for upcoming exhibitions.
Steven Alderton	New York and Washington DC, United States of America 22/05/2016-20/05/2016	To attend the American Alliance of Museums (AAM) annual conference, to meet with various institutions, to discuss Australian Museum touring exhibitions, to research possible touring exhibition options for the Australian Museum's upcoming Summer seasons 2017/2018 and 2018/2019.
Kim McKay	New Zealand 17/05/2016 to 20/05/16	To attend and present at the Museums Australasia Conference; to discuss touring options for <i>Tyrannosaurs</i> and <i>Spiders</i> exhibitions; to observe best practice of gallery upgrades; and to discuss borrowing objects of the Australian Museum's <i>Cook</i> exhibition planned for 2020 with New Zealand museums.
Kim McKay	New York and Washington DC United States of America 22/05/2016 to 29/05/12016	To attend the American Alliance of Museums (AAM) annual conference; to observe best practice of gallery transformation projects; to discuss Pacific Collections with various museums; to discuss and scope the US market for touring exhibitions; to meet with National Geographic for touring exhibitions in 2017/2018 and 2018/2019; and to discuss borrowing objects for the Australian Museum's <i>Cook</i> exhibition to be held in 2020.
Kim McKay	United Kingdom 27/02/2016 to 06/03/2016	To meet with and inspect various cultural institutions with similar Long Galleries to the AM - particularly those which are undergoing or have recently undergone restoration to ensure that the AM is using the most up-to-date concepts and designs in the gallery.

APPENDIX N

## > RECOGNISING STAFF ACHIEVEMENTS

> Honours

Kim McKay AO was appointed an Honorary Adjunct Professor by the Macquarie Graduate School of Management.

Dr Richard Major was awarded the inaugural AMRI medal for recognition of research addressing AMRI's strategic research priorities, communication of research to a broad range of audiences and actively engaging the wider community in AMRI research.

Dr Scott Mitchell represented the AM in receiving a “Highly Commended” award at the 2014 NSW Green Globes Awards for reducing electricity consumption required to maintain temperature and humidity standards in collection stores.

Dr Rebecca Johnson was admitted to the Australian Academy of Forensic Sciences.

Dr Rebecca Johnson and Dr Greta Frankham were certified as Wildlife Forensic Scientists by the International Society for Wildlife Forensic Science (two of only 28 globally) and were appointed by the federal environment minister as examiners in wildlife forensics under the EPBC commonwealth legislation section 303GS(1).

> Leadership

Dr Mark Eldridge was appointed chair of the NSW Scientific Committee and Dr Don Colgan was re-appointed as Deputy Chair of the NSW Fisheries Scientific Committee.

Phil Gordon, Manager of Indigenous Heritage, is a member of the Commonwealth Government Advisory Committee for Indigenous Repatriation.

Dr Jodi Rowley was appointed as Chair of the IUCN Species Survival Commission Specialist Amphibian Group for SE Asia.

Thelma Thomas, Youth Worker, is a member of the NSW Police Force Multicultural Advisory Council.

> Science

Dr Jacqueline Nguyen was awarded the Australian Museum's two-year Chadwick Biodiversity Fellowship for early career research on the phylogeny and evolution of Australasian passerine birds.

AMRI staff received two of the 11 grants awarded in the 2015/16 round of Australian Biological Resources Study (ABRS) National Taxonomy Research Grant Program. Dr Frank Koehler was awarded a \$210,000 grant to study the evolutionary systematics and conservation biology of rainforest snails and semislugs of the family Helicarionidae; and Dr Lauren Hughes was awarded \$270,000 to describe the coastal and wet-forest talitrid amphipods of Australia. Both projects are of three years duration, from 1 July 2015.

The Australian Centre for Wildlife Genomics had its NATA accreditation renewed (to ISO17025), making it one of the few facilities in Australia conducting non-human forensic work at this high level of accreditation

> Staff recognition awards

In July 2015 the AM launched the Staff Recognition Award. Under this program, staff could make nominations based on the following criteria:

- > Exceptional service to customers or fellow staff
- > Outstanding creativity which drives innovation of Australian Museum
- > Outstanding performance for a project design or process improvement implemented
- > Exceptional achievement in area of expertise

Each month, a winner was nominated by a committee made up of one representative from each division and chaired by a HR representative. In July 2016, the ELT reviewed each monthly winner and awarded two annual winners who each received a contribution towards a professional development course or fieldwork in their area of expertise. In addition, 3 second prize winners were nominated and awarded work experience at Lizard Island Research Station. This program has been well received by staff and has been renewed for another year.

APPENDIX O

## > FELLOWSHIPS & POSTGRADUATE AWARDS

Researchers from around the world visit the Australian Museum and AM's Lizard Island Research Station, on the Great Barrier Reef to study collections, undertake research and collaborate with AM researchers.

Each year, the AM awards visiting fellowships with the generous support of various benefactors. These awards are shown in Table O.1

Table O.1 Australian Museum visiting fellowships and postgraduate awards for 2015-16

Fellowship	Name	Institution	Project
AMRI Visiting Postgraduate Award	Alexandra Summerell	University of Technology, Sydney	Development of forensically informative DNA markers for the short-beaked echidna - their utility in pedigree testing & application in wildlife trade.
AMRI Visiting Postgraduate Award	Natalia Brodaczewska	University of Edinburgh	Development of NMR Tools for Structural Studies of Sulfated Polysaccharides
AMRI Visiting Collection Fellowship	Dr Mikhail Daneliya	Taxonomicum	Mysida & Lophogastrida (Crustacea, Malacostraca) of Australia
AMRI Visiting Research Fellowship	Dr Dao Thi Anh Tran	University of Science, Ho Chi Minh City, Vietnam	Discovering the true diversity & conservation status of Asian Mountain Toads (Ophryophryne) in Vietnam.
	Dr Jennifer Dever	San Francisco State University, USA	Resolving the “Bird-poop frog” species complex revealed using integrative taxonomy
Leo Fleischmann Visiting Fellowship	Dr James Flexner	Australian National University	Missionaries, collections, and indigenous agency in Vanuatu
Peter Rankin Trust Fund for Herpetology	Kirilee Chaplin	Museum Victoria/ University of Melbourne	Taxonomy, ecology & conservation genetics of grassland earless dragons (Agamidae: Tympanocryptis spp.) in north-eastern Australia)
	Brighton Leigh Downing	The University of Western Australia	Mate choice via chemical & acoustic cues in terrestrial-breeding frogs
	Luke Allen	Venom Supplies	The Cryptic Reproductive Systems of a Venomous Australo-Papuan Snake, the Coastal Taipan Oxyuranus scutellatus)
Lizard Island Doctoral Fellowship	Jamie McWilliam	Curtin University	The pulse of a coral reef: using acoustic survey as a tool for monitoring coral reef ecosystems in a changing climate
Ian Potter Doctoral Fellowship at Lizard Island	Zoe Loffler	James Cook University	Canopy-forming macroalgae on coral reefs: how does it affect key ecosystem processes?
John and Laurine Proud Fellowship	Dr Michael Bok	Lund University, Sweden	Seeing with gills: the evolution of branchial photoreceptors in fan worms
Isobel Bennett Marine Biology Fellowship	Dr Rebecca Fox and Dr Jennifer Donelson	University of Technology Sydney	Exploring the nexus between behaviour and physiology of coral reef fishes in a warming world
Yulgilbar Fellowship	Dr Sandra Binning and Dr Dominique Roche	University of Neuchatel, Switzerland	Cooperation, conflict and cognition in marine cleaning mutualisms
Crown-of-Thorns Starfish Research Grant	Dr Sven Uthicke	Australian Institute of Marine Science	Testing eDNA as a new monitoring tool for early outbreak detection





APPENDIX P

# > SUSTAINABILITY & ENERGY MANAGEMENT

The aim of the Government Energy Management policy is to achieve sustainable energy and cost reduction across the NSW Public Service, using energy consumption and greenhouse gas emissions from 1995-96 as a baseline against which savings are assessed. The AM's energy usage for the last five years is shown in Table P.1. In 1995/96 the AM's energy use was 25,107 GJ and greenhouse gas emissions were 5128 tonnes. The different types of energy used for 2015-16 are shown in table P.2.

Table P.1 Energy usage at the Australian Museum, 2011-12 to 2015-16

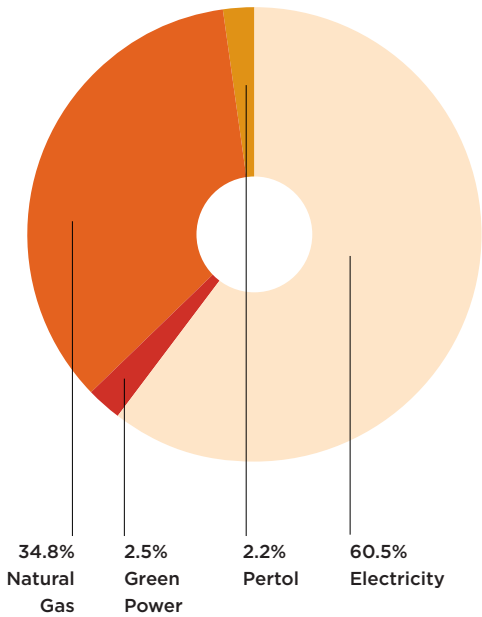
Year	2011-12	2012-13	2013-14	2014-15	2015-16	change from baseline
Energy use (GJ)	27,995	23,449	21,733	23,305	22,420?	-10.7%
Greenhouse gas (tonnes)	4,986	4,513	4,004	4,074	4,227?	-17.6%

Efficiencies in the operation of air-conditioning and the installation of new dehumidifiers have again reduced energy usage last year.

The new entry hall on William Street has been designed to be carbon neutral in its operation and was completed in 2015. Construction works on site contributed to higher electricity consumption during this period. As part of the new entry hall, a 12.5 kW photovoltaic system was installed on the AMRI building.

Since late 2011 the Museum has trialed periodic shutdown of air handling units in its collection areas. Based on standard sector practices in relation to conservation of collection items, this equipment formerly operated 24 hours a day. The collection rooms are well sealed and temperatures are monitored to allow a certain amount of temperature and humidity drift that stays within an acceptable range.

Figure P.2 Energy consumption by fuel type (%)



APPENDIX Q

# > WASTE REDUCTION & RECYCLING

In August 2015 the AM implemented a new waste recycling initiative as part of the Whole of Government Waste Management contract and aligned with the Government Resource Efficiency Policy (GREP) reporting.

The AM's recycling and waste system aims to reduce waste in both public and non-public areas. The data in Table Q.1 was provided by the relevant waste contractor at the time.

Table Q.1 Waste management at the Australian Museum

	Weight collected (tonnes)	Weight to landfill (tonnes)	Percentage to landfill	Percentage recycled
2010-11	106.7	23.9	22.6%	77.4%
2011-12	85.41	17.0	19.9%	81.1%
2012-13	94.5	18.95	20%	80%
2013-14	209.5	53.6	25.6%	74.4%
2014-15	210.01	52.96	25.2%	74.8%
Aug 2015-16	71.1	19.3	66.5	33.5%

The contractor for the new recycling initiative is Veolia. As part of this initiative the AM introduced new coloured bins for the following waste streams: cardboard and paper; plastic, glass and aluminium. This new system reflects an accurate measurement of current AM recycling and forms a baseline to reach diversion rates moving forward. We have a current material diversion rate of 33.5% from landfill, and have in the last four months with the assistance of the Green Team, expanded to 7 waste streams including: fluorescent lights, print cartridges, batteries, mobiles and organics.

The AM is aiming for a diversion rate of 40% by the end of 2016.

APPENDIX R

# > HERITAGE MANAGEMENT

The AM has a responsibility to identify and manage items of heritage which it owns, cares for or controls. Under Section 170A of the Heritage Act 1977, the AM must provide a statement on the condition of items on its register in the Annual Report.

The entire site, bordered by College, William and Yurong Streets, is included on the State Heritage Register (No. 805). The AM is also listed on the Australian Heritage Database (formerly the Register of the National Estate) and in Schedule 5 of the Sydney Heritage Local Environmental Plan 2012, and classified by the National Trust of Australia (NSW). The AM has several buildings that have been assessed as exceptional or high significance. They are:

- > Lewis Wing
- > Barnet Wing
- > Vernon Wing (including the Hallstrom Theatre)
- > William Street (Parkes-Farmer) Wing
- > Former National School Building
- > Former Infants School building

These buildings are maintained in good condition, except for the former Infants School building which is in fair condition. The William Street (Parkes-Farmer) wing has been assessed as medium significance, and is in good condition. Other buildings on the site which have had their heritage values assessed are of low significance. They are in good to fair condition, and include:

- > The Child Welfare building (completed c1952)
- > The new Spirit House (completed in 1969)
- > The Still Addition (completed in 1988)
- > The Australian Museum Research Institute building (completed in 2008)

In 2015 Orwell and Peter Phillips completed the Conservation Management Plan (CMP) to complement the site master plan and inform the design of the new William Street entrance.

# > STAFF, WORKFORCE DIVERSITY & WHS STATISTICS

## > Achievements

HR has worked towards shifting the operations of the team and functions from a focus on transactional HR activities to strategic business partnering. In line with this strategy a number of process improvements and initiatives to engage with senior management have occurred.

Achievements for 2015–16 included:

- People Matter Employment Survey 2016 – AM achieved 80.7% of the participation rate, this is double the response of the previous survey in 2014. Survey results will be available in September, from this the AM is able to refocus HR functions and improve services.
- Reviewed and updated hiring manager’s guide and checklist to improve recruitment and selection processes. The introduction of the hiring manager checklist is to guide the manager step by step through the end to end recruitment process. The interview guide is newly developed to provide a structured pool of behavioral questions that can be utilised by a hiring manager to help accurately assess the role fit of a candidate.
- Introducing new assessment methods for key roles. Engaging with recruitment consultants to develop and conduct appropriate methods to assess the different requirements and capabilities of the role.
- Improve current onboarding process - stronger integration of inductions between HR, Finance Operations & Finance BP. Improving process between all three units for new staff (especially project and cost centre managers).
- Role Description – targets to meet compliance by the end of August 2016 is on track and we are expecting to meet this deadline.

## > Salaries

The NSW State Government 2.5% wage increase was paid to all staff in the first full pay period in July 2015. The Senior Executive 2.5% SOORT increase was paid to executives after approval of annual performance reviews by the Departmental Secretary.

## > Workplace Health and Safety

The AM’s Work Health and Safety (WHS) Committee continued working with management to identify, assess and manage workplace hazards and ensure that the AM complies with its legislative responsibilities under the Work Health and Safety Act 2011 and the NSW Work Health and Safety Regulations 2011. There was one lost time injury reported, the same as the previous year. There were no prosecutions under the WH&S Act 2011.

## > Industrial Relations

The Joint Consultative Committee continued to meet regularly to provide an effective means for resolving employee-related issues.

## > Staff statistics

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

- Table S.1 Numbers, gender and salary band levels of Executive management
- Table S.2 Remuneration level and workforce diversity status of non-casual employees, Australian Museum 2015-16
- Table S.3 Salary of non-casual employees, Australian Museum 2011-16
- Table S.4 Workforce diversity status of employees, Australian Museum 2011-16

## Appendix S, continued

Table S.1 Numbers, gender and salary band levels of Executive management

Level	Gender	2011–12	2012–13	2013–14	2014–15	2015–16	Salary range 2014-15 (\$)	Employee-related expenses 2015-16
SE Band 2	Female			1	1	1	\$294,3690	2.15%
	Male	1	1	1	1			
SE Band 1	Female			1	2	2	\$198,967-204,284	3.44%
	Male	2	2	4	4	2		

Table S.2 Remuneration level and workforce diversity status of non-casual employees, Australian Museum 2015-16

Remuneration level of substantive position	Total Staff	Male	Female	Aboriginal people and Torres Strait Islanders	People whose first language spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
> 46,676	0	0	0	0	0	0	0
\$46,676 to < \$57,256	5	3	2		1		0
\$57,256 to < \$75,559	66	30	36	4	12	1	0
\$75,559 to < \$97,883	133	48	85	4	16	1	0
\$97,883 to < \$130,929	38	22	16		3		0
\$130,929 to < \$170,250	18	14	4		2		0
\$170,250 + (non- SE)	2		2				0
<b>Total</b>	<b>262</b>	<b>117</b>	<b>145</b>	<b>8</b>	<b>34</b>	<b>2</b>	<b>0</b>

Table S.3 Salary of non-casual employees, Australian Museum 2011-16

Salary Level	2011-12	2012-13	2013-14	2014-15	2015-16
> 46,676	5	0	0	0	0
\$46,676 to < \$57,256	28	28	12	6	5
\$57,256 to < \$75,559	122	120	94	70	66
\$75,559 to < \$97,883	106	112	120	137	133
\$97,883 to < \$130,929	40	34	30	33	38
\$130,929 to < \$170,250	5	10	9	16	18
\$170,250 + (non- SE)	0	0	0	2	2
\$170,250 + (SE)	3	3	5	6	5
Total	309	307	270	270	267

Table S.4 Workforce diversity status of employees, Australian Museum 2011-16

Workforce diversity status	Benchmark or target (%)	2010-11 (%)	2011-12 (%)	2012-13 (%)	2013-14 (%)	2014-15 (%)	2015-16 (%)
Women	50	54.8	55	57	54	55	55
Aboriginal people and Torres Strait Islanders	2	1.2	1.9	3	2	2	3
People whose first language spoken as a child was not English	20	13.5	14.2	11	15	28	13
People with a disability	12	1.5	1.6	3	2	2	1
People with a disability requiring work-related adjustment	7	0	0	0	0	0	0

APPENDIX T

# > HONORARY APPOINTMENTS

The Australian Museum has a long history of making honorary appointments to recognise individuals who have contributed to the advancement of the Museum.

The following people held honorary appointments at 30 June 2015

> Honorary Associates

His Imperial Majesty  
Emperor Akihito of Japan

Dr Hal Cogger, John Evans  
Memorial Fellow

Dr Desmond Griffin, AM,  
Gerard Krefft Memorial  
Fellow

Mr Frank Howarth PSM

Professor Frank Talbot AM

Professor Tim Flannery

> Senior Fellows

Dr Val Attenbrow

Mr Desmond Beechey

Dr Penny Berents

Dr Walter Boles

Dr Michael Gray

Dr Douglass Hoese

Dr Alan Jones

Mr Robert Jones

Dr Kate Khan

Dr Brian Lassig

Dr Jeff Leis

Dr Jim Lowry

Dr David McAlpine

Dr Max Moulds

Ms Anna Murray

Dr John Paxton

Dr Winston Ponder

Dr Harry Recher

Dr Alex Ritchie

Dr Frank Rowe

Dr William Rudman

Dr Jim Specht

Dr Lin Sutherland

Dr Buz Wilson

> Research Associates

Dr Marion Anstis

Dr Ken Aplin

Dr Larry Barron

Dr Michael Batley

Dr Peter Bayliss

Dr Katherine Belov

Dr Ingo Burghardt

Dr Maria Capa

Dr Anne Clark

Mr David Colchester

Dr Georgina Cooke

Ms Tessa Corkill

Mr Roger de Keyser

Dr Malte Ebach

Mr Brian England

Dr Judith Field

Mr Joseph Forshaw

Emeritus Professor  
Richard Frankham

Dr Richard Fullagar

Dr Anthony Gill

Dr John Gollan

Dr Ian Graham

Mr Ken Graham

Dr Peter Grave

Mr Owen Griffiths

Dr Kristofer Helgen

Dr Peter Hiscock

Mr Kirk Huffman

Dr Walter Ivantsoff

Dr Bruce Jenkins

Ms Patricia Kailola

Mr Vince Kessner

Dr Nina Kononenko

Mr Robert Lachlan

Dr Nathan Lo

Mr Wayne Longmore

Dr John Martin

Associate Professor  
Peter Matthews

Mr Katsusuke Meguro

Dr Hiroyuki Motomura

Dr Chris Muller

Dr Anne Musser

Dr Armstrong Osborne

Dr Harry Parnaby

Dr Hannelore Paxton

Mr Rohan Pethiyadoga

Dr David Pollard

Dr Sally Potter

Dr Jane Yde Poulsen

Dr Graham Pyke

Dr Michele Schiffer

Dr Richard Schodde

Dr Glenn Shea

Mr Michael Shea

Dr Helen Smith

Mr Graeme Smith

Dr John Stanisic

Dr Jeffrey Stilwell

Dr Desmond Strusz

Dr Pamela Swadling

Mr Gerry Swan

Mr Gunther Theischinger

Dr Brian Timms

Dr Eren Turak

Dr Tegan Vanderlaan

Mr Jean Weiner

Dr Arthur White

Dr Geoff Williams, OAM

Mr Graham Wishart

Dr Gavin Young





APPENDIX U

# > MUSEUM VOLUNTEERS

The Australian Museum is grateful for the community support received through extensive volunteer support, with 564 people actively volunteering onsite and offsite in 2015-16, contributing more than 169,000 hours of service. A further 787 volunteers contributed 72,223 online data transcription tasks using DigiVol Online (a collaboration between the Australian Museum and the Atlas of Living Australia).

Volunteers were thanked by Kim McKay and other senior staff at a special event in December 2015. Volunteers receiving special recognition were Adrienne Hirst, Jennifer Johnson and Gillian Tansilao(10 years, front-of-house); Alan Leishman(10 years, Terrestrial Invertebrates); Norma Scott(10 years, Entomology); Prue Walker(10 years, Archives and Rare Books); Gillian Whitney(10 years, Geosciences); Libby Sakker(15 years, front-of-house); Margaret Schonell(15 years, Marine Invertebrates); Greg Towner(20 years, Marine Invertebrates); and Dot Lucas (25 years, front-of-house).

DigiVol hosted its five year celebration in the Wild Planet gallery during National Volunteer Week on the 9th May, 2016 with many sponsors, colleagues, staff and volunteers attending. Kim McKay and Tracey Stegall, a DigiVol sponsor, handed out the certificates of appreciation to 26 volunteers who had volunteered with DigiVol for 3 years or 5 years and those who had completed significant transcription milestones.

Most volunteers are long-term (at least one year of service) and regular (at least once a week), with several serving in more than one area. Others volunteered on short-term, one-off projects such as the Australian Museum Science Festival. Volunteers at Lizard Island Research Station visit the island for several weeks and some come every year.

In particular:

- > 57 Programming front-of-house volunteers assisted visitors with information, orientation tours and ‘hands on’ experiences
- > 182 volunteers assisted staff onsite with research, collections, corporate and marketing tasks
- > 230 Streamwatch volunteers, monitoring water quality and macro-invertebrates across Sydney waterways. Streamwatch completed its third year of operation at the Museum with 51 groups testing 118 sites across metropolitan Sydney, greater Sydney and the Illawarra.

- > 871 citizen science volunteers involved in the DigiVol project imaging collection materials onsite (84) and transcribing online (787)
- > 11 volunteers assisted with maintenance at Lizard Island Research Station, contributing 215 person days for 4 hours per day. Of these, four regular volunteers contributed 100 person days.

Table U.1  
Contribution of volunteers  
to the Australian Museum, 2015-16

Division	Number	Area
Programs, Exhibitions and Cultural Collections	98	Indigenous Collection, Pacific Collection, Archives, Rare Books and Library Collection, Materials Conservation and Programming
AMRI Science and Learning	463	AMRI Education and Life Long Learning, Life Science, Digital Collections and Citizen Science and Lizard Island Research Station
Online (DigiVol)	787	Worldwide volunteers transcribing digitised collection and archival material using the internet as part of DigiVol
Marketing, Communications and Development	3	Marketing and Memberships

Note: includes 15 volunteers who contributed in more than one department.

> Volunteers 2015-16

The Australian Museum sincerely thanks the following individuals for their support and services during the year. Those marked with a hash (#) volunteered in more than one area. The Australian Museum would also like to thank the 787 online volunteers from DigiVol who we haven't listed here.

> Programs, exhibitions & cultural collections

Indigenous Collection, Pacific Collection, Material Conservation, Archives, Rare Books & Library Collection:

Rebecca Barnott-Clement  
Karin Brown #  
Sarah Carter  
Natalie Cassaniti  
Jordan Cavanough  
Susan Clinch  
Arabella Cooper  
Paige Davis  
Len Dyall  
Julie Edstein  
Rebecca Georgiades  
Nanette Goodsell  
Sophia Harris  
Sarah Hawkins  
Joanna Kondaxis  
Charlotte Kowalski  
Alison Leeson  
David Lind  
Kieran McGee  
Susan Myatt  
Natasha Nassenstein  
Christopher Nelson  
Kimberley O'Connor  
Ziggy Potts  
John Rankin #  
Cynthia Rodrigo #  
Jakob Ruhl  
Ricardo Servin Sagrero  
Catherine Samways #  
Veronica Shaw #  
Palita Somsri

Kristen Spyrdz  
Kosta Thompson  
Vicki Tran  
Megan Van der Hyden  
Prue Walker  
Feyza Zaman #  
Penny Zylstra

> Programming volunteers (includes front-of-house):

Peter Andrews  
Colin Asimus  
Les Bassett  
Carole Bennetts #  
Ray Biddle  
Marie Buchanan  
Courtney Buckland  
Cate Burns  
Sarah Cabrera  
Marsha Canning  
Charles Cases #  
Anna Chang  
Jenny Chu  
Helen Clark  
Geoffrey Dodds  
Karen Gardiner  
Peter Grocholsky  
Joe Haddock  
Anne Harvey  
Adrienne Hirst  
Dinah Holden #  
Mary Hughes  
Jennifer Johnson  
Amanpreet Kang  
Hinda Kaunitz  
Josephine Lo  
Dot Lucas  
Dave Mackinnon  
Jim Mammoliti  
Frank Mansour  
Lyn Martel  
Peter Martin  
Annette McGregor  
Lynne McKenzie  
Ourania Mihas

Albert Mispel  
Clare O'Brien  
Tom O'Keeffe  
Lynne Palmer  
Leonie Philip  
Denise Playoust  
Tony Power #  
Emily Quirk  
Alan Roby  
Libby Sakker  
Catherine Samways #  
Marieanne Schattiger  
Olga Sedneva  
Moirra Shackleton  
Jenny Starling  
Ailsa Stewart  
Lesley Strauss  
Susan Sweller  
Keren Symonds  
Gillian Tansilao  
Judith Townsend  
Jason Travis  
Marna Wainberg  
Geoff Wannan  
John Woodfield

> AMRI, science & learning division

> Life Sciences:

Elisha Duxburg  
Sarith Dekker  
Manda Khudhir  
Win Alliston  
Larry Barron  
Peter Bayliss  
Max Beatson  
Emma Bjorndahl  
David Bray  
Michael Brock  
Linda Brown  
Nathan Brown  
Rebecca Bryant  
Ingo Burghardt  
Alexander Burton  
Matthew Byron



Jennifer Caiza	Julia Ribas	Neville Cohen	Gae Mulvogue	Ian Bailey	Lena Chhay
Elizabeth Cameron	Emilio Rodriguez	Monique Cooper	Liz Niggley	Merlinda Bainbridge	Alan Choy
Gordon Campbell #	Hazel Ronay	Jae Croshaw	Nicole O'Donnell	Mikaila Baker	Peter Chrismas
Lynne Chamberlain	Claire Rowe	Danielle D'Agostino	Bettina Orellana	Adrienn Balogh	Gareth Clemens
David Colchester	Catherine Samways #	Caroline Davy	Alex Palmer	Steven Barratt	Susan Clowser
Andrew Conomy	Margaret Schonell	Susan Dietrich	Barbara Pointer	William Bartolo	Kenneth Cooke
Ray Corcoran	Norma Scott	Jill Dingsdag	David Posniak #	Hayley Bates	Adriana Corona Mothe
Russell Cox	Madeline Sheard	David Dixon	Tony Power #	Wayne Baulch	Sharyn Cullis
Carson Creagh	Claudia Sirdah	Debbie Dukes	Jim Richardson	Sonia Baxant	Andrew Davies
Christine Crowther	Matu Sjolander	Joan Dziediczak	Cynthia Rodrigo #	Maree Bayscho	Danielle de la Mont
Timothy Cutajar	George Smith	Megan Edey	Chantelle Sammut	Craig Bender	Nicole Dent
Stewart Davis	Roger Springthorpe	Pam Emmett	Soo-Min Shim	Craig Bennett	Gaynor Derriman
Jan Fisher	Anne Stevens	Paul Fletcher	Karen Shore	Warren Bennetts #	Maddi Diamond
Louise Fisher	Jane Stevenson	Melville Fong	Louise Smith	Wendy Bishop	Louise Doculara
Marissa Gee	Karen Stokes	Diana Gershwin	Dianne Stocks	Sara Blackall	William Domanski
Matthew Harris	Allen Sundholm	Melissa Graf	Lorraine Tacouni	Michelle Blewitt	Peter Donkers
Barbara Harvey	Tom Taylor	Wendy Greenfield	Natalie Tees	Steven Body	Emily Dowling
Maureen Haydon	Jim Teys	Daniela Hartman	Andrew Trevor-Jones	Natasha Bofinger	Jonathan Dowling
Anna Hespe-Poulos	Greg Towner	John Hepworth	PaulaTwine	Vicki Bolling	Caitlyn Drayton-Taylor
Jo Holman	Tony Trujillo	Christine Hoskins	Maret Vesk	David Bowden	Joanne Drewett
Bruce Jenkins	Phillip Van Heeroen	Christine Johnson	John Wagner	Paul Bradford	Andrew Eaton
Sally Jones	Freya Wadlow	Alanah Kazlauskas	Jonathan Watkins	Tracey Bradford	Natalie Edmonds
Alan Leishman	Wendy Walker	Liz Kean	Kim Watson	Ashley Brennan	Ece Egilmezer
Harry Leung	Daniel Wang	Wendy Kesterton	Emma Williamson	Eric Brocken	Cecil Ellis
Nerida Little	Hannah Ward	Peter Korber	Amelia Wong	David Brookfield	Mary Erian
Marika Low	Hugh Watt	Karen Kuan	William Wong	Heather Brooks	Steve Federici
Angela Low	Jean Weiner	Holly Ladmore	Jacinta Wood	Karin Brown #	John Fisher
Claire Mahendradotta	Jenny Westwood	Yolande Lebreux	Aleit-Marei Woodward	Ann Brown	Gillian Fitzgerald
Peter Mallesch	Joshua White	Louise Ledwich	Marcia Young	Russell Brown	Kaja Fjaertoft
John Martin	Gillian Whitney #	Philip Lewis	Li Zheng	Emily Buckle	John Forrest
Robert Mayrick	<b>&gt; Digital Collections &amp; Citizen Science:</b>	Bo Li	<b>&gt; AMRI Education &amp; Life Long Learning (including Streamwatch):</b>	David Bush	Jess Foster
Gail McFarland	Brian Allured	Karen Li	Melina Amerasinghe	Ian Butler	Janet Fox
Benjamin McKay	Nicholas Anning #	Bronwyn Lind	Kelly Andersen	Patricia Butler	Helen Francey
Graham McLean	Alexis Armytage	Si-Wan Loong	Marcus Andersen	Diane Butt	Geoff Francis
Chad Minshew	Samantha Battersby	Ron Lovatt	Jane Anderson	Mark Cachia	William Gale
Edwina Murray	Lis Bergmann	Cam Ly	Tomas Anderson	Russell Cail	Steph Gardner
Dieter Mylius	Geoffrey Berry	Angela McCartney	Carla Andrews	Elizabeth Cameron	Jessica Gardner
Margot O'Donoghue	Judith Bonner	Natalie Megna	Nicholas Anning #	Madeline Cantwell	Diana Gershwin
Nick Phillips	Anne Brophy	Julianne Miller	Pauline Apostolou	Erst Carmichael	Mahmoud Ghazal
Scott Pilley	Gordon Campbell #	Leone Minahan	Peter Ardill	Ian Carroll	Danielle Gillard
Rosemary Pryor	Frank Cannata	Louise Morgan	John Arney	Olive Caryabudi	Kerry Goonan
Phoebe Quessy	Stephanie Chinneck	David Morris	Julia Atkinson	Charles Cases #	Anna Gor
John Rankin #		Linda Mott		Grace Chang	Andrew Graf
				Mark Chappel	Michael Greenwood



Yoganand Gurjar	Daniel Lewis	Kenix Pang	Adam Silk	Anne Wagstaff
Helen Haigh	Diane Light	Joshua Panton	Chelvi Singaram	Kim Wagstaff
Ken Hair	Emma Little	Ken Parsons	Robini Sing-Leui Ngai	Catherine Warmoll
Adam Halliday	Andrew Long	Ian Partridge	Amy Situ	Clare Watson
Jayne Hanford	Lefan Luu	Lyn Partridge	Bryan Smith	Victoria Watson
Brooke Hannan	Sara Maddison	Joelle Patten	Garth Smith	Greg Wearne
Bryce Haritos	Kylie Malone	Sandra Payne	Margaret Smith	Brian Webb
Greg Harper	Flora Mansour	Lauren Perkins	Glenda Spresser	Sally White
Tom Heath	Fay Mantas	Henry Peters	John Spresser	Andrea Willcocks
Shirley Henderson	Jan Marshall	Tom Peters	Lyall Sprowles	Michael Wooden
Grace Henry	Ralph Martino	James Pettersen	Amy St Lawrence	Robyn Woods
Eva Hickey	Jean Mayhew	Gina Pinget	Maree Stacy	Robert Wray
Jenny Hill	Natalie Mayhew	Guillem Poch Gelada	David Stedman	Chung Yan Tsang
Andrew Hogan	Njoku Mbisike	David Posniak #	Gavin Stewart	Joshua Young
Dinah Holden #	John McDougall	Pevlin Price	Heather Stewart	Feyza Zaman #
Lotte Holm	Ian McEwan	Lowri Pryce	Luke Stone	Peter Ziegler
Vera Hong	Tahnee McHutchison	Ewelina Przybyszewski	Colin Storey	<b>&gt; Lizard Island Research Station</b>
Lesley Hook	Emily McIntyre	Ralph Ranger	Robert Storey	Renie Amos
John Howse	Dayna Mellor	Susan Ranger	Michael Streatfeild	Snow Amos
Ropeta Hunt	Derek Minett	Jill Rattray	Katarina Stuart	Terry Ford
Pamela Irving	Alana Mohamed	Graham Reid	Alasdair Stuart	Claudia Glazener
Chris Isgro	Babylyn Montalban	Elizabeth Richards	Andrew Sutcliffe	Laura Hampton
Sara James	Anthony Montgomery	Timothy Richards	Elizabeth Sutcliffe	Sue Lawrence
Ajaya Jayarao	Nic Moodie	Margaret Richardson	Steve Tatham	Aero Leplastrier
Kathy Jewitt	Grainne Moore	Paula Richardson	Melanie Thomas	Michele Marshall
Stephen Jewitt	Simon Mould	Christine Riley	Bob Trebilcock	Kerry Sackett
Joanna Jordan	Joanne Moylan	Sami Rizwi	Thi Manh Trebilcock	Veronika Schyra
Biljana Jovanovic	Andrew Myers	Paul Robinson	Lisa Turner	Lois Wilson
Beth Kasumovic	Claire Nelson	Helen Rowe	Roma Uthappa	<b>&gt; Marketing, communications &amp; development division</b>
Vere Kenny	Andrew Nemeth	Simon Rowe	Veronica Vare	Carole Bennetts #
Virginia King	Ruth Neumann	Lesley Sammon	Chris Vaz	Warren Bennetts #
Reiko Kohama	Lynda Newnam	Natalie Sandy	Tania Villamar	Keith Robinson
Stephen Kydd	William Newnam Peters	Karen Scanes	Frances Vissel	
Graham Lalchere	Claudia Nicolea	Stephen Schmidt	Valeria Volpato	
Alan Lane	Roger Nicolea	Lilly Schwartz	Maria Vozzo	
Grant Langlands	Beth Noel	Patricia Schwartz		
Cameron Lathwell	Chris Noon	Susie Schwartz		
Penny Laver	Monica Nugent	Fiona Sedgers		
Shani Law	Wendy Oakes	Vanessa Shaflender		
Cinzia Lea	Julie O'Connor	Veronica Shaw #		
Ann Leahy	Caroline O'Hare	Robert Shestanovich		
Kenneth Lee	Josie Pace	Marianne Sheumack		
Barry Lees	Rebecca Pagnucco	Rick Shires		
Rowena Leung	Vanessa Palamara	Stephen Shortis		



## APPENDIX V

# > KEY ACQUISITIONS & DONATIONS TO THE COLLECTIONS

The AM is grateful and pleased to receive donations of cultural significance and natural science specimens where these are accompanied by label data, including place of origin, date collected and the name of the collector. Significant acquisitions are listed below.

### > Cultural Collections

Acquisitions to the cultural collections in 2015-16 were:

#### > Archives

- > Donald Trounson photographic prints of birds (150 images)
- > Supplementary donation of material from Margaret Tuckson's fieldtrips (larger donation in 2015)
- > Painting 'Green Point' by Gerard Krefft, 1860
- > Papers of Ross Pearson 1980-2011 (ex AM Members tour leader)
- > Books by and about GA Waterhouses
- > Book 'Elements of Logic' signed by AM Curator Edward Ramsay, 1865
- > Natural History Collectors Box kept by Stephen Miller Winter, c1880-1890
- > Set of bagpipes belonging to Museum taxidermist Douglas Grant, c. late 19th

#### > Aboriginal and Torres Strait Islander Collection

- > Small ghost net figures used in the animation of 'Dauma and Garom' from Erub Erwer Meta
- > 10 objects including boomerangs, a shield, clapsticks and a spear thrower acquired from Tennant Creek, NT.
- > Wooden club made by Roy Barker and purchased by John Rohde during a visit to Barker's property in Brewarrina in 1985.
- > Possum skin dance outfit and headdress made by South Coast artist Yaraan Bundle, commissioned for 'Garrigarrang' exhibition.
- > Cylcon collected in the 1970's from Toorale Station near Bourke, Darling River region, NSW.
- > T-shirt and medallion in box, purchased by Mariko Smith whilst taking part in the Freedom Ride re-enactment 2016.
- > Shield found in a cave shelter near Maraylya, Windsor, NSW.
- > Net made by South Coast artist Jodie Edwards, commissioned for 'Garrigarrang' exhibition.

#### > Pacific Collection

- > 6 Bilum wear dresses made in Goroka, Eastern Highlands, PNG by Florence Jaukae
- > 8 Bilums made by different Omie women artists, Huvaimo Mt, Oro Prov, PNG

- > 1 Nguzunguzu carved sculpture; 2 carved neck ornaments; 3 carved animal figures
- > 1 Motu and Tafisi panel by Niuean artist Kenneth Green
- > 1 Keet Kotup - magic bag by Naup Waups
- > 5 Sago decorated pots miniature representing ancestral animal figures by Kolimangs
- > 4 masks and 1 Omu Figure, Asmat area, West Papua
- > 4 Keram large carved panels, Asmat area, West Papua
- > 34 pottery items from PNG
- > 2 (items) Fijian wedding attire made of masi (barkcloth)

#### > Natural Science Collections

Over 5,402 items (specimens and specimen lots) were donated to the Natural Science collections. These donations included specimens and lots from around the world including items as diverse as important insect collections from Queensland and China; a range of mineralogy specimens from around Australia; and a tapir, tiger, dolphins, seals and birds donated by zoos in New South Wales. The most important collection donation this year was an outstanding opalised Pliosaur skeleton donated by a generous benefactor who wishes to remain anonymous under the Cultural Gifts Program.

The AMF's Patricia Porritt Collection Acquisition Fund supported an Expedition to the Solomon Islands, planned for late 2016 or early 2017 to investigate small mammals, reptiles, frogs and invertebrates, looking at high conservation value species and new species endemic to the region.

Following are key acquisitions and donors by collection:

#### > Entomology and Arachnology

Important donations include a donation from the American Museum of Natural History of 369 plant bug inventory specimens collected by over sixty researchers and over 800 specimens donated by Dr David Rentz from around Australia, focused on Queensland.

#### > Malacology

A donation from Peter Pechar was received with valuable dry shell specimens collected in Rabaul Harbour pre-1994 when volcanic eruptions significantly disturbed the region.

#### > Mammals

Taronga Zoo and Mogo Zoo provided a number of important mammal and bird specimens that will be invaluable in future exhibitions at the Museum and for wildlife forensic work.

#### > Mineralogy and Palaeontology:

Other than the opalised Pliosaur, other important donations include the mineral collection of the late Dr Erich Lassak and a range of minerals donated by Dieter Mylius and D. Murty.

## APPENDIX W

# > BENEFACTORS & SPONSORS

### > Australian Museum Foundation

The Australian Museum Foundation (AMF) is dedicated to raising funds to support acquisitions and projects across the AM, from research and collections to outreach and education programs. Donations to the AMF increased by 30% in 2015-16, totalling \$546,017. Three fundraising appeals were conducted: the 200 Treasures campaign and the AMF Annual Gala Dinner - both in support of the restoration of the Long Gallery, and the end of financial year public appeal supporting an upcoming scientific expedition to Lord Howe Island.

The AMF Trustees in 2015-16 were:

Diccon Loxton (Chair)

John Pearson (Deputy Chair)

Natalia Bradshaw

Ailsa Crammond

Michael Chaaya

Tim Goodman

Chris Grubb

Frank Howarth PSM

Alasdair MacLeod

Kim McKay AO

Scott Reid

David Rickards

Brian Sherman AM

Fiona Sinclair

#### Grants made by the Australian Museum Foundation

A total of \$246,842 in grants was presented to the AM to fund 7 projects in 2015-16. These included:

- > Simpson Desert Expedition
- > Chadwick Fellowship
- > AMF Visiting Fellowship
- > Solomon Expeditions

Other projects supported by the AM Foundation through the Patricia Porritt Collection Acquisition Fund included:

- > Marine biodiversity expedition to the Cook Islands
- > Acquisition of Mud Man masks from Asaro, PNG

#### Donations

The AM's Development department received an additional \$281,353 in donations made directly to the AM Trust. This included \$220,000 for the restoration of the Long Gallery.

### > Lizard Island Reef Research Foundation

The Lizard Island Reef Research Foundation (LIRRF) is dedicated to raising funds for scientific research at the AM's Lizard Island Research Station. Trustees in 2015-16 were:

David Shannon, Chair

David Armstrong

Dr Penny Berents

Jim Bildner

Ken Coles AM

Belinda Gibson

Dr Ronnie Harding

Chris Joscelyne

Vivian King

James Kirby

Professor Lynne Madden

Kim McKay AO

Fiona Playfair

Heather Power

Robert Purves AM

Graham Sherry OAM

Charlie Shuetrim AM

Helen Wellings

#### > Partnerships and Sponsors

In 2015-16, the AM's exhibitions and programs, including the *Trailblazers* exhibition, *David Attenborough's Virtual Reality Experiences*, Eureka Prizes and the Science Festival, were supported by 49 partners. The combined value of support from AM Partners totalled \$2,164,227. AM Partners also contributed more than \$2 million value in-kind (including goods and services) throughout the financial year.

#### > Benefactors and Partners

The AM gratefully acknowledges the generosity of all benefactors and partners and thanks them for their diverse contributions to exhibitions, programs, education, outreach and scientific research.



**> Australian Museum  
Principal Partner.**

Westpac

**> Australian Museum  
Corporate Partners**

303 MullenLowe

3M

4 Pines Brewing Company

Adventure World

Australian Nuclear Science  
and Technology Organisation  
(ANSTO)

Australian Geographic

Bamstone

Cortell Australia

Destination NSW

Google AdWords

Guardian Global

Helly Hansen

IAS Fine Art Logistics

IBM Australia

JCDecaux Australia

National Geographic Channel

News Corp Australia

Oatley Fine Wine Merchants

Pullman Sydney Hyde Park

Samsung

Valiant Hire

**> Australian Museum  
Supporters**

ADM Capital Foundation  
Australian Government's  
Australian Biological  
Resources Study (ABRS)

Bush Blitz Program

Australian Government's  
Australian Biological  
Resources Study (ABRS)

National Taxonomy Research  
Grant Program (NTRGP)

Australian Museum  
Foundation

Australian Research Council

BioPlatforms Australia

Charles Sturt University

City of Sydney

Code Club

CSIRO

Department of  
the Environment

Department of Foreign  
Affairs & Trade

Department of Industry &  
Science – Inspiring Australia

Fisheries NSW –  
Recreational Fishing Trust

Fondation Segré

Honolulu Zoo (via the  
International Union for  
Conservation of Nature  
(IUCN))

Jenolan Caves

Lizard Island Reef Research  
Foundation

Macquarie University

NSW Environmental Trust

NSW Government

NSW Office of  
Environment & Heritage

Ocean Park  
Conservancy Foundation

Segre Foundation

Sydney Grammar School

Sydney Water

TRAFFIC Southeast Asia  
(TSEA)

UNSW

University of Western Sydney

Vincent Fairfax  
Family Foundation

World Wide Fund for Nature

Zoo & Aquarium Association

**> Australian Museum  
Eureka Prizes Partners  
and Supporters**

3M

Abbey's Bookshop

Australian Broadcasting  
Corporation

Australian Infectious Diseases  
Research Centre at The  
University of Queensland

Australian Nuclear Science  
and Technology Organisation  
(ANSTO)

City of Sydney

CSIRO

Council of Rural Research  
and Development  
Corporations

Defence Science and  
Technology Group

Department of  
Industry and Science

Elsevier

Fourth Wall

Macquarie University

New Scientist

NSW Office of  
Environment and Heritage

Oatley Fine Wine Merchants

Restaurant Associates

UNSW

University of Sydney

University of Technology  
Sydney

Thales

**> Australian Museum  
Foundation**

**> Treasures Circle**

Robert Albert AO RFD

David and Megan Armstrong

The Calvert-Jones  
Foundation

Carrawa Foundation

Paul Connor, Jan Scott  
and Prof Ian Hickie

Jenny Crivelli

John Dickinson

Warwick Evans

Claude and  
Maryanne Gauchat

Belinda Gibson

Chris and Gina Grubb

Keith and Maureen Kerridge

Jim Lennon in memory  
of Jean Lennon

Lindblad Expeditions

Diccon and Elizabeth Loxton

Alasdair and Prue Macleod

Memocorp Australia Pty Ltd

Mark Nelson

Gretel Packer

The Paradise Family  
Foundation

**> Patrons**

The late Senta Taft-Hendry

Ann Macintosh Trust

Brian Sherman AM and  
Dr Gene Sherman AM

Chris and Gina Grubb

Alasdair and Prue Macleod

Memocorp Australia Pty Ltd

Helen Molesworth

**> Benefactors**

Mary Holt and the late  
Dr John Holt

**> President's Circle**

Claude and Maryanne  
Gauchat

Chris and Gina Grubb

Ian and Stephanie Hardy

Bill and Alison Hayward

Judy Lee

Diccon and Elizabeth Loxton

Robert Rich

Brian Sherman AM and  
Dr Gene Sherman AM

**> Director's Club**

David Armstrong

Jenny Crivelli

David Rickards

Tracey Steggall

Shona and David Thodey

**> Guardians**

Martin and Ursula Armstrong

Ken and Roddy Bell

Margot and  
Stephanie Chinneck

Jane Mathews AO

Justice Robert McDougall

Kim McKay AO

Alice Oppen OAM

John Pearson

John and Christina Stitt

Vonwiller Foundation

Wendy Walker

**> Custodians**

Michelle Atkinson

Bill and Annette Blinco

Natalia Bradshaw

Pauline & Alan Campbell

Philip Cornwell

Hugh Dixon

Belinda Gibson

Karina Kelly

John Leece AM  
and Anne Leece

Howard Lewis

Lily W. Müng Endowment

Anne Pickles

David Robb

Jane and Neville Rowden

Alison Scott

Cassandra Seaton

David and Daniela Shannon

Tehmi Sukhla

Anne Sullivan

Vera Vargassoff

Richard Whillas

Anonymous

**> Supporters**

Antoinette Albert

James and Belinda Allen

Rae and David Allen

Lindsay and Giselle Barlow

Dinah Beeston

Jane Beniac

Ron Brierley

Kerin Brown

Elizabeth Cameron

Michael Coleman

Trevor Danos

Margaret and Peter Donovan

Jacob Grossbard

Greg and Beth Hammond

Ronnie Harding

Peter Homel

Dan Howard SC and  
Dr Rosemary Howard

Rebecca Johnson

Warwick Klabe

Gilles Kryger

Eugenia Langley

A J Loewenthal

David Lowes

Lynne Madden

Ross McNair and  
Robin Richardson

Tony and Fran Meagher

David Norman

Bruce Norton

Lynn Ralph

Judy Ranka

Frank and Judith Robertson

Alan Rydge

Alan and Yvonne Sebesfi

Dr Fiona Sim

Fiona Sinclair

Christopher Still

Anne Udy

Francis Walsh

Michael and  
Mary Whelan Trust

Ray Wilson

Caitlin Woods

Michel Zwecker

Anonymous

**> Bequests**

Estate of the Late  
Clarence Chadwick

Estate of the late  
Patricia M Porritt

John and Maryilyn Evans  
on behalf of the late  
Christine Neild

Estate of the late  
Jacqueline Heather Field

Estate of the late Phillip Jack

Estate of the late Merrill Pye

Estate of the late  
William S Tatlow

Estate of the late  
Gwendoline A West

Estate of the late  
Jessie Campbell Wise





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

