

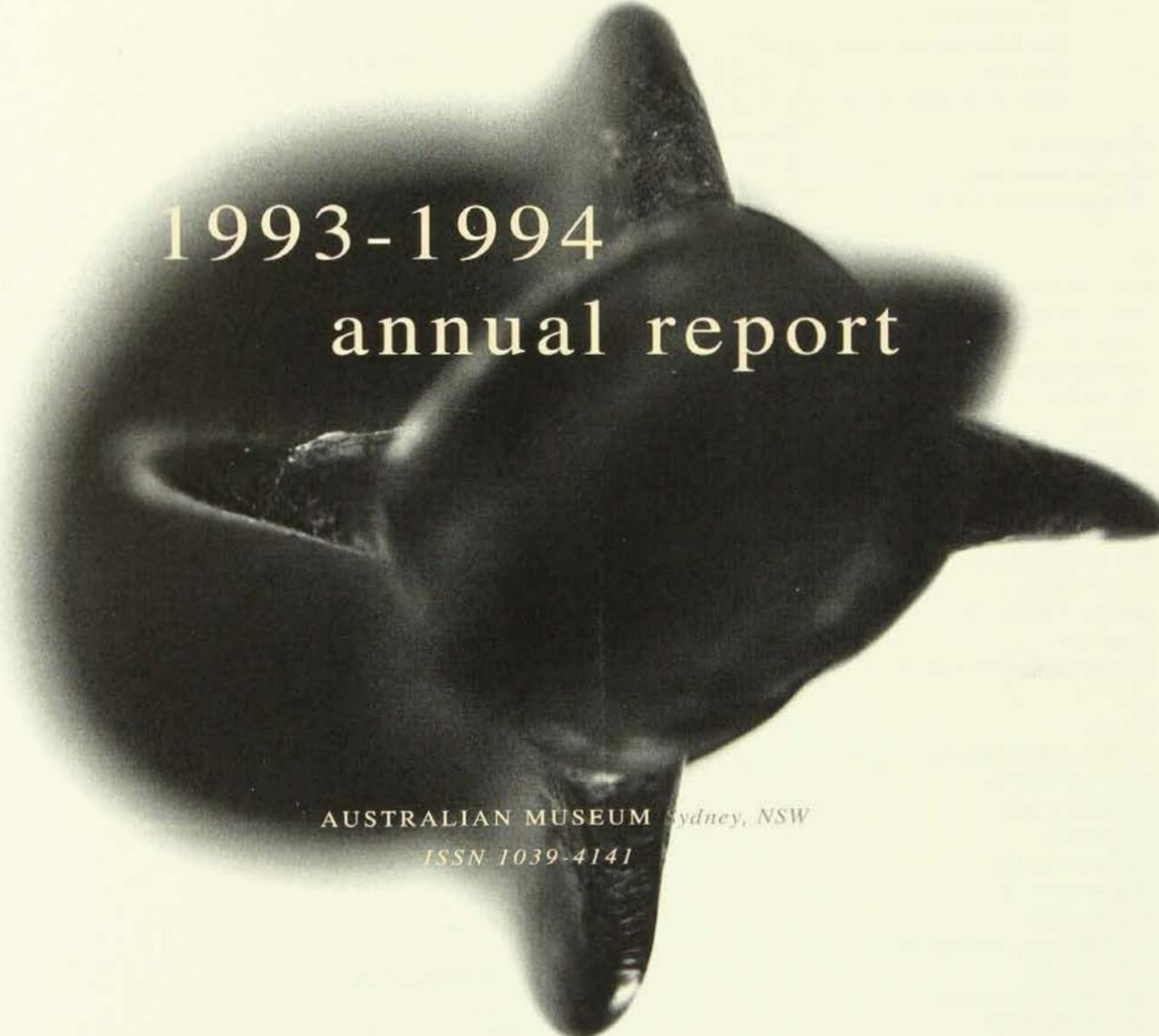


1993-1994

annual report

AUSTRALIAN MUSEUM





1993-1994
annual report

AUSTRALIAN MUSEUM Sydney, NSW
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the trust and staff have pleasure in thanking those organisations and individuals who have provided financial assistance. In particular, we would like to acknowledge the following supporters.

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To the Hon Peter Collins QC MP
Treasurer, Minister for the Arts in NSW

Sir

In accordance with the provisions of the Annual Reports (Statutory Bodies) Act 1984, and the Public Finance and Audit Act 1983, we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended June 30, 1994, for presentation to Parliament.

On behalf of the Australian Museum Trust,



Ms Patricia Watson



Dr Des Griffin AM



AUSTRALIAN MUSEUM

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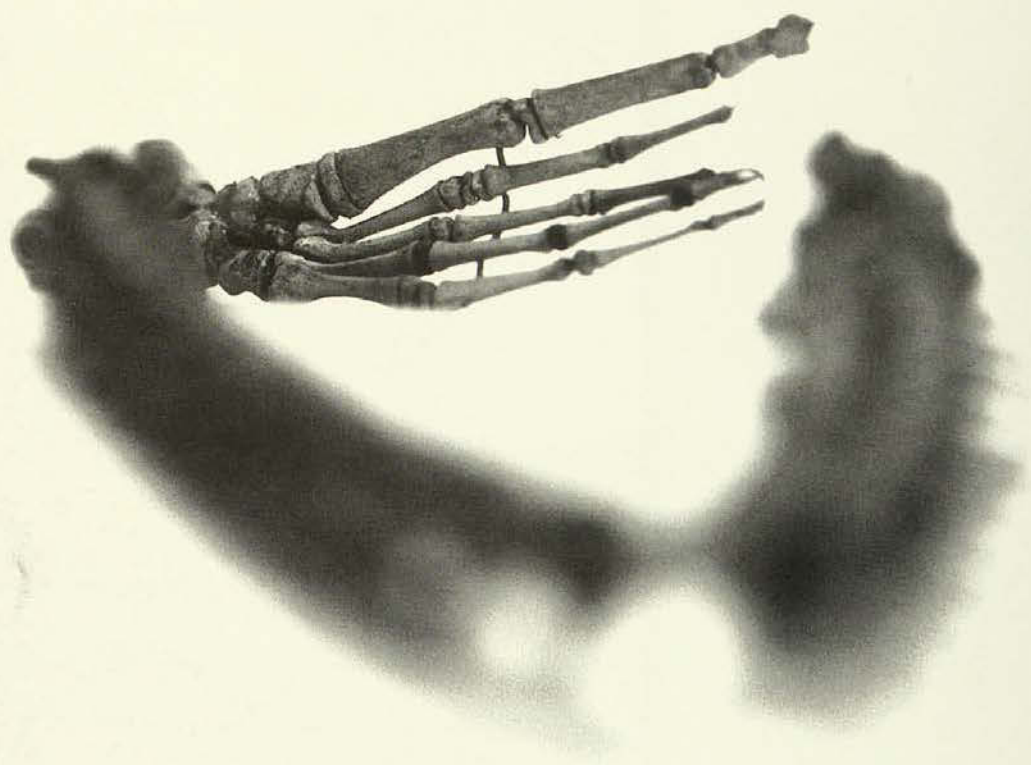
Trust President Patricia Watson

Director Des Griffin AM, MSc, PhD

Deputy Director Hal Cogger MSc, PhD

general admission:

\$10 families, \$5 adults, \$2.00 children \$3
concessions. Free entry after 4pm daily
Open 7 days, 9.30am - 5pm,
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minister's message

This has been another active year for the Australian Museum, which continues to make an important contribution to the arts in this state.

The Museum has presented a number of exciting and innovative programs throughout the year, including the popular *Shark!* and *Great Russian Dinosaurs* exhibitions.

The opening of *Our Place*, a space devoted to exploring Australia's cultural diversity, further enhanced the Museum's role in increasing understanding of our cultural heritage. *Our Place* continues to attract strong interest from visitors and from the many community groups who are involved in associated programs.



Visitor experiences and enjoyment have been further enhanced with the introduction of an Interpretive Theatre program. A number of theatre pieces were commissioned throughout the year, bringing an innovative dimension to existing galleries and new exhibitions.

Each year, the Museum is active in its role as ambassador for our natural environment. As well as providing topical exhibits such as *Wasteland to Wetland* and *Oil Spills*, the research and scholarship of Museum scientists continues to be of world standard, providing greater understanding of the Australian environment.

The expertise of Museum staff has proven to be a valuable resource, enabling the Museum to generate funds through a number of commercial ventures, in scientific consulting and exhibition design, and I commend them on their fundraising efforts.

I congratulate the Museum's Trustees, Director and staff on a very successful year, and for their commitment to programs of innovation and excellence.

A stylized, handwritten signature in black ink, appearing to read 'Peter Collins', set against a yellow rectangular background.

The Hon. Peter Collins, QC, MP
Minister for the Arts

our mission

Our mission is to increase understanding of our natural environment and cultural heritage and to be a catalyst in changing public attitudes and actions.

Research and the maintenance and improvement of collections are central to the achievement of the mission.

statement of philosophy

We intend to grow and develop in Sydney as one of the world's leading museums specialising in natural history and human studies. We want visitors and the wider community to have easy access to our accumulated knowledge and opportunities for enjoyable learning experiences.

We use exhibitions, education programs, publications and other effective media to communicate with people throughout New South Wales, other parts of Australia and tourists. We intend to be market responsive without compromising the integrity of our mission. We want the Museum's public environment to be pleasant in all ways, our staff to be friendly and reliable and to show respect for the interests and needs of those who visit, those with whom we do business and our wider audience.

We want the information we create, manage and communicate to be accurate and our activities and services to be, and be seen to be, of high quality, supportive of our mission and relevant to the community.

Our research activities concentrate on Australia and nearby regions. Collections and associated information are managed for the purposes of research and communication to the public and are being preserved for the benefit of future generations.

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

We will respect the rights and wishes of the peoples whose knowledge and material culture form the basis of our human studies programs. We will consciously abide by legislation and conventions protecting the natural environment, wildlife and cultural heritage.

We believe support for the Museum to be the responsibility of the community, the private sector and government: the Trust and staff will be active in gaining that support. We will seek increased financial support from the community, mainly by effective merchandising and donations, and especially sponsorship of programs.

We provide opportunities for staff to contribute to the development of the Museum, realise their own potential and co-operate with others to achieve those ends. It is intended that staff continue to contribute to a range of Museum programs beyond the discipline in which they work. We will seek new ways to advance the Museum's goals, rather than emphasise traditional roles and procedures. Equality of opportunity in employment, health and safety and staff development will continue to be emphasised.

Resources are focused on specific programs and projects, especially those which we are in a unique position to undertake and in which we can achieve results of superior quality. Authority to manage resources is delegated to those in charge of programs. Evaluation of the success of programs, and of staff conducting them, will be a central feature of management.

We will account for the way in which we use the support gained from the community to achieve our objectives. We will be effective financial managers. We will introduce new technology where it will help to achieve the Museum's goals.

We want the Museum to be an exciting and rewarding place to visit and work in ... and it should be fun!

president's report

'The time has come' the Walrus said,
'To talk of many things:
Of shoes - and ships - and sealing wax -
Of cabbages - and kings -
And why the sea is boiling hot -
And whether pigs have wings.'

Lewis Carroll

Through the Looking-Glass

There is no doubt that as President of such a wonderful and diverse institution as the Australian Museum, in presenting my Annual Report I should talk of many things - starting with shoes.

The shoes to which I refer are those of Robyn Williams. Filling those shoes is an exceptional challenge. Robyn has become almost synonymous with the Australian Museum and his contribution to the Museum cannot be easily put into words nor too highly praised. As an individual as well as Trust President Robyn is one of those unique people with whom it is an honour and a privilege to work, and my fondness and respect for Robyn is best shown by my dedicating every effort to build upon the great foundations which he has established in his period in office and taking the Museum into further fields to enhance its reputation and its contribution to Australia. This is certainly my commitment.

In taking over as Trust President I have also been fortunate to have the support of many other people. First and foremost among these is our Minister, the Hon Peter Collins. As Arts Minister Peter has been outstanding in his support not only for the Museum but for the arts in general. At the Museum we have been beneficiaries of a number of grants from the Minister to support our exhibitions and of a major injection of capital funds which are allowing us to redevelop our foyer and make various other important improvements to the Museum itself. Visitors will see these as they come on stream over the next few months.

As well as the Minister, the Museum continues to have the strong support of the Arts Ministry and I take this opportunity to thank everyone there for their assistance. As a new President I would also acknowledge the great support given to me by both the senior management of the Museum; my fellow members of the Trust and the executive and membership of The Australian Museum Society (TAMS).

The mention of ships leads me to think of a number of the exhibitions which have been highlights of the Museum's year. Our Aboriginal people probably came to this continent first in ships, or canoes to be more exact and of course European civilisation arrived in mighty fleets.

During the course of this year we have continued to give the highest emphasis to improving our relationship with the indigenous people of Australia and promoting greater public understanding of their culture, lives and contributions. We featured an exhibition *Between Two Worlds* which examined the shameful government policies of removing Aboriginal children from their families which continued well into the 1960s. At the same time we have pursued a policy of the repatriation of skeletal and archeological material to local Aboriginal communities where this has been appropriate. I am pleased to say that we have expanded our Aboriginal traineeship program and placements and with a grant from ATSIC we have expanded our services to Aboriginal museums and cultural centres.

I should add that our interest in the well being of indigenous peoples has also involved activities such as the repatriation of cultural materials to the Muri Whenua tribe in New Zealand. Our efforts have been recognised by the Government of Vanuatu which presented to Jim Specht, on behalf of the Anthropology Division, the Vanuatu Independence Medal in recognition of the Museum's work helping that new Pacific nation.

The questions of identity among the new settlers to arrive by ship were addressed in a major public program *Our Place: Australian People, Australian Identity* which examined many of these major current issues with a focus on seeking the views of young people, and highlighting the contribution made by Indochinese refugees who have grown up in Australia - our latest boat people.

Sealing wax perhaps conjures images of things locked away - sealed in the earth for example, just like dinosaur bones. Our major exhibition, *The Great Russian Dinosaurs* continued our tradition of bringing to the people of Sydney one of the things which most fascinates them. This exhibition was particularly unique however in that what we presented were the real dinosaur bones and not casts or replicas and I am sure that our thousands of visitors were absolutely in awe of what they saw.

I have no doubt the sea was boiling hot on that day in AD79 when Vesuvius erupted spewing molten lava into the sea and burying the towns of Pompeii and Herculaneum. Planning for the presentation of our great Pompeii exhibition has taken a great deal of time and effort this year and I would place on record my thanks to all the staff involved and to our major sponsor and co-presenter, IBM Australia.



But it's not just the Russians who can dig up bones - the continuing treasure trove of fish fossils being brought to light by Alex Ritchie is not only adding to our understanding of the vast history of this continent, it is giving us a special opportunity to work with the community at Canowindra on this exciting project. Our much loved opalised pliosaur, *Eric*, continued his tour through five states.

Cabbages may not seem to have much to do with the Museum, but one thing is certain - the quality of our food is one of the things which has made the Museum as a Venue such a success this year. Our wedding business has increased by something like 50% in the last year and we look forward to further growth in the use of the Museum as a unique place to hold functions. This is also an important source of revenue for us. In the redevelopment taking place new eating facilities will be provided and we will continue to upgrade our food services throughout the Museum.

Kings, along with gods and demons featured prominently in our beautiful exhibition *Art of the Himalayas: Treasures from Nepal and Tibet*. Again this exhibition allowed us to strengthen links with another community group in Sydney and to bring to the people of Australia greater understanding of both the art and the spirituality of the kingdoms on top of the world.

Hot seas, or at least warm ones are preferred by sharks, and this year our exhibition *Shark!* was a major contribution to restoring some rationality into the debate about this much misunderstood but still magnificent creature with which so many Australians have an often macabre fascination.

The question of whether pigs have wings is an important one since the presence of flying pigs is often looked for when we are worrying about our budgets, but we do know that a flying kangaroo exists, and Qantas has been one of our major supporters this year. In addition to Qantas, the Water Board, Akubra Hats, Readers Digest, CS First Boston, SC Johnson, TNT Freight Services and the Australia & Pacific Science Foundation have provided us with great support and I thank them most sincerely. This year we were able to secure the long term future of the evolutionary biology unit with a wonderfully generous grant made from the will of the late Kenneth Myer, a truly great Australian who will long be remembered for his faith and investment in Australia's scientific future and the important place in that played by the Australian Museum.

Ken Coles succeeded Jim Creer as Chair of our Lizard Island Reef Research Foundation and I extend thanks to both of them.

Of the other many things, there are a few I would especially like to mention. I was particularly pleased that this year we were able to institute an innovative Artist-in-Residence program based upon the development of Interpretive Theatre, and that works dealing with issues as diverse as the GATT trade negotiations and the links between science and the arts were able to be explored. Our Rapid Response unit brought issues such as the Mabo debate, the national response to oil spills and the development of Homebush Bay to the attention of our visitors. The Museum's role in promoting this public understanding of science was further evident in our continued association with and presentation of the Eureka Prizes.

The Museum is primarily a scientific institution, one in which the basic sciences such as taxonomy and natural history research must remain paramount. In the last year the level of recognition of our excellence as a research centre has continued to grow with increasing levels of grants being attracted from bodies such as the Australian Research Grants Committee. We place a high priority on making science exciting and accessible to the public. The high public profile of leading scientists such as Tim Flannery complements and promotes the work done in all divisions. Our great publication ANH (Australian Natural History) and the numerous volumes of reference books produced each year takes this process further as does the work of TAMS and the many public lectures that are offered. Projects such as the Australian Museum Nest Test involved 2000 members of the public directly in a research and conservation project.

I have mentioned the great support which we get from the State Government and our private sector sponsors. To this we add an increasing amount of income generated by commercialising our research capacity. The Trust has laid down guidelines which ensure that the quality of our scientific work and our scientific integrity and independence is never compromised, but within those guidelines, we are seeking actively to sell our unique scientific services. Among clients this year have been the Federal Airports Corporation, waste management authorities, oil companies and the like. Of the 121 jobs for which we quoted, we won 93 contracts. Within our resources and with our primary commitment to our own research programs we look forward to doing even better next year.

In conclusion I once again take this opportunity to thank all of those members of the staff, the Trust, TAMS, the Government and the public who have helped make this first year of my Presidency such an exciting and rewarding one.

Patricia Watson



director's message

new public program plan

The Museum commenced implementation of a major redevelopment based on the Public Program Plan approved enthusiastically by the Trust at the end of last financial year. In last year's report I drew attention to the components of the plan: the reconstruction of foyers to provide better orientation; more space for exhibitions around particular themes; a greater frequency of change in exhibitions and programs; and development of new exhibitions and programs including

the 'Search and Discover' centre and a new dinosaur and fossil gallery. We are considering how we can develop exhibitions from our own resources and with other museums in Australia and overseas.

Achieving these changes will require funding from the Museum's traditional sources as well as from Government. The Plan focuses on providing activities which meet our audience needs as we have come to know them from twenty years of research. Achieving the aims of the Plan will require a more effective promotional strategy to inform the visiting public, residents and tourists of what we are doing.

By year's end work was about to commence on the redevelopment of the College Street foyer and the building facade decoration, relocation of the children's shop (incorporated in a new Museum shop), creation of a new restaurant and coffee shop in the northern gallery and the creation of an enlarged function area in the Atrium. The main foyer redevelopment includes relocation of the admissions and information desk to a central location. This will allow a more friendly arrival for visitors who previously were asked to pay as soon as they entered the foyer. Entry to the shop and the restaurant will be free.

In addition, temporary exhibition spaces will be increased by up to 25% of the total public space.

The funding for this work is coming from a grant by the Treasurer and Minister for the Arts, The Hon Peter Collins, QC, MP, a consistent, strong supporter of the Museum and its work. A total of \$1.2 million was provided over two years in the NSW Government's Budget for 1993-94. With the Minister's support, it will now be possible for the Museum to continue improving services to visitors and presenting new, enlivening and changing programs to encourage frequent visits.

Achieving larger attendances is important but not simply as a means to increase revenue: it is the compelling need to reach people to achieve our objective of increasing understanding of our natural environment and cultural heritage.

The scale of the work and the fact that it is to take place in a building completed in 1864 and having heritage significance required consultation with both the Sydney City Council and the NSW Heritage Council. Negotiations on these matters were at times difficult and great credit is due to the Heads of Public Programs: Rob Joyner, Carolyn MacLulich and Jan Barnett.

A new program dealing with contemporary Australia and Australian identity was opened by the Hon Michael Photios, MP, Minister for Ethnic and Multicultural Affairs. *Our Place* will give community groups access to a public space to present their ideas on the meaning of contemporary Australian life.

Development of two major public program projects continued: a new exhibition on dinosaurs and other fossils to replace the *Rituals of the Human Life Cycle* exhibition; and a new centre, *Search and Discover*, to open late in 1994, will provide substantially greater access to the Museum's collections, databases and a host of other information and services.

Important travelling exhibitions shown in 1993-94 included *Beyond the Java Sea* (from the Smithsonian Institution with the assistance of the National Museum of Indonesia) which was also shown at the Queensland Museum, Brisbane; *Shark!* (produced by the Australian Museum) which is touring major Australian venues after completion of its Sydney showing; *Art of the Himalayas* (toured by the American Federation of the Arts and shown in conjunction with the National Gallery of Victoria and the Art Gallery of Western Australia); and *The Great Russian Dinosaurs* (produced by a special consortium). These exhibitions attracted almost 200,000 visitors in total.

An interpretive theatre program bringing actors into the Museum to complement our other interpretation programs was launched on an experimental basis. Theatre Manager Yaron Lifschitz commenced as artist in residence for 1993 and continued as the first producer for the theatre program. His productions traversed all major programs and audiences from a play dealing with the General Agreement on Tariffs and Trade (GATT) as part of the Rapid Response Program to *Cream of Dinosaur Soup* produced for the tour of *The Great Russian Dinosaurs*.

Further improvement in front-of-house services was pursued through a pilot Quality Leadership program involving staff in reviewing best practice in other organisations and devising new practices in the Australian Museum.

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eastside precinct

An exciting development in conjunction with the public area redevelopment of the Museum is the Eastside Precinct project. The area along Macquarie and College Streets contains many of Sydney's classical sandstone public buildings and cultural institutions as well as some of the heaviest and fastest moving traffic in the city!

In cooperation with other tourist and cultural institutions and local and State government authorities, the Museum is contributing to a plan to make this culturally rich area a quieter, more welcoming part of the city for visitors. This would involve traffic quietening, widening public footpaths, better use of dedicated park space to maximise the area's undoubted tourist potential. The benefits for residents, tourists and visitors and to each of the associated institutions would be significant.

enterprise bargaining

Amongst the most important activities during the year was the planning for a new Enterprise Agreement with Museum staff. The aim of the process is to create career structures which recognise and stimulate staff involvement in all aspects of the Museum's important work, especially Public Programs. The process includes identification of common and specific skills, common grading levels and multiskilling opportunities.

By the end of the year considerable progress had been made with a shared view that a single agreement covering all staff would be possible, and draft common skills carefully reviewed by a special Enterprise Bargaining Advisory Committee comprising representatives of all Divisions.

australian museum business

services unit

One of the successful initiatives of recent years has been the establishment of the Australian Museum Business Services Unit which coordinates the Museum's scientific and cultural consulting services in the marketplace. In 1993-94, the Unit reached an important milestone in billing more than one million dollars. These funds are applied in equipment purchases and other ways to constantly improve the Museum's research capacity and commercial potential. This in turn has a beneficial effect on the research underlying the public programs.

The Museum currently obtains approximately \$6.5 million of its \$21 million budget from sources outside Government.

indigenous people

In June 1994, the Australian Museum Trust formally adopted a policy on relations between the Museum and Aboriginal and Torres Strait Islander peoples consistent with the Council of Australian Museums Association's policy launched on 1 December 1993, "Previous Possessions, New Obligations: Policies for Museums in Australia and Aboriginal and Torres Strait Islander Peoples"¹. These policies establish the basis for a more sensitive relationship with Australia's indigenous peoples by recognising their rights to their cultural property held in museums and establish procedures for consultation with indigenous peoples on appropriate use of that material by museums.

The program of repatriation to the owners of cultural property of provenanced material, especially human remains for reburial, continued in 1993-94. Since 1977, the Museum has returned approximately one-third of the human skeletal remains in its collections to Aboriginal communities throughout Australia. Parallel with this process is a program to complete documentation of regional archeological and ethnographic collections for the Aboriginal communities. Several publications in this series were completed during the year.

In cooperation with the Aboriginal and Torres Strait Islander Commission (ATSIC), the Museum has implemented an outreach program to train Aboriginal people in maintaining their own keeping places and artefact collections. As well, Aboriginal trainees are employed in the Museum to learn modern museum practice. Conservator Karen Coote and Aboriginal Heritage Liaison Officer Phil Gordon managed this important project.

the myer bequest

The science world was robbed of great friends and supporters by the untimely deaths in a plane crash of Ken and Yasuko Myer. The funds bequeathed to the Australian Museum from Ken's estate have been used to create and fund "The Ken And Yasuko Myer Molecular Evolutionary Biology Unit" within the Museum. The Unit has purchased new equipment and is undertaking innovative research programs in this challenging area of science.

¹The Council of Australian Museums Associations (CAMA) amalgamated with other associations in January 1994 to become Museums Australia, the single association representing all museums and museum people.

photographic services

A new photographic services agency, "Nature Focus", was established during 1994 to provide a better photographic and images resource to customers and to streamline the Museum's publishing, photo archiving and marketing activities. The new agency stems from the success of the National Photographic Index of Australian Wildlife and the Museum's popular magazine, ANH (Australian Natural History), and the resultant increasing demand for commercial use of the unique wildlife images in the Museum collection.

investment in the future

Museums face considerable challenges. Demands are being made for increasing access to all sections of the community; requirements to diversify funding sources; and the questioning of the relevance of research and the adequacy of collection management. At the same time, like other parts of government, museums in New South Wales have to adopt new approaches to accountability and planning.

What has become starkly apparent in the last two years, from numerous studies on organisational change, work practices, examinations of quality and corporate culture, is that former ways of doing things don't work. It is easy to cut costs, to downsize - reduce staff numbers - and issue orders. Downsizing hasn't worked usually because planning for the future was poor or non-existent, orders from the top seldom recognise the complexity which increasingly characterises the work environment and the products and services produced.

Organisations which have adopted a quality focus have succeeded where quality is part of the culture of the organisation, where there was recognition that the staff involved in activities not only know a great deal about the problems and opportunities but greatly value the opportunity to have greater control of their own work environment. The most successful changes have come, not from a bright idea mandated by the CEO but from a culture developed in the organisation which encourages innovation and quality and works against the demotivation which results from a plethora of rules and regulations. The challenge for the leader and manager is to be prepared to take the risks to invest in the future by creating the right organisational climate rather than pursue the short-term, and what turns out to be failure.

Many arts and cultural organisations have come to depend on corporate and other kinds of private philanthropy. Overall corporate philanthropy declined substantially during the recession but as well the proportion going to the arts dropped from 13% to 9%!

If arts and cultural organisations are going to survive then the gap in funding will have to be made up. We need companies such as IBM supporting exhibitions such as *Rediscovering Pompeii*; we need companies such as Akubra Hats supporting the purchase of cultural treasures like *Eric* the opalised pliosaur (and further acquisitions as a result of a recent generous decision). We all face increasing difficulty with the companies which prefer to buy corporate boxes at sports events to entertain their clients!

The future of Australia's creativity, its science and its cultural life, is not going to benefit from short-sighted and selfish decisions but from investment in the future, from supporting a cause and sticking with it through thick and thin! Taking the longer-term view of seeing the potential benefits of investing in scientific scholarship will ultimately pay dividends for all of us.

The Australian Museum is one of the few museums in the world not to have lost large numbers of staff when funding declined. Our innovations and pursuit of quality are the result of a dedicated staff: why would one do otherwise than invest in them?

I again thank all the Museum staff, especially my senior colleagues: this year has shown just how important a supportive management team is! I am grateful for the support of the Museum Trust and of the Minister for the Arts.

review of corporate strategic plan

review of operations

The Museums Corporate Strategic Plan covers the period 1993/94. The Plan covers four key result areas - Effective and Efficient Management; Public Programs; Research and Collections; Financial Viability. Each Division of the Museum has its own Corporate Plan that links closely with the Museum's Plan and strategic direction.

Planning will commence late in 1994 for development of a Plan covering 1995/96.

A list of major achievements under each key result area follows:

effective and efficient management

- Management retreat held in June 1994 to develop quality concepts for incorporating within the Museum's operations. Four activities/areas were identified to which a focus on quality are to be developed. They are as follows:

- Rapid Response
- Front of House
- Management Communication Systems
- Commercialisation in Science

- An Enterprise Bargaining Advisory Committee has been established to facilitate development of skills classification documents for each Division, and a Museum wide generic conditions document, leading to a further Enterprise Agreement/s covering all areas of the Museum.

public programs

- Development of the Public Program Plan for 1993/95 completed.

- Public Program Evaluation Co-ordinator appointed.

- The following major temporary public programs were held during the year -

- Shark!
- Art of the Himalayas
- The Great Russian Dinosaur Exhibition

- Rapid Response Programs, designed to quickly respond to contemporary controversial issues, were held covering the following topics -

"GATT the fax", "Prejudice and Pride - Gay and Lesbian Communities", "Wetlands", "Oilspills" and "Mabo".

- The Museum's travelling exhibition "Gargantuans from the Garden" was shown during the year in Melbourne, Adelaide and Perth.

- Australia's first museum theatre program designed to innovatively interpret exhibitions and ideas introduced with the following performances:-

- Faust's House
- N.O.W. - a musical/drama/review
- GATT - a French style farce
- Cream of Dinosaur Soup - children's pantomime.

- Over 6,000 people attended the Museum's Open Day in May.

- Approximately 30% of total expenditure now devoted to Public Programs.

- A pilot job evaluation process has been undertaken on 30 positions across the Institution with consultants, Organisation Consulting Resources, which will lead to the Museum being delegated approval to undertake job evaluations itself, in the future.

- Staff development programs running on a 6 months basis; with emphasis on issues arising from staff appraisals and identified future skill requirements.

- Morale survey conducted every six months with information continuing to assist management address issues which require attention.

- Site development review with assistance of Kinhill Engineering Pty Ltd, to develop options for better utilisation of the eastern end of the Museum complex.

- A review was undertaken by the Boston Consulting Group of the Museum's commercialisation policies and systems, and recommendations resulting from that review are being implemented.

- "Square Pegs" (a group of people each from a different Division who consider ideas which are not dealt with in the formal hierarchy) co-ordinated the following projects:-

- Design and installation of exhibition panels for the redesigned St James station.
- Co-ordinated the redesign of the William Street Foyer.
- Initiated a survey by a group of High School students of a young critics review of their attitudes to the Museum.
- "Guarantee of Service" document revised and being reprinted.

- Visitor surveys are regularly undertaken during major temporary exhibitions. This year a major survey was conducted during the *Shark!* exhibition (December 1993 to April 1994). Amongst other things, visitors were asked about the Museum's services and responses were as follows:
 - 91% said that the Museum staff were friendly, helpful and gave accurate information.
 - 84% said that their visit to the Museum was good value for money.
 - 95% found the *Shark!* exhibition entertaining.
 - 92% said that the displays were informative.
 - 83% said they would recommend the Museum to their friends.

Other issues identified by visitors through the surveys will assist the Museum to improve its programs and services.

- Marketing plan developed covering all aspects of the Museum's operations.
- *Our Place: Australian People - Australian Identity* - permanent exhibits, computer interactives and hands on activities and an access space for community groups to present temporary programs, was opened in March.

- 77,410 students and teachers attended programs run by the Museum during the year, an increase of 15% on the previous year.

- The Museum continued to co-ordinate the national judging, presentation and display of the annual *Earthworm Environmental Awards* for schools.

research and collections

- During the 1993/94 year, in excess of 140,000 new specimens and items were registered into the Museum's collections.
- Discussions were held with representatives of the National Parks & Wildlife Service of NSW and Ministry for the Arts, concerning the Museum's role

(and lack of funding for) the repatriation of archaeological materials to relevant Aboriginal communities and organisations.

- Two trainee collection managers were appointed for three years under a special government training program for Aboriginal people.
- Grant funding from ATSIC enabled development of an outreach program to assist the development of Aboriginal museums and keeping places in NSW.

- Inhouse Museum Database of current literature improved and developed and a new supplementary museological database created to provide access to ephemeral material maintained in the Research Library.

- During the year the Research Library was invited to participate in the Monash University Australia's Book Heritage Resources Project.

- Research into the prehistory of the Aboriginal people living around Port Jackson continued with further excavations at a rock shelter with shell midden in the Sydney suburb of Cammeray.

- Research continued on the analysis of the production and use of stone tools in Aboriginal societies, especially in relation to prehistoric Aboriginal settlement and resource use.

- In the East Kimberley region, an archeological site which could prove to be extremely old, is being excavated.

- Research was continued into the nature and distribution of Aboriginal burial grounds along the NSW east coast and coastal hinterland.

- The richest fossil fish site ever discovered in Australia, was excavated near Canowindra in central west NSW.

- An ambitious and highly successful series of depth transect sampling voyages from Cairns to Tasmania was completed, with ARC funds.

- Research being undertaken in the Museum on mound spring molluscan faunas and conservation implications was highlighted on the ABC Science program Quantum.

- Use of the Museum's Lizard Island Research Station continues to increase annually, with a record 4,449 user days from researchers, education groups and commercial users during this year.

financial viability

- Total billings from commercialisation for the 1993/94 year totalled \$1.1 million.
- Over \$6.5 million (32%) of the \$21 million budget is now gained from outside State Government.
- \$1.2 million was provided by Minister, Peter Collins, for the Museum's Public Program Plan, mainly renovation of the College Street foyer and adjacent areas.
- Operating result for year was a surplus of \$166,000.
- Research grants totalling \$1,217,000 were received for the year.

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selected performance measures

The following outline some quantitative statistics on aspects of actual and projected performance. These need to be used in conjunction with the preceding highlighted achievements and other information contained within this report.

Outcomes	1993-94	1994-95 Forecast
Total No. of visitors		
Sydney	382,540	400,000
Museum on the Road	785,000	800,000
Touring Exhibitions	150,000	130,000
Museum in a Box Loans	77,000	80,000

Outputs	1993-94	1994-95 Estimate
Temporary Exhibitions	11	5
New semi-perm galleries	-	2
Articles published	221	230
Research Grants	\$1.2m	\$1.3m
Consultancies	\$0.78m	\$1m
Articles/Items in the media	765	850

Inputs	1993-94	1994-95 Estimate
Staffing (EFT)	251	253
Total Recurrent Expenses	\$20.54m	\$21.8m
Total user charges and other revenues	\$6.56m	\$7.57m
Net Cost of Services (to Government)	\$13.98m	\$14.2m
Proportion of non Government funding	32%	34%

management structure

director
Des Griffin

deputy director
Hal Cogger

Anthropology, Earth & Environmental Sciences,
Information Science, Invertebrate Zoology,
Vertebrate Zoology

assistant director
(corporate services)
Geoff McKenzie

Administration, Business Services, Finance,
Human Resources, Photography, Buildings,
House Services, National Photographic Index

head community
relations
Jan Barnett

Cultural Diversity, Marketing, Merchandising,
Public Relations, Publishing, Shop, Venue

head education
Carolyn MacLulich

Education Services, Visitor Services, Resource
Services, Public Program evaluation, Computer
Interactive Development

head exhibitions
Rob Joyner

Exhibition design, construction and
maintenance, Graphic design, Exhibition tour
management.

head materials
conservation
David Horton-James

Collection Conservation and Research

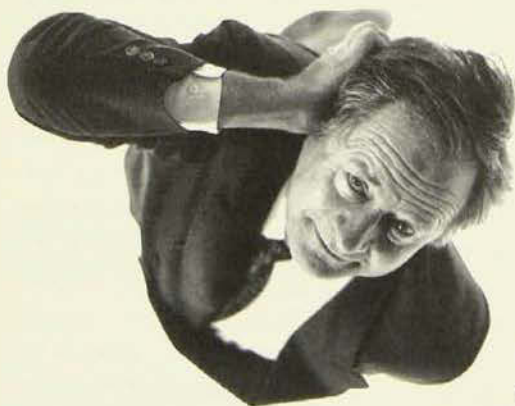
The Australian Museum Trust consists of nine trustees appointed by the Governor on the nomination of the Minister.

- A trustee is appointed for three years but is eligible for re-appointment.
- A trustee is not to hold office for four consecutive terms.
- The President of the Trust shall be nominated by the Minister.
- The Governor may, on the nomination of the Minister, appoint a person to fill any vacancy that occurs for the residue of the term of office of his or her predecessor.
- The appointment of a trustee takes effect on 1 January of the year following that in which the appointment is made.
- The trustees must include at least one person who has knowledge of, or experience in science; and at least one person who has knowledge of, or experience in education.

trustees

australian museum trust profiles

Dr Telford Conlon holds degrees in Chemistry from Sydney University and University College, London, and a PhD in Biophysics from the University of NSW. A former lecturer at the NSW Institute of Technology, he was on the staff of the Minister for Science in 1973 and was a consultant on science policy to the Royal Commission on Australian Government Administration and the Department of Foreign Affairs. He was Director of the Australian Institute of Political Science for fifteen years and was a chairman in 1979-80. Formerly a Research Associate of the Neurobiology Unit at the NSW Institute of Technology, Dr Conlon is now a company director. He joined the Museum Trust in 1986.



Dr Malvin L. Eutick is Chairman of the Australian biotechnology company Bioquest Ltd and Marketing Director of the Environmental services group G.M. Laboratories. Prior experience has included Senior Executive and Board positions in the biomedical field with the venture capital manager, Technology Investment Management and General Manager of the pharmaceutical company, Pharmacia-LKB. He holds degrees in Biochemistry and Museum Studies. His interest in museums and their administration has resulted in his publishing several books including the "NSW Museum Yellow Pages" and a guide to the legal problems surrounding the acquisition of museum objects. Dr Eutick joined the Museum Trust in 1986.



Ms Robyn Holt is the Managing Director of Parfums Yves Saint Laurent. Graduating from Sydney University with a Bachelor of Arts Degree, Ms Holt joined Ord Minnet, JJ Thompson & Partners (Stockbrokers) in 1967, working as an adviser there through the 1969 Poseidon boom. To realise her creative skills, she then freelanced for Australian newspapers and magazines, worked on film production and designed costumes for the television and film industry (including the successful mini-series "Bodyline", for which she won a prestigious industry award).

Her career has also included public relations and several years as the Editor of Vogue Living magazine, during which time a 14% increase in the magazine's circulation was secured. She joined Parfums Yves Saint Laurent as Marketing Director in 1990 and was appointed Managing Director and Chairman of the Australian Board in 1991. Ms Holt joined the Museum Trust in 1993.



Mr Jim Layt AM has been Managing Director of Blue Circle Southern Cement Limited for over ten years, and is also responsible for the domestic and overseas energy businesses of Boral Limited. He has a Bachelor of Science degree and a Master of Business Administration degree, and has undertaken Advanced Management Programs at Harvard University. He is currently a member of the Business Council of Australia, Past President of the Cement and Concrete Association of Australia, a member of the Council of the University of New South Wales, Honorary Trustee of the Committee for Economic Development (CEDA), Director of the Australian Institute of Management Limited (AIM), Past President of the Employers' Federation of NSW, and Chairman of the Technical Aid to the Disabled Foundation. He joined the Museum Trust in 1990.



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



Mr Chris Puplick graduated from the University of Sydney with a Master of Arts degree in Government, having made a particular study of the operations of federal systems of government in Australia and overseas. He subsequently worked on the personal staff of the first Federal Minister for Aboriginal Affairs; and in a variety of research positions in both the parliamentary system and the private sector. In 1978 he was elected as a Liberal Senator for New South Wales, serving until 1981 and again from 1984 to 1990. He was at various times Federal Shadow Minister for the Environment, Heritage and Arts (including museums); Sport; the Bicentennial, as well as being Manager of Opposition Business in the Senate. He has published several books and numerous journal articles and has been a science book reviewer for the ABC. He currently serves as Chairman of the Privacy Committee of NSW and on boards of the National Institute of Dramatic Art (NIDA); the Zoological Parks Board; the AIDS Trust of Australia; the Australian Institute of Political Science; the Griffin Theatre Company (Chairman) and the Central Sydney Area Health Board. He is Governor of the Cyprus Archaeological Research Fund at the University of Sydney. During 1993/4 he chaired two NSW State Government inquiries into aspects of law reform and discrimination related to HIV/AIDS. He is an active member of Amnesty International, the International Commission of Jurists and the NSW Council for Civil Liberties. Professionally, he is a private sector consultant and Director of Australian Development Strategies Pty Ltd. Mr Puplick joined the Museum Trust in 1991.



Mr Aden Ridgeway is a member of the Gumbayngirr Aboriginal people of Northern New South Wales. He is currently Land Policy Manager with the NSW Aboriginal Land Council providing advice on matters concerned with common law Aboriginal "native" Title. He has extensive experience on matters concerned with Aboriginal perspectives of land management, cultural property issues, Aboriginal land rights and community planning. He has been a consultant to Aboriginal organisations on business planning and is currently developing the Regional Plan for the socio-economic conditions of Aboriginal people in the Sydney Region. Other matters of interest include his role as an Aboriginal Assessor at the NSW Land and Environment Court, being an executive member of the Sydney Regional ATSIC Council and a Counsellor to the Geographic Names Board of NSW. Mr Ridgeway joined the Trust in 1993.



Ms Patricia Watson is the Editorial Business Manager for the Conde Nast Publications Pty Ltd. Over the past twenty years she has had a diverse career in accountancy and arts administration, including theatre management; front-of-house coordination for the South Pacific Arts Festival; band management, recording and publicity; and administration of the Sydney Film Festival and Travelling Film Festival. She has previously served as Secretary/Treasurer on the Board of the Crafts Council of New South Wales, a board member of the Sydney Film Festival (Chairman of the Finance Committee) and as a member of the New South Wales Arts Advisory Council. Ms Watson is currently a board member of the One Extra Company. She joined the Museum Trust in 1992 and was elected President in 1993.



Mr Evan Williams is Secretary, NSW Ministry for the Arts. He has been a journalist and member of the Australian Journalists' Association since 1952, winning the W.G. Walkey National Award for journalism in 1970. He was chief of Australian Associated Press Parliamentary Gallery Service from 1961 to 1963, before becoming the London and European manager for John Fairfax and Sons Ltd from 1964 until 1967. From 1969 to 1970 he was Literary Editor at the Sydney Morning Herald as well as film critic for the same publication from 1968-70. He has also been a film critic for The Australian since 1981, as well as a contributor on films to other journals. Mr Williams was Editor of the Sunday Australian from 1971 to 1977, then Associate Editor of The Australian and the Sunday Telegraph (Sydney) from 1972 until 1973. He was Press Secretary to the Prime Minister of Australia from 1973 until 1975, then to the leader of the Federal Opposition until 1977. He joined the N.S.W. Premiers Department in 1977, where he was Director of Cultural Activities until 1984, before moving to the Office of the NSW Minister for the Arts where he has been a Director since 1984. Mr Williams is Executive Member, NSW Arts Advisory Council, and a Member of the Sydney Committee Ltd (Sydney Festival). He is also a Member of the The Archives Authority of NSW and the Sydney Olympic Cultural Commission. He joined the Australian Museum Trust in 1994.

The Trust met on six occasions during the year. Attendance at meetings was as follows:

- Dr Robyn Williams ■ (President to December 1993) 3 (of 3)
- Ms Patricia Watson ■ (President from January 1994) 5 (of 6)
apology received for 1 meeting
- Dr Malvin Eutick ■ (Deputy President) 5 (of 6) apology received for 1 meeting
- Dr Telford Conlon ■ 5 (of 6) apology received for 1 meeting
- Ms Robyn Holt ■ 4 (of 6) apologies received for 2 meetings
- Mr Jim Layt ■ 5 (of 6) apology received for 1 meeting
- Professor Brian Low ■ 5 (of 6) apology received for 1 meeting
- Mr Chris Puplick ■ 6 (of 6)
- Mr Aden Ridgeway ■ 1 (of 6) apologies received for 5 meetings
- Mr Evan Williams ■ (joined the Trust in January 1994) 3 (of 3)

Museums were once seen by many people as windows to an enchanted world - where you might glimpse exotic creatures, outlandish rocks and the treasures of ancient or exotic civilisations. Behind the scenes, scholars pored over the collections, working on esoteric studies of specimens that seemed to have little relevance to the average person.

Although the museum still has the charm of unveiling the mysteries of our world, it has become far more pertinent to our everyday lives as it takes a more active role as a source of information on environmental, social and conservation issues. The functions of collection, research and public education are more interdependent than ever, while the amount of public money available to fund such enterprises is dwindling.

Through its support of the Save Eric appeal and the Nest Test Project, the public has demonstrated its enthusiasm for the many-faceted contributions the museum can make to society. In return, it expects to be informed of the latest research findings; and to have access to innovative and sophisticated exhibitions which are relevant to our culturally diverse population.

The Australian Museum has responded to these challenges, producing world class scholarly research; constantly upgrading displays and spaces, and using the latest technology to produce exhibitions; remaining responsive to public demands; and actively seeking out commercial opportunities - all in a climate of belt-tightening by public institutions.

public programs

The Australian Museum's Public Program consists of a balanced and dynamic series of projects which communicate the Museum's mission to a wide range of audiences. Exhibitions, special events, interpretive programs, schools programs, holiday events, performance programs and conferences are all integrated into a Public Program Plan for 1993-95.

Public programs undertaken during 1993/94 included these exhibitions and events:





Ourplace exhibition



Prejudice & Pride



Art of the Himalayas

Black Art, June 26 to July 18, 1993

Entries from Aboriginal & Torres Strait Islander students across NSW were displayed in this celebration of the Year of Indigenous Peoples. The competition and exhibition were sponsored by Westpac.

Malaysian Arts Festival, August 1 to September 5, 1993

A display of dance, children's art and special activities from Malaysia.

Mitey Science, August 6 to October 31, 1993

Interactive exhibits were the basis for this innovative science program for 3 to 8 year olds, which encouraged creativity and exploration in the learning process.

Sciencescape, September 18 to October 10, 1993

Displays, events and activities were used to explore the presence of science in our everyday lives. The work of Museum scientists was a feature of the program.

BBC Wildlife Photographer of the Year, October 15 to November 28, 1993

The largest and most prestigious of its kind, BBC Wildlife Photographer of the Year's annual competition brought together the best wildlife photographs which emphasise the beauty, wonder and importance of our natural world.

Between Two Worlds, October 19 to November 28, 1993

A powerful portrayal of government policies which allowed the forcible removal of Aboriginal children from their families in the Northern Territory earlier this century.

Earthworm Environmental Awards, October 27 to December 12, 1993

The Earthworm Environmental Awards are presented annually to primary and secondary students who produce projects on environmental issues. This exhibition, of both state and national winners, showed the exciting and creative solutions young Australians have found to help solve local environmental problems.

Shark!, December 18, 1993 to April 10, 1994

An exciting and informative look at the world of sharks, this major travelling exhibition examined the diversity and biology of sharks, and the importance of their conservation. Following its successful Sydney showing, the exhibition commenced its tour in Newcastle.

Art of the Himalayas - Treasures from Nepal & Tibet, April 23 to June 19, 1994

This exhibition, which came to Australia after a successful tour of the United States, was a stunning collection of 115 works of Nepalese and Tibetan art dating from the seventh to nineteenth century. Drawn from one of the largest and finest private collections of Nepalese and Tibetan art in the world, Art of the Himalayas provided an insight into the culture of the regions.

Faust's House, During February and March, 1994

Specially commissioned by the Museum, under the direction of Theatre Manager, Yaron Lifschitz, this new play examined some of the greatest changes of human thought in science and mythology. It was performed 6 nights per week, and utilised three different areas of the Museum.

Our Place, from March 30, 1994

A semi-permanent space focussing on Australia's cultural diversity, opened at the end of March. The space incorporates display and performance areas for temporary use by various community groups.

Annual Open Day, May 22, 1994

The Museum's annual Open Day on 22 May was again a great success. Over 6,000 people attended behind the scenes tours, talks and information stands conducted by Museum staff and volunteers.

The Great Russian Dinosaurs, April 30 to July 31, 1994

The Museum presented treasures from the largest and rarest collection of dinosaurs and pre-historic reptiles, gathered from sites in Russia and Mongolia. 24 complete original skeletons combined with more than 50 skulls, dinosaur nests and eggs.

Rapid Response Exhibitions

This program of small exhibitions highlighting significant issues continued this year. Topics addressed were: *Wasteland to Wetland - change at Homebush Bay*; *Oil Spills - the way clear*; *GATT*; *Prejudice and Pride - Gay and Lesbian Communities* and *Mabo*.

Tour of Eric the Pliosaur, throughout 93/94

Commencing in Perth, the rare opalised pliosaur purchased through public donations, was shown to audiences in Western Australia, South Australia, Tasmania, Victoria and New South Wales during the year, as part of a national tour. This tour will continue into Queensland and the Northern Territory during 1994.

Gargantuans from the Garden - Australian Tour, throughout 93/94

Another Museum touring exhibition, *Gargantuans from the Garden* visited Victoria, South Australia, Western Australia and Queensland.

School Holiday Programs

A range of programs for families were initiated for each school holiday period. Theatre performances, face-painting, workshops and craft sessions often followed the themes of major exhibitions and programs.

Responsibility for public programs is shared equally by three Museum divisions: Community Relations, Education and Exhibitions.

community relations

The Community Relations Division encompasses expertise in marketing and public relations, special events and functions, publishing and merchandising. It aims to promote the highest possible understanding of the Museum and to ensure maximum participation in Museum activities.

Public Relations

The areas of publicity, media liaison, advertising, promotion, tourism liaison and protocol are managed by the Public Relations section, together with some of the Museum's publishing activities.

The Section plays an important role in maintaining a high media profile for the Museum's programs and services, maximising public awareness through media reports and editorial. This year was no exception, with a high level of coverage being awarded to many of the Museum's activities, including *Between Two Worlds*, *Shark!*, *Art of the Himalayas*, and the Rapid Response programs: *GATT*, *Prejudice & Pride - Gay and Lesbian Communities*. A nest predation survey on Burke's Backyard, research work for the third runway construction and the Homebush Olympic Site, and an important fossil fish find all received media prominence.

In October 1993 the Section initiated a monthly listing of Museum news mailed directly to over 200 media contacts. Media Angles is now received by over 420 journalists, researchers and producers and has generated an immeasurable number of media requests and stories.



Shark! exhibition



Art of the Himalayas

Advertising plays an equally important role in public awareness, and regular weekly press advertising was combined with television campaigns for the *Shark!* and *The Great Russian Dinosaurs* exhibitions. Additionally, a general television campaign was used for school holiday periods. A number of new advertising mediums were used to profile Museum programs, including a fully-painted bus for *Shark!*, banners on pedestrian bridges for *The Great Russian Dinosaurs* and cafe posters and postcards for *Art of the Himalayas*.

A cooperative marketing approach was initiated by the Section, for *Shark!*, with combined tickets to the exhibition and Oceanworld, Manly, made available at a reduced price. Though the demand for these proved lower than anticipated, the additional profile was valuable.

Marketing to tourists was also a focus for the Public Relations section, with advertising and editorial support in a number of tourist publications. Museum brochures were regularly distributed to around 300 hotels and tourist outlets, and the Section played host to a number of visiting tour operators. Membership of the Great Attractions of Sydney continues to provide a forum for cooperative marketing opportunities, particularly for the tourist markets.

Publication of the Museum's Annual Report is undertaken by the Section, together with *Muse* magazine, which has continued to improve in presentation and content since full production was moved in-house.

Other activities coordinated by the Public Relations section included upkeep of a 0055 telephone information line, regular media tours and interviews, and coordination of the Museum's use as a location for documentaries and other film productions.

publishing activities

Australian Natural History Magazine

Throughout the year Australian Natural History, ANH, continued to improve in editorial content and sales. Each issue saw a steady increase in new subscribers and a

consistently high renewal rate from existing ones. Newstrade sales were particularly successful with the Winter 1993 issue alone resulting in a 30% increase in sales.

ANH was awarded the Whitley Award for Best Zoological Periodical, for the seventh consecutive year.

Records of the Australian Museum

During the past year 8 scientific publications were produced, representing ten papers in zoology, one in mineralogy and one in palaeontology. The Supplement series contained a study on the evolutionary relationships of pythonine snakes by Dr Arnold Kluge of the University of Michigan; a revision of bivalve molluscan sunset shells by Richard Willan, Northern Territory Museum; and a study of the evolutionary relationships of parrot fishes by David Bellwood, James Cook University. The first part of an important series documenting Aboriginal artifacts in the Australian Museum collections was published in the Technical Report 10 and a catalogue of the Malacostracan Crustacean types in the Australian Museum was Technical Report 11.

education division

The Education Division aims to deliver to a wide range of audiences challenging and enjoyable educational programs which are responsive to community needs and which raise awareness of relevant issues.

Education Programs and Services

Visits by education groups have increased by 15% and expanded inservice programs for educators have been very successful. Development work has been undertaken on new Museum-in-a Box units, and there has been a major increase in people viewing Museum On The Road and Regional gallery exhibitions.

77,410 students and teachers attended programs run by the Education Services section of the Division in 1993/1994. This is a 15% increase on the previous year. These programs include school group exhibition visits, hands-on room sessions, senior science sessions, special exhibition programs, and in-service courses for teachers.



Prejudice & Pride

A major survey of all senior science students and teachers who had visited the Museum in 1993 was undertaken, with the results indicating a high level of teacher satisfaction. Students strongly indicated a desire for more 'hands-on' experiences. As a result, the lecture-style presentation of evolution sessions has been replaced by hands-on, collaborative work modules in the *Tracks Through Time* exhibition which provide a context for the students' learning experiences.

Aboriginal Studies has been a major focus for the Education Services section during the last year. Sheryl Connors, Aboriginal Education Officer, and Dawn Timbery, Aboriginal Education Assistant, were involved in initiating and managing activities related to International Year of the World's Indigenous Peoples. The resource pack and activities for the Aboriginal Studies hands-on room were also revised and upgraded, and an increasing number of Aboriginal groups used the room as a result of Sheryl's and Dawn's strong community contacts.

Serving Rural and Urban NSW

The Resource Services section has provided rural and urban communities in NSW with exhibitions and programs throughout the year. This has been achieved through the Museum on the Road program (MOTR), Museum-in-a-Box and the Field Days program.

Over 785,000 people have enjoyed MOTR travelling exhibitions throughout the state in 1993/1994. During the year the Museum on the Road exhibitions *Aboriginal Australia* and *Papua New Guinea - the Abelam people* completed their tour of South Western NSW. In December 1993 the *Papua New Guinea - the Abelam people* exhibition was decommissioned after 13 years of travelling throughout NSW. The *Aboriginal Australia* exhibition was updated with new sections taken from the Museum's Mabo Rapid Response program and then travelled through the South Coast area of NSW.

The *Mammals in Australia* exhibition is still popular at Cobar Museum and the *What on Earth* exhibition is at Newcastle Regional Museum for an extended period. The *Street Science: Australian Museum Research* exhibition continued its tour of Grafton, Wagga Wagga, Central Coast, Albury, Orange and Canberra, as well as many centres in Sydney.

The Museum-in-a-Box program has been very popular, and almost all box units have been out on loan to schools throughout NSW. There have been 664 loans this year, with over 77,000 students having access to Boxes. This compares very favourably to last year, as 50 Boxes were withdrawn for updating in early 1994. Three new topic boxes, Platypus, Echidnas and Bats, are due to join the program in July 1994 and 24 new Aboriginal Studies boxes are due for completion in December 1994.

specific performances expanding upon the concepts in existing exhibitions; *N.O.W.*, a musical/drama/review written for the *Youth Identikit* exhibition; *Namesakes*, an amusing examination of taxonomy; *GATT*, a French style farce about the tariffs and trade agreement as part of the Museum's Rapid Response Program; and *Cream of Dinosaur Soup*, a children's pantomime written to support *The Great Russian Dinosaurs*.

Visitor Services programs and staff have supported a number of special exhibitions and events throughout the year. *Mitey Science*, an interactive science exhibition for pre-schoolers, was staffed by Museum Explainers throughout August, September and October. During Sciencescape in the 1993 September/October holidays, Explainers conducted scientific

New Interpretive Guidelines

A major focus of the work in the Visitor Services section this year has been the implementation of new interpretive guidelines for Public Programs. These guidelines involved staff in describing and analysing the process of interpretation in the Museum's Public Programs, and making recommendations for changes to existing programs to incorporate recent developments in learning theories and research into visitor behaviour in museums. As a result, many programs have been streamlined to more effectively meet visitor needs. Both paid and unpaid staff are now more closely involved in the implementation of programs, such as new activity stations which offer a range of information and activities to suit different ages and learning styles of visitors in our exhibitions.

Interpretive Theatre

An exciting development has been the introduction of Australia's first museum theatre program designed to innovatively interpret exhibitions and ideas. Theatre director, Yaron Lifschitz, began work in November as part of the Artist-in-Residence program researching and developing ideas for theatre performances in consultation with Museum staff. In 1994 Yaron directed a range of theatre performances such as *Faust's House* - a series of evening performances revealing the passions and intrigues underlying scientific discoveries; site

demonstrations, and throughout the year Explainers have run special activities in the Discovery Space on weekends and holidays. Education volunteers have also made a valuable contribution to the Museum's programs by running tours, activity stations and assisting visitors throughout the Museum. In conjunction with the *Shark!* exhibition from December to April, a specially commissioned puppet show called *Funky Fins* was performed, and family groups were involved in shark activities on weekends and holidays. Pantomimes, dinosaur crafts, and new young children's activity programs have been a feature of *The Great Russian Dinosaurs* in April, May and June 1994.

Celebrating Cultural Diversity

Throughout the year the Australian Museum has continued to achieve its stated aim to enable visitors to obtain a greater appreciation of cultural diversity in Australia. The Museum has already begun to increase the profile of this aim through its Statement of Intent, and commitment to the NSW Charter of Principles for a Culturally Diverse Society. In keeping with this commitment, Volunteers and Explainers from non-English speaking backgrounds have been recruited to work in various parts of the Museum.

The new cultural diversity space, *Our Place*, opened at the end of March 1994. It consists of both a permanent exhibition and a temporary community-based space which provides a valuable means of expressing community concerns and points of view. The first of a series of temporary exhibitions to be held in the space was *Youth Identikit*, an exhibition developed by young people for young people to express their interests and concerns. This was followed in June by *Discoveries*, presented by the Indo-Chinese community. Exhibitions by the African and Italian communities are planned for later in 1994. This temporary community-based program is managed by the Education Division.

The successful Director-for-a-Day program, managed by Visitor Services since 1990, was reviewed and evaluated this year and a more streamlined program will now be introduced. This will offer staff the opportunity to be Director-for-a-Day on weekdays as well as weekends and will include a visitor studies component.

Throughout the year, over 250,000 visitors have taken part in Visitor Services activities. This is a 10% increase on last year's figures.



GATT play



Funky Fins

exhibition division

Responsibility for designing, producing and maintaining exhibitions rests with the Museum's Exhibition Division. Their challenge is to provide Museum visitors with an experience that is stimulating, enjoyable and thought-provoking.

Museum Exhibitions on Tour

This year, several of Australian Museum exhibitions took to the road. *Gargantuans from the Garden* completed the major segment of its Australian tour travelling from Victoria to South Australia, Western Australia and Queensland, while a tour by the other Museum developed exhibition, *Shark!* commenced in Newcastle, with installation and transport being managed by the Exhibition Division.

"Eric", the opalised pliosaur purchased last year from public donations, began its Australia-wide tour at ANZAAS in Perth in September and has since visited venues in South Australia, Tasmania, Victoria, the A.C.T. and New South Wales. *Art of the Himalayas* travelled to the National Gallery of Victoria and the Art Gallery of Western Australia on a tour negotiated and managed by the Museum's Exhibition Division.

Major components of the 1993-95 Public Program Plan were undertaken during the year, including the opening of *Our Place*, and the design and documentation for the complete redevelopment of the College street entry foyer.

office of the deputy director

Dr Hal Cogger was active in fieldwork and in speaking engagements throughout the 1993/94 year.

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Hal spent a number of weeks in the field surveying the herpetofauna of Lamb Range, Atherton Tableland, in a collaborative project with Dr Andy Gillison from the CSIRO Division of Wildlife and Ecology. This was a test of a method for Rapid Biodiversity Assessment.

In September he travelled to Fiji, Vanuatu and New Caledonia in another collaborative project looking at taxonomy of sea kraits (a group of sea snakes). His collaborators were venom chemists from Sophia University, Tokyo.

He served as a Vice President of the Second World Congress of Herpetology, held in Adelaide in late December, where he delivered a paper on conservation issues and problems in the Australian reptile fauna, and chaired a symposium "Biodiversity: are Australian ecosystems different?"

Hal also attended the foundation meeting of the Heads of Australian Fauna Collections (CHAFC), a group established to promote co-operation among Australia's natural history museums; and delivered the keynote address at the 18th International Herpetological Symposium in New Orleans.



In mid 1995 Dr Harold (Hal) Cogger retires after serving the Museum as Deputy Director for 19 years.

Hal commenced working with the Museum in 1952, and headed the Department of Herpetology until 1976, when he was appointed Deputy Director and Head of Science.

One of Australia's most respected reptile and frog experts, Hal's contribution to the Museum, to Australasian science and to an understanding of the problems facing our natural environment, has been outstanding.

As well as taking responsibility for the Museum's scientific divisions, and conducting the Eureka Prizes - a program of annual national science prizes, Hal continues to serve as the Vice President of the International Commission on Zoological Nomenclature and chairs the Advisory Committee of the Australian Biological Resources Study.

During his career Hal has written, edited and contributed to over 100 publications, including the comprehensive handbook, *Reptiles and Amphibians of Australia*; the *Zoological Catalogue of Australia, Volume 1*; *The Action Plan for Australian Reptiles*; and *Arid Australia*.

Hal's contribution to the Australian Museum is immeasurable. We are grateful for his leadership, counsel, integrity, friendship and dedication.

research and field work

The quality and quantity of the Museum's research activities determine, to a large extent, its standing in the international scientific community. Despite funding pressure, this year has been a fruitful one. Field trips have taken staff over a variety of terrains - from the up-market Sydney suburb of Vaucluse to the back of Bourke. Of course the really hard work often begins after the field work - with the meticulous recording and analysing of data collected and then the publication of results. This year's crop of projects has once more not only added to our wealth of knowledge about the world, but also reminded us of how much we don't know.

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More Light Shed on Ancient Diet

In the Division of Anthropology, Val Attenbrow's research into the prehistory of the Aboriginal people living around Port Jackson continued with further excavations at a rock shelter with shell midden in the Sydney suburb of Cammeray. Radiocarbon dates indicate occupation of this site back almost 6,000 years ago.

Val's analysis of a fish bone assemblage from a shell midden previously excavated at Mt Trefle, Vaucluse, showed that Aboriginal people in this area of Port Jackson may have caught fish in nets or traps, in addition to historically recorded methods of spear fishing and angling. An article on this subject has been submitted for publication, and a paper is to be presented at the World Archeological Conference in New Delhi in December 1994.

Meanwhile Dr Richard Fullagar (Australian Research Council Fellow) continued his research project on the analysis of the production and use of stone tools in Aboriginal societies, especially in relation to prehistoric Aboriginal settlement and resource use. The study concentrates on the role of stone tools in subsistence activities through identifying microscopic traces of use on tool edges and the patterns of tool production in relation to mobile and sedentary settlements across the Australian region.

Richard has developed a procedure for concentrating starch grains in sediments and on artefacts. This procedure allows

researchers to identify how a particular artefact was used and whether any starch residues on a tool are the result of use on a particular plant or simply due to lying in the sediment which contained plant remains.

In the East Kimberley, Richard excavated a site which could be very old. Plant pounding tools have been found near the base of the excavation. These tools have plant tissue residues, including starch grains which Richard's team hope to identify through starch grain analysis. Also buried at the site were engravings, stone artifacts and ochre. This project could provide insight into the type of plants used by ancient local populations.

With the assistance of students Judy Furby, Stephanie Garling and Leanne Brass, Richard has obtained the first hard evidence of human association with extinct megafauna at the Cuddie Springs site in western NSW. Although it has long been suspected that early Australians hunted the megafauna, there has been no direct proof until now. This site has also provided one of the oldest dated human remains in Australia - a 28,000 year old human tooth.

The Rock Art of Kakadu

From early June, Paul Tacon (Anthropology) spent eight weeks on fieldwork in the Northern Territory recording the older rock art styles in Kakadu National Park as part of a long-term research project. Beeswax rock art at several sites was sampled for dating. Research was also conducted in Kakadu National Park, near Oenpelli, western Arnhem Land and near the Mann River, central Arnhem Land.

Belinda Pulvertaft



Paul Tacon



Alex Ritchie

Marine Ecology

A study of biology and ecology of two beach amphipod species by Dr Alan Jones and Ms Anna Murray has progressed to the analysis of life-history data, extracted with the aid of newly-developed software.

Alan continued his substantial involvement in various environmental activities including providing comment on management issues concerning coasts, estuaries, streams, endangered species and human population size.

Mineralogy and Petrology

Dr Lin Sutherland worked on a number of collaborative projects, looking at the origin of east Australian diamonds, and also associations between gems from Barrington, NSW and Chanthaburi in Thailand. His colleague, Ross Pogson, has been developing a library of infra-red mineral spectra for use with a portable infra-red spectrometer, for mineral identification. Ross has also been working on sulphate mineral deposits in Jenolan Caves, NSW.

A Feast of Fossil Fish

Dr Alex Ritchie, from Palaeontology, excavated the richest fossil fish site ever discovered in Australia, near Canowindra in central west NSW. With the assistance of local residents, farmers, businessmen, senior high school pupils and a 22 tonne excavator and operator provided by Cabonne Shire Council, around 60 tonnes of sandstone were recovered containing the remains of about 3000 well-preserved specimens of Late Devonian fishes. Some of these finds are new to science, and the largest specimens are 1.6 metres in length.

These remarkable new finds, now stored at Canowindra, are being systematically prepared for study by volunteers. Plans are being made for an "Age of Fishes" museum at Canowindra to display and develop this discovery as a unique scientific, educational and tourist attraction for central west New South Wales.

Back in the lab, Alex continued his work on Ordovician to Devonian fishes, especially on the latest finds of a growth series of placoderm, *Groenlandaspis*, from Canowindra, NSW. Alex was assisted by Ms Zerina Johanson who commenced a population study of the Canowindra fauna.

Looking progressively further back in time, Greg Edgecombe travelled to Kangaroo Island, South Australia, to collect Lower Cambrian trilobites (marine arthropods). These include very primitive forms that are being studied to resolve the evolutionary relationships of the earliest arthropods. Greg also visited the Nanjing Institute of Geology and Palaeontology to study Lower Cambrian arthropods and arthropod relatives from the famous Chengjiang site in Yunnan, China.

Terrestrial Ecology

Earth and Environmental Sciences' Terrestrial Ecology section had a busy year. The Property Services Group contracted Graham Pyke to carry out a pilot project on the Green and Golden Bell Frog. Major goals of this project were to obtain a preliminary assessment of the habitat requirements of this endangered species leading to the successful relocation of the population that presently occurs within a brickpit at Homebush Bay, an area proposed for development. Ultimately, the project is to ensure the long-term viability of the population within the Homebush Bay area.

Greg Gowing returned to Barren Grounds Nature Reserve to check and census Christmas Bell study plots as part of ongoing studies on this plant.

Richard Major became curator of the Royal Australian Ornithologists Union (RAOU) Nest Record Scheme, a collection of data on nesting observations, with database records on over 90,000 nests. Richard, with assistance from Greg Gowing and Michelle Christy, continued the project aimed at understanding the roles of territoriality

and nest predation in determining the distribution and abundance of honeyeaters. He also spent much time co-ordinating the Australian Museum Nest Test which he instigated. This community-based research project harnessed the enthusiasm of 2000 members of the public to identify urban nest predators and the factors contributing to their activity. In addition, Richard initiated a new research project which will investigate the effects of habitat fragmentation in the NSW wheat-belt on the reproduction and survival of woodland birds.

Invertebrate Zoology

Collaborative research and field programs have again characterised much of the division's scientific activity this year. At least 17 collaborative research programs are being conducted, or were completed, during the year.

Dr Buz Wilson has completed a detailed review of the Janiridae, a large family of isopod crustaceans.

Jim Lowry and Kate Dempsey have completed an ambitious and highly successful series of sampling voyages from Cairns to Tasmania for Dr Lowry's ARC funded SEAS project.

Winston Ponder's research on mound spring molluscan faunas and conservation implications were highlighted on the ABC science program Quantum.

Countless Bugs

With 40,000 insects and 5,500 arachnids added to their respective collections in the last 12 months, the Museum's Entomologists and Arachnologists have an endless job of documenting the world's previously unknown and undescribed species.

Senior entomologist Dan Bickel continued his work on the long-legged flies, adding descriptions of 30 new species. His latest research has found major similarities between Australian

and Indian species, indicating that these small flies were once part of the greater super-continent of Gondwana. In his other area of research on dance flies, Dan has been collaborating with visiting Canadian researcher Dr Bradley Sinclair preparing a review of the entire Australian dance fly family.

David McAlpine joined with research associate Roger de Keyzer to complete a comprehensive review of the fern flies genera. Their collaborative effort is the first meaningful classification of the family to be produced, featuring the description of five new species. David's investigation into the relationships of some strange ant-mimicking Australian platystomatid flies has led to the naming of a new genus.



Gerry Cassis has completed a world revision of the Termatophyline mirid bugs, including a cladistic analysis of the genera.

Max Moulds' studies into Australian cicadas are continuing, with particular focus on the *Abricta* species. He is also studying the immature stages of hawk moths, many of which are minor pests on crops and ornamentals.

Arachnology's Mike Gray devoted most of the last 12 months to completing the North East Forests Invertebrate Bio-diversity Project. He has identified hundreds of new species of spiders, ants and beetles and the data are being prepared for analysis. Mike also completed a study of generic relationships in the Filistatidae spider family and continued his collaborative work on South American filistatid spiders.

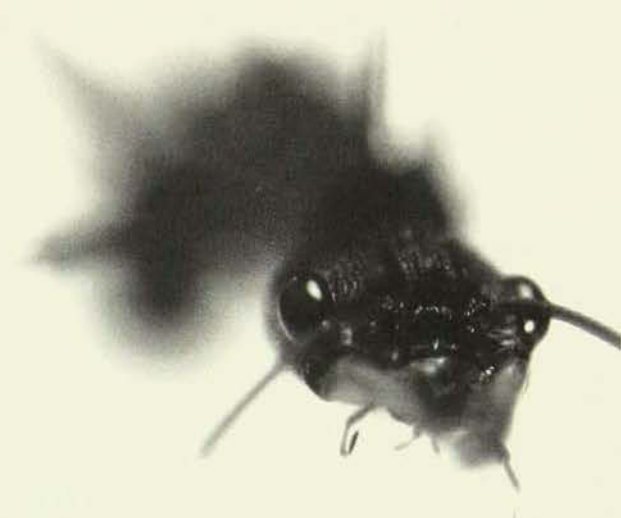
Glenn Hunt continued his research into Australian Harvestman and oribatid mites, an important component of soil fauna.

Continuing his work on book lice, Courtenay Smithers has recently discovered the world's first wood-boring species - the first known to have this habit out of 3,500 world species. Courtney's research has shown this species bores down the length of pine and turpentine twigs using its heavily armoured hind end to form a plug which blocks enemies from entering. He has commenced detailed work on the biology of this species.

Gunter Theischinger is continuing his work on the Limoniinae family of crane flies of Australia with revisions of two of the larger genera recently completed and 11 other genera under revision. He is also preparing a book on the dragonflies of south-eastern Australia and compiling a major guide to NSW dragonfly larvae.

Drosophilid flies collected by Max and Sally Cowan from Tabubil in New Guinea have been sorted and recorded onto a database by Shane McEvey. Shane has also been studying the Drosophilid specimens collected from the

Royal National Park before and after the January 1994 fire, the results of which are forming the basis of a separate study.



collections

Basic to any museum is its collections. The Australian Museum's collections, which are obtained through fieldwork by staff and volunteers; as donations or purchases from private collectors; and by trading with other institutions, are vast. They include around four million insects, 450,000 fish, 200,000 archeological and anthropological items and 60,000 rocks and minerals, and form a significant international scientific resource.

During the last year alone, more than 140,000 new specimens and items were registered. The curation of such a collection is a massive, never-ending job which requires ever more sophisticated databases and computerised systems of management. The human element remains, however, and volunteers provide vital assistance in this area.

Volunteers also play an important role in many of the field trips and excavations during which specimens are collected. With each passing year Museum staff are facing greater urgency in their collection as the natural world faces ever increasing threats from the spread of human populations and the destruction of natural habitats.

In earlier times, many of the artifacts that found their way into museums came from the collectors who were sometimes little more than treasure hunters. Little heed was paid to the "ownership" of such items, or the cultural significance of their removal.

Sensitivity to Aboriginal Culture

The Australian Museum is very sensitive to such issues. All fieldwork involving Aboriginal material is undertaken in consultation with local communities; there is an active program of repatriation of archeological materials; and collecting methods have been modified in line with cultural considerations. For example, burial grounds are recorded, rather than excavated; skeletal remains that can be identified are returned to their region for reburial; rock art is recorded under a strict protocol, with researchers never entering a site without permission from local Aboriginal landowners; an elder or other representative of the local people is always present to oversee the adherence to Aboriginal custom and advise on the secret/sacred status of the site. At some sites, pointing is offensive - even pointing with a camera - so the art must be sketched rather than photographed. Likewise, researchers never disclose the exact locations of the art, out of respect

for Aboriginal custom and to help protect the often fragile sites from large numbers of visitors.

Repatriation of Material

While on research fieldwork in Arnhem Land Paul Tacon, from Anthropology, delivered to the Northern Territory Museum of Arts and Sciences, Darwin, archeological material excavated by Dr C. Schrire in the Northern Territory in 1965. This transfer will make access to the collections easier for traditional Aboriginal owners of the archeological sites. Some of the collection will later be transferred to a keeping place in Kakadu National Park.

Improved Aboriginal Access to Material

As well as returning cultural material to Aboriginal communities, the Australian Museum is actively pursuing a policy of improving the access Aboriginal communities have to archeological or anthropological collections. This is being done in a number of ways.

A major feature of management of the Aboriginal and Torres Strait Islander collections at the Australian Museum this year was the appointment for three years of two trainee collection managers, Peter White and Samantha Simmons, under a special government training program for Aboriginal people. As part of the training program, Peter and Samantha visited Aboriginal community and government organisations in New South Wales and the ACT, including cultural centres and keeping places, as well as gaining work experience in other sections of the Museum. During their training, Peter and Samantha prepared catalogues of Aboriginal artifacts from selected areas of NSW.

A major grant of \$47,500 from ATSIC allowed Phil Gordon (Anthropology) and Karen Coote (Materials Conservation) to develop an outreach program to assist the development of Aboriginal museums and keeping places in NSW. An Aboriginal trainee, Tracey Duncan, has worked closely on the project, developing conservation check lists and a conservation kit to assist museums in isolated areas with aspects of object registration. The Outreach Program involved travel to the community museums and keeping places to explain the program and to assess needs. Organisations at Tweed Heads, Wallaga Lake, Armidale and Wagga sent staff to the Museum for short familiarisation and training courses. A State-wide workshop was subsequently held in June in Armidale for Aboriginal people in rural areas of NSW.

It is expected that this outreach program will continue with ATSIC funding. All communities attending the Armidale meeting expressed an enthusiasm for future meetings, training in the

museum and visits to communities to work through conservation issues. Funding has also been provided for the writing and publishing of a conservation manual for the care of Aboriginal material in non museum environments.

As part of a project to make information about the collections available to Aboriginal people in NSW, the Anthropology Division's Phil Gordon and Kathy Patrick published a catalogue of the collections from the Brungle Mission area. A general state-wide catalogue is now under preparation. Stan Florek completed and published a Guide to the NSW Archeological Materials in the Australian Museum. The catalogue contains over 1000 collections received under the National Parks and Wildlife Act (NSW). Kate Khan published, as a Museum Technical Report, the first of four catalogues planned for the W.E. Roth collection from North-East Queensland.

information management

Ever expanding amounts of data could mean ever increasing chaos if people don't have ready access to the information. This is where the Division of Information Science plays a vital role as it develops systems to identify, store, retrieve, and transmit information. The Information Science Division covers the following broad areas: the Local Area Network (LAN), the Research Library, Archives, Records Management, Database Development.

The Research Library

The Australian Museum Research Library is a significant natural history resource collection and also incorporates the Australian Museum Archives and Record Management.

The Research Library manages, acquires and accesses information to support the work &

objectives of the Australian Museum: information services and products are provided to both museum staff and external clients.

In providing information services and products, the Library accesses information from many local and global sources, including online databases and catalogues via dial-up online services and the Internet. Over the last year, increased use has been made of the growing number of 'full-text' databases, especially those offering a range of newspapers and current affairs bulletins. Science citation searches continue to be in high demand and international databases are regularly searched to fulfil these requests.

In addition to the on-line database hosts already in use, the Research Library has acquired a range of information products on CD-ROM.

The in-house Museum Database of current museum literature has been improved and developed in terms of access and coverage and a new supplementary museological database has been created to provide access to a file of ephemeral material maintained in the Research Library. Both of these resources have proven to be especially valuable when providing professional information to Museum staff.

The Research Library also acts as a source of specialised information for the community in general: high use is made of it with tertiary students forming the largest group of external users.

During the year the Research Library was invited to participate in the Monash University Australia's Book Heritage Resources Project, which aims to comprehensively document all pre-1800 books held in Australian Libraries.

Long Term Care of the Collections

The Materials Conservation Division aims to prevent damage to the collections, conserve items of special importance, undertake research to increase the immediate and long-term preservation of the collections, and disseminate information on conservation methods.

Improvements to Storage of the Museums Collections

During the last year conditions of storage for, and access to, several Aboriginal collections were improved. A storage unit was constructed for rolled barkcloth from the Pacific collections. The Cook collection was mounted and stored in trays and boxes suitable for rapid and safe evacuation in an emergency. A total of more than 800 items were dealt with during the year.

Monitoring relative humidity (RH) and temperature conditions within object crates is now possible with the purchase of portable dataloggers. Objects from the Museum's Anthropology collections are frequently sent overseas for exhibition and it is important to see how effective our packing is for the safe transport of these items. Improvements to the packing systems have been implemented following these findings.

Staff from the Materials Conservation Division also monitored temperature and RH conditions in a number of Aboriginal keeping places in NSW and the NT. A more thorough survey of the Elcho Island and Armidale keeping places were carried out during a visit to the buildings and reports written suggesting, in some detail, ways to improve storage and display conditions.

Museum Disaster Preparedness Plan

Over the last twelve months ingress of water into exhibition and storage areas continued to be a problem. Major damage to the collections was avoided due to the rapid implementation of the Museum Disaster Preparedness Plan. Training staff throughout the Museum on disaster recovery techniques continues to be a priority as does keeping the plan up to date. Selection of new equipment and materials for use in disaster recovery is an ongoing activity.

Paper Conservation Program

Heather MacPherson, an experienced paper conservator, has begun much needed work on conserving the rare book and archives collections held in the Research Library. The aim of this project is to provide greater physical access to these collections for the present and future.

corporate services

The day to day running of the Museum depends heavily on the management provided by the Corporate Services Division. Comprising Human Resources, Property Services, House Services, Finance and Business Services sections, this division takes care of Staff training and development, arranged by the Human Resources section, included critical skills for supervisors, briefing on sex based harassment and the attendance by Museum staff to the Mt Eliza Management course.

Job evaluation has been an ongoing project for Human Resources staff. By June, seventeen positions had been evaluated by Museum job evaluation panels. This process will continue through 1994.

In Property Services, the first attempt at heritage restoration of a gallery was completed for the Our Place exhibition. A combination of asset replacement and energy management was applied to the replacement of air conditioning chillers, resulting in a lower operating cost.

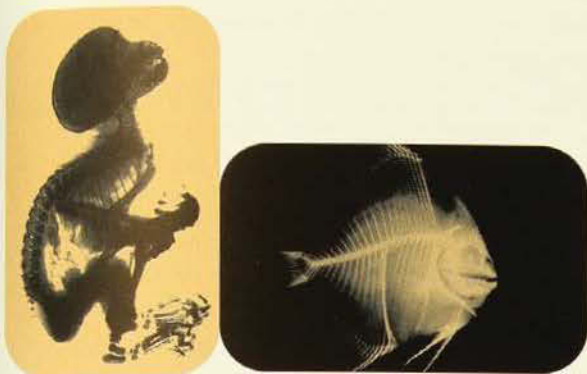
The provision of security for Beyond the Java Sea and Art of the Himalayas exhibitions was effectively provided by the House Services section.

Training was provided to House services staff in occupational health, first aid, supervision, cash handling, cleaning and computers. This had a positive effect on productivity, service provision and on morale.

Customer service is also an important focus for the Finance section. Improvements in financial reporting, together with the assignment of accounts payable clerks to specific clients, have enhanced the service provided by the section.

The Business Services Section markets & administers commercial consulting activities, with the projects being carried out by the relevant area of expertise in the Museum, with the majority of work being undertaken by the Scientific Divisions. Total gross income in 1993-94 came to \$1,100,616.76, which is 57% over the target figure and an increase of over 133% on the 1992/93 financial year.

Projects won which contributed to this better than expected result include the Homebush Bay Shore Bird Feeding Study (\$166,000), Fauna Assessment of Wildlife Health at Castlereagh Waste Depot (\$74,000), BP Mangrove education Project (\$26,000) and the Post Dredging survey of Botany Bay (\$495,000), the largest contract to date.



Of the 121 jobs quoted, 93 contracts were won. This represents a success rate of 77 per cent. Most of these were environmental consultancies, specifically ecological surveys and monitoring and Fauna Impact Statement preparation and review, with some success in the education and exhibition areas.

Commercialisation activities co-ordinated by Australian Museum Business Services are growing strongly as the Museum is gaining a reputation for its environmental and other consultancy work.

Photographic Services Section

This section aims to provide photographic services for the marketing, public programs and scientific needs of the Museum. The services include the creation of original colour and black and white images for research, publications, publicity, documentation of galleries and collections, black and white printing, X-radiography, slide duplication and electronic imaging. The section manages a modern and historic collection of photographs of Australian fauna, the environment and indigenous peoples of Australia and the Pacific.

the australian museum society

The Australian Museum Society encourages a greater awareness of the Museum's role in the community and an increased understanding of our natural environment and cultural heritage. It also assists the Museum financially.

In the past year the Society has experienced a steady growth in membership and now boasts approximately 8000, with considerable success in upgrading members into higher categories. Corporate membership, while experiencing little growth, achieved almost 100% retention, again with many moving to increasingly higher levels of giving.

The Society's calendar of activities is generally recognised as one of the most diverse and interesting programs available from any similar organisation in Australia. Last year there were approximately 150 activities, most of them well attended. Many were focused on the International Year of the World's Indigenous Peoples: an Aboriginal Cultural Tour of Western New South Wales, rock engravings walks in Ku-ring-gai National Park and special viewings of several of the anthropology stores.

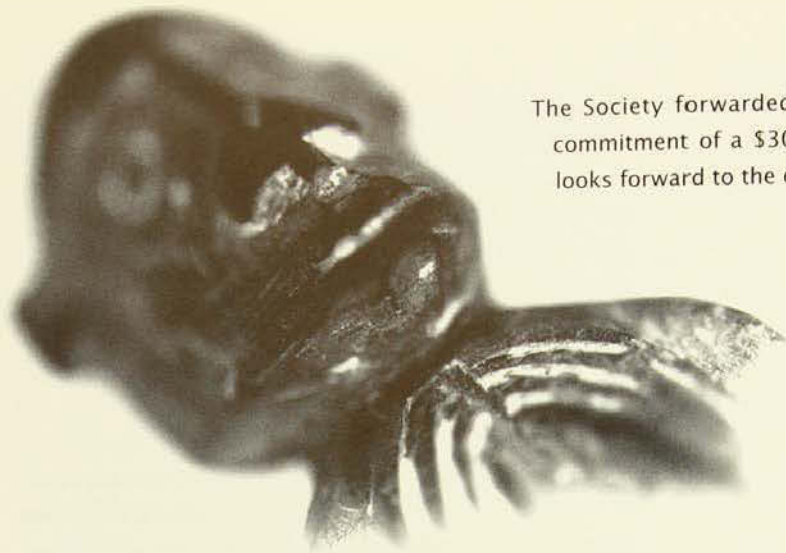
The Science Super Series continues to be a major promoter of modern scientific thought by bringing distinguished speakers to Australia to lecture in the Series. Last year, Science Super Series speakers included: Konrad Spindler (The Ice Man), Sir Crispin Tickell (Gaia: Goddess or Thermostat), George Smoot (Wrinkles in Time) and Thomas Lovejoy (Amazonia's Future: a Burning Question).

Super Series aside, the Society was fortunate to present lectures by some of Australia's and indeed the world's most eminent speakers ... Professor Malcolm Longair (Astronomer Royal), James Gleik (Richard Feynman biographer), Robert Repetto, Lewis Wolpert and David Malin.

Lecture series again proved a popular component of the program, with the eight-lecture series Reptiles of Australia and Shark! the Mini-series which ran in conjunction with the Shark! exhibition.

There was some difficulty in filling overseas tours, mostly due to increased competition, but there were two very successful tours - twenty participants exploring Vietnam in March and another group discovering Malaysia's natural wonders with Chief Preparator George Hangay. In compensation there was a great deal of interest in all the Australian tours, with Western Australian Wilderness, Wildlife and Wildflowers; Lord Howe Island; and the Flinders Ranges all fully subscribed. There was very strong support too for the Fossil Fishing at Canowindra tours, which were accompanied by Museum palaeontologist Dr Alex Ritchie.

The Society's major media initiative, Talking Science (TAMS Radio Show), is a professional, polished and informative program presenting science, the Society and the Museum once a month on 2SER. It goes from strength to strength, and is now produced by Colin McGregor from Materials Conservation.



The Society forwarded a further contribution of \$100,000 towards its commitment of a \$300,000 sponsorship of the Investigation Centre and looks forward to the completion of this project.

TAMS continues to act as the Secretariat for the Australian Federation of Friends of Museums, with its association with the World Federation of Friends of Museums, and recently hosted an AFFM all day seminar on Marketing for Membership Organisations, which attracted 60 delegates from museums throughout Australia and New Zealand.

The 120 volunteers who work in many different departments of the Museum were once again managed by the Society's Volunteer Co-ordinator Herti Verge.

awards and scholarships

On 11 December 1993, the then President of Vanuatu, His Excellency F. Timakata, presented to the Anthropology Division through Jim Specht a medal struck for the 10th anniversary of Independence for Vanuatu. This medal recognises the Division's continuing assistance to cultural development in Vanuatu, especially through the National Cultural Centre of Vanuatu. An additional medal was presented to the Director to acknowledge the Museum's support for Vanuatu in general.

In recognition of Dr Tim Flannery's outstanding achievements in wildlife conservation, Taronga Zoo has invited him to become a Scientific Associate of the Board.

The Evolutionary Biology Unit was honoured and very grateful to receive a bequest of \$350,000 from the estate of the late Mr Ken Myer. The bequest was accepted by past Trust President Robyn Williams from Mr Myer's son, Michael, at a boardroom function where all present shared fond memories of a great Australian. The bequest is to be managed for the long term benefit of the Evolutionary Biology Unit. In 1994/5, the available funds will be dedicated to employment of a doctoral candidate or post-doctoral researcher.

Esso Australia awarded one of its scholarships to Alexandra Szalay to undertake a pioneering study identifying the past distribution and cultural use in recent history of Melanesian rainforest mammal species now endangered through habitat loss. The Esso Scholarship is awarded annually on a competitive basis to staff of museums and libraries to enable three months' travel to overseas institutions for study.

In March '94 Alex Roach was awarded the Esso Scholarship, which allowed him to travel to North America and Canada to study the latest developments in pest control for museums. He attended a course in Pest Management at the Getty Conservation Institute and had discussions on current and future pest control methods and materials with leading researchers and conservators.

The Lizard Island Research Station continues to support promising young scientists through the Lizard Island Doctoral Fellowship scheme. This year, the Fellowship was awarded to Vicki Hall of James Cook University. Vicki is determining natural rates of injury and regeneration of hard corals as well as the effects of injury size and frequency on coral growth, reproduction and survivorship. Her study will provide valuable information for the design of appropriate management and conservations strategies for reef areas under heavy human usage. Financial support for the annual Fellowship is provided by the Lizard Island Reef Research Foundation.



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commercial activities

Like so many other publicly funded institutions, the Australian Museum faces an increasing need to raise revenue from outside sources. The Museum's need to use its resources for financial gain has to be balanced with the requirement that it maintains independence of scientific research, upon which its reputation depends. During 1993-94, the Museum staff rose to the challenge and engaged in commercial activities at an unprecedented level.

museum shop and merchandising

During 1994, the Museum Shop diversified its promotion by taking booths at the Christmas Trade Show and at Sydney's first Pet and Animal Expo. The latter was a decided success both increasing the Museum's profile and increasing merchandise revenue.

This year the Shop continued to increase the range and quality of merchandise, and to develop product exclusive to the Museum. The Mail order catalogue was distributed to a list of 80,000. This year the catalogue featured replicas from the Australian Museum's collection. These proved to be enormously popular.

Merchandise developed for the Gargantuans from the Garden exhibition continues to be sold to other venues during the exhibition tour. An Eric T-shirt has been developed to accompany the famous pleasure's tour of Australia. The Great Russian Dinosaur Exhibition shop is proving very successful particularly on weekends and during school holidays.

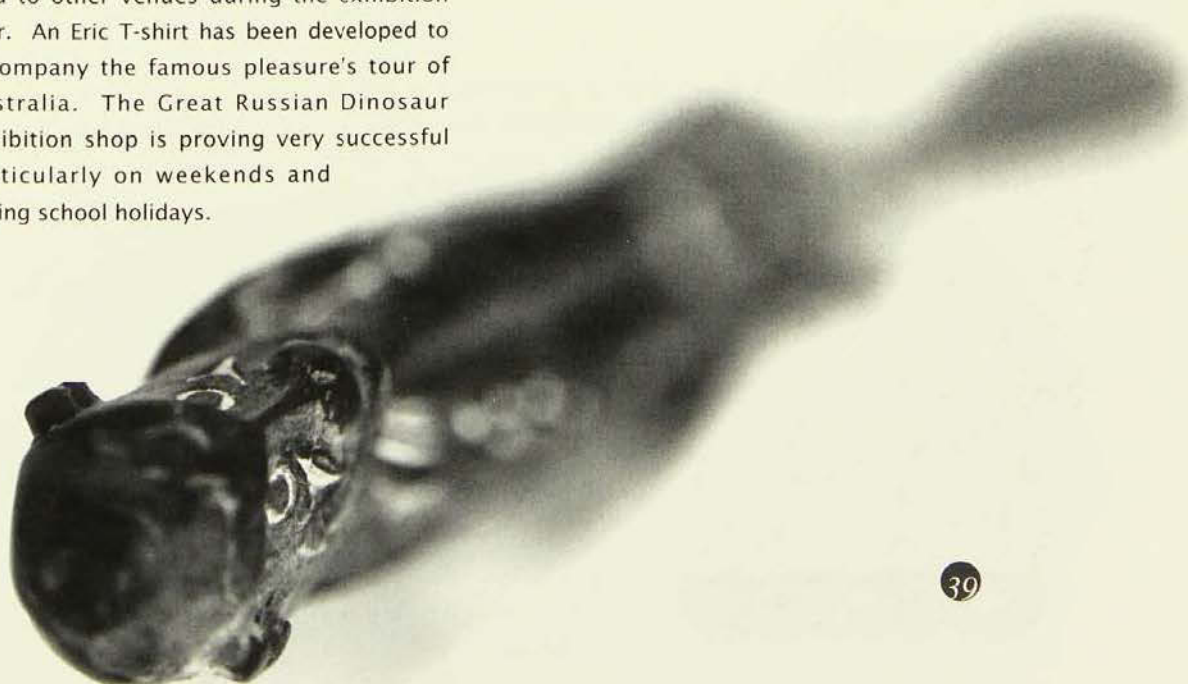
museum as a venue

Now heading into its third year, Museum as a Venue has proved to be a very profitable operation. Within two years it has established itself in the Sydney market place as a unique venue, and its profile is one of high standard with attention to detail, yet still within a realistic price range.

Its wedding business has increased nearly 50% in the last twelve months. It now advertises regularly in bridal magazines and in 1994, for the first time, the Australian Museum was involved in Sydney's Bridal Expo. This coming year the operation expects a further 30% increase on 1993-94.

During the previous twelve months, a concerted push has been made into the corporate market for dinners and cocktail parties. Last Christmas saw thirty three companies celebrate here at the Museum, and this year, with Level Two being made available to venues, there will be a significant increase in the number of functions. Not only is the operation making financial gains but it's creating a greater awareness with people who may not have contemplated visiting the Museum.

During the year a Cafe, which caters for both the tourist market and visitors looking for a more up market eatery, has been opened in the Museum. This was launched in September and has proved very popular. The Museum Restaurant has undergone a name change; now the Dinosaur Diner, and has been decorated accordingly.



Anthropology

The Anthropology Division earned commercial revenue through several avenues. There is a steady stream of requests for guided tours of the Museum, as well as the sale of images of fieldwork scenes, items in the collections and the hire of items, including the Balinese gamelan.

Val Attenbrow undertook two contracts on the assessment and management of Aboriginal archeological sites in Parramatta Park for Parramatta City Council (\$2,000) and in the Blue Mountains and adjacent sandstone plateaux for the National Parks and Wildlife Service (ongoing, \$10,000). Paul Taton obtained a contract from the Maningrida Aboriginal community, Northern Territory, to assess rock art sites along the Mann River. This two-part contract involves training Aboriginal people to record sites and their associated information; the second part began in June 1994.

The Anthropological Laboratory also contributed to commercial income through contracts for the identification of use-wear and functions of stone tools.

In Marine Ecology Alan Jones and Anna Murray contributed to commercial projects including Homebush Bay, Botany Bay, stream bio indicators, Sydney's ocean outfalls and seagrass studies in Warnbro Sound and Cape Peron in Western Australia.

A mineral sale of de-registered surplus specimens was held by the Mineralogy and Petrology section with the Mineralogical Society of NSW. The Gem Identification Service generated income for the section as did the hire of specimens. Ross Pogson studied rocks from Cuddie Springs NSW to identify stone tool sources for the School of Geography, University of NSW. Gayle Webb sorted diamond indicator minerals for the NSW Dept of Mineral Resources.

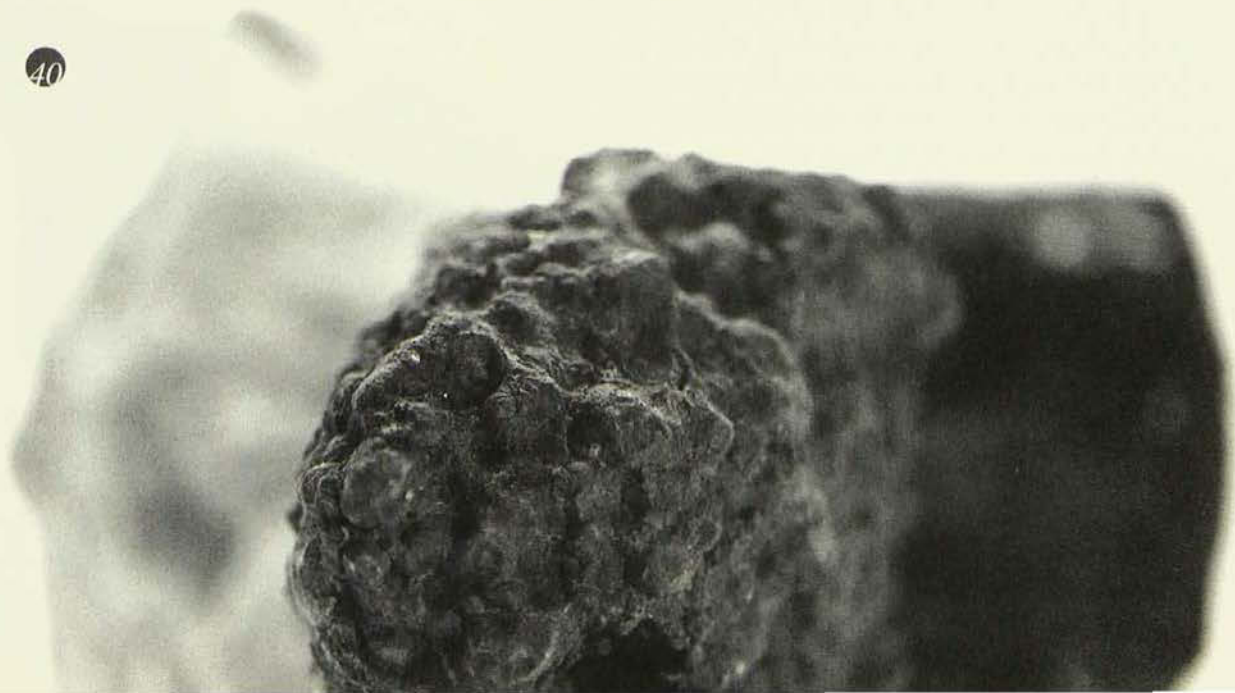
In Palaeontology, commercialisation ventures included the loan of specimens and a series of children's workshops on dinosaurs given by Robert Jones.

On behalf of the NSW NPWS, Graham Pyke of Terrestrial Ecology evaluated alternative methods and approaches for assessing the impact of logging on the endangered Hastings River Mouse.

Michelle Christy co-ordinated the Museum's review of State Forests' Faunal Impact Statement for the Glen Innes Management Area on behalf of the NSW NPWS. Richard Major also contributed to the evaluation of this FIS.

The Education Division has managed a number of commercial projects throughout the year including the Federal Airports Corporation exhibition and resource pack; a rock platforms resource pack funded through an Environmental Trust Grant; a resource pack for senior geography students on urban ecology of a mangrove and salt marsh area at the BP Auburn site; and a pollution indicator project for Public Works Catchment Streamwatch.

Mr Peter Parks, Image Quest, U.K., and his team spent three months over summer at the Lizard Island Research Station producing a film on jellyfish and other planktonic animals. The film is being made for showing on Omnimax theatres and some pioneering techniques with filming in 3-D is being tested.



The Research Station has also renewed its consultancy with the Great Barrier Reef Marine Park Authority to collect monthly samples for \$16,000 pa. as part of a reef-wide water quality monitoring program. The program is intended to continue indefinitely and the purpose is to detect and quantify changes in water quality within the Great Barrier Reef.

The Materials Conservation Division has undertaken a number of commercial projects as part of the Museum's commercialisation policy, including the presentation of a seminar on pest control and Aboriginal bark paintings; evaluation of an environmental problem at the Federal Law Courts; the construction of storage systems to a variety of small museums; and the conservation of items for loan.

Larger projects have included the treatment of hundreds of Lapita Pottery shards excavated during an archeological season in Papua New Guinea; and advice and treatment for items to be included in the new Museum of Sydney.

Commercial projects were again a major activity of Invertebrate Zoology. Marine Invertebrates (George Wilson and Penny Berents with Alan Jones) were successful in obtaining a \$495,000 contract with the Federal Airports Commission to monitor the recovery of Botany Bay after dredging.

Anna Murray and Roger Springthorpe identified marine invertebrates for the Fisheries Research Institute, The Ecology Lab, BHP, University of Western Australia, the Western Australian Museum and the University of Technology.

In October 1993, the Australian Museum was awarded a contract by NSW Government

Property Services Group to investigate the distribution and abundance of wading and migratory birds in the Homebush Bay area and to relate this to the available food supply in order to understand how these birds are utilising the area. The project is jointly led by Drs Penny Berents and Pat Hutchings. Dr Iain Taylor is employed to manage the project, which is due for completion in August 1994. The results will provide valuable information about the management of these wetlands for the shorebird component of the fauna, much of which is protected by International Treaties.

The Entomology and Arachnology section was contracted for both freshwater projects (managed by Dan Bickel) and a development impact study involving jewel beetles (Max Moulds). The report on freshwater biological indicators by Dr Bickel and Eren Turak is being published by the NSW Environmental Protection Agency.

Dan Bickel is contributing to two additional commercial jobs. These are a survey of freshwater invertebrates as part of the Castlereagh Waste Depot Study; and a literature review and bibliography of fauna associated with the Hawkesbury Nepean river systems for the Water Board.

Max Moulds completed a report for the Department of Public Works on the impact of a proposed gaol development on the Castlereagh Jewel Beetle Corridor. Max Moulds was also responsible for shipping two colonies of live bull ants to Tama Zoo in Japan.

Dr Glenn Hunt and Dr Harry Parnaby reported on the biological status of Slaven Cave, near Wallerawang, NSW, as part of a management plan study for the cave commissioned by Pacific Power.

The Vertebrate Zoology Division brought in substantial funding from external sources through grants, donations and commercial work. Commercialisation activities increased dramatically, with much of the work related to Faunal Impact statements, assessing the occurrence of endangered species in proposed development areas.

The Evolutionary Biology Unit was commissioned by the National Parks & Wildlife Service to perform surveys of genetic variation in the green and golden bell frog (*Litoria aurea*) to be conducted over the next two breeding seasons at a total cost of approximately \$14,000.

The Unit has also been contracted by Pacific Pearls to compare genetically, stocks of oysters from Japan and north eastern Australia.

The SEM Laboratory performed investigations for Astra Pharmaceuticals and G.M. Laboratories, and provided images to TCN-9, CTC Productions, Mantis Wildlife Films, Weldon Owen Publishing and the Board of Studies NSW.

In Herpetology, Allen Greer carried out commercial projects including a Survey of the Amphibians and Reptiles of the Cumbungi Wetland and the Newington Woodland at Homebush Bay, NSW for Property Services Group; a Faunal Impact Statement for Proposed Development Works at the Homebush Bay Brick Pit; investigation of the Green and Golden Bell Frog (*Litoria aurea*) at the Proposed Development Site for Clarendon Estates, Thornton, NSW; a report on the potential habitat of the Green and Golden Bell Frog at the State Rail Authority Site at Strathfield, NSW; and a variety of identifications of reptiles and reptile parts for Australian Customs.



Ross Sadlier carried out commercial projects including habitat surveys of proposed development sites at Yarrowarra and Thirroul for Quality Environmental Management Pty Ltd; comment on the impact of proposed construction by the RTA along Lake George; and a review of the herpetofauna component of the Glenn Innes FIS for proposed forestry operations for NSW National Parks & Wildlife Service.

Allen Greer and Ross Sadlier jointly conducted a survey of the habitats of endangered species (Amphibians and Reptiles) along Telecom's Optical Fibre Cable Route between Orange and Cowra, and between Cowra and Canberra, for Telecom Australia.

The Ichthyology Section raised commercial funds by doing database searches, fish surveys and identifications. A survey of the Dibble Avenue waterhole (Mark McGrouther and Sally Reader) was undertaken for Marrickville Council. South and Rickebys creeks which border the Castlereagh Waste Depot were sampled for the EPA (Mark McGrouther, Sally Reader and Tom Trnski). Mark sampled a stream in Greenacre for a National Parks project and Jeff Leis identified fish larvae for an American consulting company. Doug Hoese identified specimens from various surveys for a commercial consultant in New South Wales.

Tom Trnski obtained \$14,258 from the Commonwealth Commission of Inquiry which was used by the Section to conduct the fish survey of Shoalwater Bay.



In Mammalogy, commercialisation projects and requests this year have greatly increased compared to previous years. This work, carried out by Linda Gibson, involved a variety of activities including data base searches, preparation of research and display specimens, identifications for State and Federal departments, fauna and habitat surveys and scientific writing for exhibitions.

A number of other consultancies were undertaken and completed during the year, including a mammal survey of the Homebush Bay Olympic site for the NSW Property Services Group undertaken by Tim Flannery and Elizabeth Tasker; a mammal survey of the Cannington site, south of Mount Isa, Queensland for BHP undertaken by Tim Flannery (co-ordinator) and Graeme Gullick; a survey of the vertebrate fauna of the Warriewood-Ingleside land release undertaken by Tim Flannery and Elizabeth Tasker; and a review of Australian Mining Industry Council policy statement on the environment undertaken by Dr Flannery.



The successful completion of these consultancies attracted a total revenue of \$50,000.

Commercialisation projects in Ornithology comprised numerous routine data searches and specimen hire, as well as various habitat assessments, reviews of Faunal Impact for the New South Wales National Parks and Wildlife Service, and an FIS on the effects of development on the Powerful Owl for the Department of Housing.

fundraising activities

The challenge to secure corporate support for temporary exhibitions and new semi-permanent exhibitions continued unabated over this year, with the activities of the Museum proceeding at an impressive pace. It seemed, however, that this pace could not be matched by the speed of corporate economic recovery. As the private sector seemed to stop for a breath, we found ourselves with two public programs, *Shark!* and *Our Place*, which did not attract big private support. But, as *Shark!* aspires to tour overseas and *Our Place* is fundamentally a space of dynamic and ever changing themes of Australian people's diversity and identity, there will be opportunities in the future for companies to be involved in these special programs.

The Australian Museum consolidated relationships with private companies which have shown themselves to be dedicated to the mission and philosophy of the Museum. The Water Board will partner the Museum in the development of a semi-permanent exhibition focusing on the marine environment. Qantas Airways became the official airline of the Museum for 1994 and as such were appropriately acknowledged for their support of the exhibition *Art of the Himalayas* and its Australian tour. IBM Australia will partner the Museum in a major blockbuster exhibition, *Rediscovering Pompeii*, to be shown in September 1994. Sponsors of *Gargantuans from the Garden*: CS First Boston; SC Johnson & Son (RAID) and TNT Freight Services; continue to enjoy the benefits of their association with this popular exhibition, now into its final year of the Australian tour.

As funding for science acquisition programs is never certain, we must praise the foresight and ingenuity of two companies. Akubra Hats are contributing towards an acquisitions fund every year for the next three years. This great Australian company are also major sponsors of: the acquisition of *Eric*, the opalised pliosaur skeleton; the Australian tour of this, now famous, fossil; and the fossils and dinosaurs semi-permanent exhibition to open in 1995. Reader's Digest continue their support of the Museum with the provision of funding for the acquisition of a rare opalised fossil of an ancient mammal's jaw bone, recently discovered at Lightning Ridge.

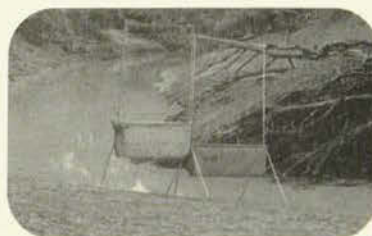


The late Kenneth Myer's interest in the evolutionary biology unit of the Australian Museum was perpetuated by the allocation of a bequest from his Estate to this area of the Australian Museum's scientific work. This funding will secure the future of this groundbreaking and exciting scientific division of the Museum.

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The Australian Museum enjoys good relationships with many Trusts and Foundations across Australia and their support plays a vital role in the Museum's scientific and public program achievements. We particularly thank the Australia and Pacific Science Foundation this year for their ongoing commitment to Dr Robyn Torrence's archeological studies in Papua New Guinea and Dr Pat Hutching's studies of bio erosion of coral reefs in the South Pacific.

The Lizard Island Reef Research Foundation is a fundraising body dedicated to support the Museum's Research Station on Lizard Island. The Foundation welcomed Mr Ken Coles as the incoming Chairman this year and thanked Mr Jim Creer for his achievements in this role previously. Having enjoyed some success in raising funds over the years, the Foundation is currently developing initiatives to guarantee the facilities at Lizard Island Research Station continue to be of a world class standard.



Bat traps set near the Culgoa river in NW NSW.



Hair tube set in "Gidgee" tree in NW NSW.





INDEPENDENT AUDIT REPORT
AUSTRALIAN MUSEUM TRUST

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

Scope

I have audited the accounts of the Australian Museum Trust for the year ended 30 June 1994. The preparation and presentation of the financial statements consisting of the statement of financial position, operating statement and statement of cash flows, together with the notes thereto, and the information contained therein is the responsibility of the Trust. My responsibility is to express an opinion on these statements to Members of the New South Wales Parliament and Members of the Trust based on my audit as required by Sections 34 and 41C(1) of the Public Finance and Audit Act 1983. My responsibility does not extend here to an assessment of the assumptions used in formulating budget figures disclosed in the financial statements.

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

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

Audit Opinion

In my opinion, the financial statements of the Australian Museum Trust comply with Sections 41B and 41BA of the Act and present fairly in accordance with applicable Accounting Standards the financial position of the Trust as at 30 June 1994 and the results of its operations and its cash flows for the year then ended.

R.C. HENDERSON, FCA
DIRECTOR OF AUDIT

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

SYDNEY
20 October 1994

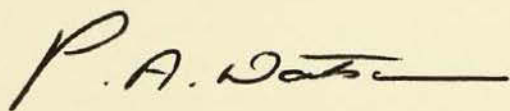
AUSTRALIAN MUSEUM TRUST
STATEMENT IN ACCORDANCE WITH SECTION 41C (1C)
OF PUBLIC FINANCE AND AUDIT ACT, 1983

In accordance with a resolution of the Australian Museum Trust we state that:

(a) The financial statements and notes thereon exhibit a true and fair view of the financial position and transactions for the year ended 30 June 1994

(b) The financial statements have been prepared in accordance with applicable Australian Accounting Standards, the requirements of the Public Finance & Audit Act 1983, the Annual Reports Act and Public Finance and Audit (Statutory Bodies) Regulations 1985, and the Financial Reporting Directives published in the Financial Reporting Code Under Accrual Accounting for Inner Budget Sector Entities.

(c) There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



president of the trust



secretary of the trust

AUSTRALIAN MUSEUM TRUST
 OPERATING STATEMENT
 FOR THE YEAR ENDED 30 JUNE 1994

	Notes	Actual 1994 \$'000	Budget 1994 \$'000	Actual 1993 \$'000
Expenses				
Operating Expenses				
Employee related	4	11,850	11,862	11,334
Other Operating expenses	4	6,758	5,120	6,937
Maintenance		954	537	1,368
Depreciation	4	901	550	928
Grants & subsidies		67	0	83
Other Services		31	0	330
Total Expenses		20,561	18,069	20,980
Revenues				
User charges	5	4,789	2,242	4,750
Donations and industry contributions	6	1,744	3,954	2,008
Other		25	-	131
Total Revenues		6,558	6,196	6,889
NET COST OF SERVICES		(14,003)	(11,873)	(14,091)
Government Contributions				
Consolidated Fund recurrent appropriation		11,795	11,795	11,878
Consolidated Fund capital appropriation		1,406	1,406	710
Acceptance by Crown of Museum Trust liabilities	2	1,224	1,027	1,001
Surplus/(deficit) for the year		422	2,355	(502)
Accumulated surplus/(deficit) at the beginning of the year		1,895	1,895	2,397
Accumulated surplus/(deficit) at the end of the year		2,317	4,250	1,895

The accompanying notes form part of these statements.

AUSTRALIAN MUSEUM TRUST
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 1994

	Notes	Actual 1994 \$'000	Budget 1994 \$'000	Actual 1993 \$'000
Current Assets				
Cash	7	423	446	31
Investments		-	-	416
Receivables	7	376	343	293
Inventories	7	129	135	135
Total Current Assets		928	924	875
Non-Current Assets				
Property, Plant & Equipment	8	127,378	129,980	127,424
Total Non-Current Assets		127,378	129,980	127,424
TOTAL ASSETS		128,306	130,904	128,299
Current Liabilities				
Borrowings	9	211	179	179
Creditors	9	705	1,231	681
Provisions	9	959	931	931
TOTAL CURRENT LIABILITIES		1,875	2,341	1,791
Non Current Liabilities				
Borrowings	9	-	100	400
TOTAL NON CURRENT LIABILITIES		-	100	400
TOTAL LIABILITIES		1,875	2,441	2,191
NET ASSETS		126,431	128,463	126,108
Equity				
Accumulated surplus/(deficit)	10	2,317	4,250	1,895
Reserves	10	124,114	124,213	124,213
TOTAL EQUITY		126,431	128,463	126,108

The accompanying notes form part of these statements.

AUSTRALIAN MUSEUM TRUST STATEMENT OF
CASH FLOWS FOR THE YEAR ENDED 30 JUNE 1994

	Notes	Actual 1994 \$'000	Budget 1994 \$'000	Actual 1993 \$'000
Cash Flow from Operating Activities				
Payments				
Employee related		10,399	10,835	10,104
Other Operating Expenses		6,933	4,570	6,525
Maintenance		954	537	1,368
Grants and subsidies		67	0	83
Other		31	0	330
		18,384	15,942	18,410
Receipts				
User Charges		4,706	2,192	4,461
Donations and Industry Contribution		1,621	3,936	1,993
Other		25	13	131
Interest		23	5	15
		6,375	6,146	6,600
Total Net Cash outflow Operating Activities		(12,009)	(9,796)	(11,810)
<i>(See note 17)</i>				
Cash Flow from Investing Activities				
Purchases of property, plant & equipment		(254)	(909)	(227)
Proceeds from Inventory		6	-	24
Purchase of Exhibitions		(700)	(2,197)	(668)
Purchase of Investments		-	-	(112)
Sale of Investments		416	-	-
Total Net Cash Outflow on Investing Activities		(532)	(3,106)	(983)
Net Cash Outflow from Operating & Investing Activities		(12,541)	(12,902)	(12,793)
Government Funding Activities				
Consolidated Fund Recurrent Appropriation		11,795	11,795	11,878
Consolidated Fund Capital Appropriation		1,406	1,406	710
Repayment of Loans from Treasury		(300)	(300)	(340)
Loans from Ministry for the Arts		-	-	100
Total Net Cash provided by Government		12,901	12,901	12,348
Net Increase/(Decrease) in Cash		360	(1)	(445)
Opening Cash Balance		(148)	(148)	297
CLOSING CASH BALANCE	17	212	(149)	(148)

AUSTRALIAN MUSEUM TRUST - NOTES TO
AND FORMING PART OF THE FINANCIAL
STATEMENTS
FOR THE YEAR ENDED 30 JUNE, 1994

1 the museum trust reporting entity

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

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

2 summary of accounting policy

The financial report of the Australian Museum Trust is in accordance with the applicable Accounting Standards, industry practices, the requirements of the Public Finance and Audit Act 1983 and Public Finance and Audit (Statutory Bodies) Regulations, 1985 and Treasurer's Directions including the Financial Reporting Code under accrual accounting for Inner Budget Sector Entities.

The accrued annual leave is a liability of the Museum funded from future recurrent allocations. The \$28,340 (\$131,474 in 1992/93) increase in this year's liability has been charged as an increase in operating expense within the category Employee Related Costs.

(d) Depreciation and Amortisation

The buildings on Lizard Island are depreciated on a straight-line basis over their remaining estimated life of up to 30 years on the assumption that the Museum's lease of land on the Island will be renewed in 1998.

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

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

Depreciation rates for each asset category are as follows:

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

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

Exhibitions are amortised on a straight-line basis based on their expected useful life.

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(a) Basis of Accounting

Except for land and buildings which are recorded at valuation and the Museum collections which are valued at \$1 in accordance with Treasury Guidelines, the financial report is prepared in accordance with the historical cost convention.

(b) Insurance

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

(c) Annual and Extended Leave

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

The NSW Treasury, from 1 July 1991, has accepted the liability in respect of extended leave as an obligation of the State. The amount of this liability is \$1,678,512 (\$1,448,228 in 1992/93) and is not included in the Museum's Statement of Financial Position. The increase in extended leave liability for 1993/94 was \$230,284 (\$121,028 in 1992/93) and has been charged as an operating expense within the category Employee Related Costs and an offset corresponding amount included as a funding component - Acceptance by Crown of Museum Liabilities.

(e) Employee Superannuation Entitlements

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

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

The annual cost of the employer superannuation expense for 1993/94 is \$1,031,008 (\$879,866 in 1992/93) and has been charged as an operating expense within the category Employee Related Costs and an offset amount of \$994,265 (\$879,866 in 1992/93) included as a funding component - Acceptance by Crown of Museum Liabilities.

(f) Reclassification of income and expenditure

After discussions with the Treasury and the Ministry for the Arts the definition for Grants and Subsidies expenses was agreed to mean, money paid out as a grant to others only, not as previously defined by the Museum as expenses incurred on Grants and Subsidies received. This year, expenditure on grants have been recognised under the categories of "Employee Related" and "Other Operating". These discussions also resulted in income from grants being reclassified from "Donations and Industry Contributions" to "User Charges". In addition the item Maintenance has been disclosed separately from operating expenses in accordance with the revised Financial Reporting Code. The previous year figures have been reclassified, for comparative purposes as follows:

	1992/93	1992/93 Reclassification	
	\$'000	\$'000	\$'000
Employee related expenses	10,052	1,282	11,334
Other Operating expenses	6,427	510	6,937
Maintenance	0	1,368	1,368
Grants & subsidies	3,243	(3,160)	83
User charges	2,415	2,335	4,750
Donations and industry contributions	4,358	(2,350)	2,008
Other	116	15	131

(g) Acceptance by Crown of Museum Liabilities

	1993/94	1992/93
	\$'000	\$'000
Superannuation	994	880
Extended Leave	230	121
	<hr/>	<hr/>
	1,224	1,001

3 budget review

The actual net cost of services for 1993/94 was higher than the Treasury Budget Paper budget by \$2,130,000. The single most varying factor relates to the budget classification of \$1.7m as Property, Plant and Equipment whereas the Museum has classified this amount as other operating expenses.

Further budget variances were due to :

A broadening of the Museum user charges base, through an increase in the number and amount of commercial projects and having two touring exhibitions operational at year end.

The projects, research facility and photographic agency, have in previous years been treated as grants with the net position on each operation included in the budget papers. The full expenditure/revenue has now been disclosed on each activity.

Expenditure was affected by a review of payroll tax charges which increased costs by \$93,000 and an increase in extended leave by \$109,000 (offset by acceptance by Crown of that liability).

Expenditure on advertising was also affected by invoices from previous year - \$85,000 having to be included.

The touring exhibitions (Gargantuans from the Garden and Shark!) have both been capitalised and depreciated - this increased the depreciation cost by \$275,000 for 1993/94.

The general trend was for most expenditure items to be slightly below budget.

4 expenses

1993/94 1992/93

\$'000 \$'000

(a) Employee related expenses

Comprised the following specific items:

Salaries and wages	9,740	9,311
Superannuation	1,031	880
Payroll tax and fringe benefit tax	733	640
Long service leave	230	121
Annual Leave	28	299
Workers compensation insurance	82	75
Other	6	8
	<u>11,850</u>	<u>11,334</u>

(b) Other Operating expenses

Comprised the following specific items:

Rent	388	422
Freight	232	146
Motor Vehicles	96	102
Advertising & Promotional	739	683
Electricity	533	549
Insurance	263	253
Postal & Telephone	379	421
Working Expenses	3,116	3,587
Printing	724	516
Maintenance Contracts	156	114
Other	132	144
	<u>6,758</u>	<u>6,937</u>

It is estimated that the total amount paid to consultants during the year is \$267,000 and is included in working expenses above.

Working expenses include the effect of the reclassification of Grants and Subsidies (see note 2f).

(c) Depreciation

1993/94 1992/93

\$'000 \$'000

Depreciation and amortisation was charged as follows:

Buildings	11	11
Exhibitions	623	480
Plant and Equipment	267	243
Plant and Equipment - result of change of Method	—	194
	<u>901</u>	<u>928</u>

5 user charges

1993/94 1992/93

\$'000 \$'000

User Charges comprised:

Sales - Shop Trading operations (note 5(a))	737	731
The Australian Museum Society (note 5(b))	294	281
Other Trading (note 5(c))	3,758	3,738
	<u>4,789</u>	<u>4,750</u>

(a) Shop Trading Operations

Sales	737	731
Less: Cost of Sales		
Opening Stock	135	159
Purchases	400	373
	535	532
Less: Closing Stock	115	135
	420	397
Gross Profit	317	334

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

Direct salaries and wages of \$195,990 (\$165,613 in 1992/93) and measurable overheads of \$22,401 (\$17,930 in 1992/93) were also identified against Shop Trading Operations. It is not the Museum's policy to consider and charge against the Shop Trading Account indirect costs. Expenditure mentioned above is included in the appropriate expense item in the Operating Statement.

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

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

	1993/94	1992/93
	\$'000	\$'000
REVENUE		
Subscriptions	244	237
Functions	39	33
Donations	4	4
Other	<u>7</u>	<u>7</u>
	294	281
EXPENDITURE		
Salaries	128	106
Working Expense	<u>140</u>	<u>164</u>
	268	270
NET REVENUE	<u>26</u>	<u>11</u>

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

(c) *Trading Operations - Other*

	1993/94	1992/93
	\$,000	\$'000
Revenue from other Trading operations comprised:		
Australian Natural History	531	526
Gallery Revenue	637	587
Special exhibits - Sydney	528	922
Special exhibits -		
Touring (Shark! and Gargantuans)	566	494
Commercialisation Projects	781	688
Restaurant Activities	35	44
Venue Hire	132	64
Research Facilities	423	275
Photographic Agency	67	90
Mail Order Program	11	44
Sale of Brochures/Guides	-	4
Miscellaneous	<u>47</u>	<u>-</u>
	3,758	3,738

6 donations and industry contributions

Revenue from Donations and Industry Contributions comprised:

Scientific Research - Federal Government funds		
	669	562
Scientific Research - Other	219	546
Grants - State Government	329	193
Foundation - Donations	482	308
Other	<u>45</u>	<u>399</u>
	1,744	2,008

A change in definition of grant income has resulted in some income being reclassified to User Charges. See Note 2 - Summary of accounting policy.

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

7 current assets

(a) *Cash*

	1993/94	1992/93
	\$'000	\$'000
Cash at Bank	341	25
Cash on Hand	9	6
Bank Term Deposits	<u>73</u>	<u>416</u>
	423	447

Bank Term Deposits are brought to account at cost (Face value \$73,274 as at 30 June 1994).

(b) *Receivables*

At an aggregate value of \$376,196 was recorded at balance date and comprised:

	1993/94	1992/93
	\$'000	\$'000
Trade Debtors	280	136
Less Provision for Doubtful Debts	<u>4</u>	<u>4</u>
	276	132
Accrued Revenue and Prepayments	<u>100</u>	<u>161</u>
	376	293

The Trade Debtors are aged:

Less than 30 days	192	85
30 to 59 days	40	30
60 to 89 days	16	4
90 to 120 days	5	2
120 days and Over	<u>27</u>	<u>15</u>
	280	136

Bad Debts to the value of \$444 (\$4,517 in 1992/93) have been written off this year. These debts related to trading operations.

(c) Inventories

The value recorded at 30 June 1994 of \$129,042 (\$135,275 in 1992/93) represented stock in trade held in the Museum's shop outlets. Stocks were brought to account at the lower of average cost price or net realisable value. Included in this inventory is stock held in connection with the Great Russian Dinosaur exhibition \$13,263 and general shop trading stock, \$115,779 (see note 5(a)).

8 non-current assets*(a) Summary of Property, Plant & Equipment, Exhibitions and Collections*

Land & Buildings Equipment	Plant & Exhibitions Collections				Total
	\$'000	\$'000	\$'000	\$'000	\$'000
At Cost or Valuation					
Balance as at 1 July	124,351	1,487	5,828	-	131,666
Movements		254	700	-	954
Balance as at 30 June	<u>124,351</u>	<u>1,741</u>	<u>6,528</u>	<u>-</u>	<u>132,620</u>
Accumulated Depreciation					
Balance as at 1 July	80	448	3,714	-	4,242
Depreciation for Year	11	267	623	-	901
Amortisation against Reserves			99		99
Balance as at 30 June	<u>91</u>	<u>715</u>	<u>4,436</u>	<u>-</u>	<u>5,242</u>
Written Down Value					
at 1 July 1993	<u>124,271</u>	<u>1,039</u>	<u>2,114</u>	<u>-</u>	<u>127,424</u>
at 30 June 1994	<u>124,260</u>	<u>1,026</u>	<u>2,092</u>	<u>-</u>	<u>127,378</u>

(b) Land and Buildings

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

	1993/94	1993/94	1992/93
	Land		Buildings
	\$'000	\$'000	\$'000
Museum Property - College and William St. Sydney (at valuation)	17,000		17,000
Museum Property - Yurong and William St. Sydney (at valuation)	1,960		1,960
Museum Buildings - At			
above listed properties		105,000	105,000
Lizard Island Research Station Buildings			
Costs		391	391
less Accumulated Depreciation		(91)	(80)
	18,960	105,300	105,311

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The Valuer General's Department valued the land at a market valuation. The date of valuation was 15 June 1990 for College Street. The date of valuation of Yurong Street was 1 July 1992.

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland Government for a twenty five year period terminating in 1998 at an annual rental of \$25. A depreciation charge of \$10,737 against operations was brought to account in 1993/94, based on the assumption that the lease will be extended.

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

(c) Plant & Equipment

The book values are summarised as follows:

	1993/94	1992/93
	\$'000	\$'000
Book value at 1 July	1,039	1,253
Effect of change in depreciation method on previous year Plant & Equipment	—	199
Adjusted Capital Value Brought to Account at 1 July	1,039	1,054
Additions	373	299
Deletions	120	72
	1,292	1,281
Less Depreciation	266	242
Book Value at 30 June	1,026	1,039

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

(d) Exhibitions

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

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

	1993/94	1992/93
	\$'000	\$'000
Book value of Exhibitions operational at 1 July	2,114	2,070
Capitalisation of Exhibitions developed in 1993/94	700	668
	2,813	2,738
Less Amortisation to Operating Statement	623	481
Less Amortisation against reserves*	99	143
Book value of Exhibitions at 30 June	2,092	2,114

* This relates to exhibition assets brought to account for the first time in 1988/89 but fully expended against operations in years prior to that date. Accordingly, this component of exhibition assets are written down annually by amortisation against reserves.

The touring exhibitions (Shark! and Gargantuans) have a market value approximately equivalent to the Book value. The book value of semi-permanent exhibitions is equivalent to their service potential not market value.

(e) Collections, Works of Art, Specimens and Other Acquisitions

In accordance with the Policy Guidelines for Valuation of Physical Non-Current Assets in the NSW Public Sector the Museum's Collections are classified as category C assets and are recognised at the nominal value of \$1. Acquisitions are expended against operations in the relevant year of purchase.

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

	\$,000
1989/90	50
1990/91	40
1991/92	35
1992/93	330
1993/94	35

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

9 current liabilities

	1993/94	1992/93
	\$'000	\$'000
<i>(a) Borrowings</i>		
Bank Overdraft - Current	211	179
Total Current Borrowings	211	179
Loans -Treasury	-	300
- Ministry for the Arts	-	100
Total Non-Current Borrowings	-	400
<i>(b) Creditors</i>		
Operating Activities		
Employee Related	428	229
Other operating expenses	277	452
	705	681
<i>(c) Provision for Employee Annual Leave Entitlements</i>		
Balance 1 July	931	789
Increase in provision	28	142
Balance 30 June	959	931

10 equity

(a) Accumulated Funds

Balance at 30 June	1,895	2,397
Operating Result for Year	422	(502)
Balance at 30 June	2,317	1,895

57

(b) Asset Re-valuation Reserve

Net reserve at 30 June	124,213	396
Revaluation of Property	-	123,960
Amortisation of Exhibitions	(99)	(143)
Balance as at 30 June	124,114	124,213

11 commitments for expenditure

(a) Goods and Services Commitments

Purchase orders for goods and services contracted for at 30 June 1994 not otherwise accounted for in the Statement of Financial Position totalled \$327,509 (\$641,205 at 30 June 1993) of which \$37,570 represents capital commitments.

(b) Lease Commitments

The Trust has forward commitments for lease rentals with respect to three properties it occupies as lessee. The aggregate lease expenditure contracted for at 30 June 1994 (subject to adjustments) comprises:

	\$'000
Not later than 1 year	299
Later than 1 year & not later than 2 years	299
Later than 2 years & not later than 5 years	263
Later than 5 years	0

12 material assistance provided at no cost to the trust

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

Volunteer Services, Legal Assistance from the State Crown Solicitor, Industrial Relations from the Department of Industrial Relations and Technology and objects for the Collections.

13 audit fee

The fee for the audit of the Museum's accounts and records, by the Audit Office of New South Wales was \$26,000 (\$26,000 in 1992/93). No other benefits were provided/paid in respect of the audit. Internal Audit valued at \$25,140 was provided by the Internal Audit Bureau and paid by the Ministry for the Arts.

14 members fees or benefits, etc.

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

15 restricted assets

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

16 contingent liabilities

The Trust was not aware of any contingent liability relevant to its functions at 30 June 1994.

17 note to statement of cash flows

(a) Reconciliation to Cash

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

	1993/94	1992/93
	\$ '000	\$'000
Cash	9	6
Salary Advance account	17	16
Lizard Island Advance account	5	5
Trust operating account (overdraft)	(211)	(179)
Australian Museum Foundation accounts	306	2
The Australian Museum Society accounts	66	1
Peter Rankin Memorial fund	20	1
	<u>212</u>	<u>(148)</u>

(b) Reconciliation of net cash outflow on operating activities to net cost of services

Net Cost of Services	14,003	14,091
Adjustments for non-cash items		
Depreciation	(901)	(928)
Provision for recreation leave	(28)	(142)
Acceptance by the Crown of Museum liabilities	(1,224)	(1,001)
Non-cash revenue	100	-
	<u>11,950</u>	<u>12,020</u>
(Increase) in receivables	(83)	(48)
Increase in creditors	24	258
Total net cash outflow on operating activities	<u>12,009</u>	<u>11,810</u>

(c) Bank Overdraft facility

The Museum has \$100,000 bank overdraft facility on its operating account.

Program 1 Administration and General

Provides innovative and pro-active people, property and information; high quality, cooperative services which respond to the needs of our customers.

Program 2 Community Relations

To promote the highest possible understanding of the Australian Museum and ensure maximum participation in Museum Activities.

Program 3 Education

To deliver challenging, enjoyable and experiential programs and services that are responsive to community needs and raise awareness of issues.

Program 4 Exhibitions

Provide visitors with an experience that is stimulating, enjoyable and thought provoking through designing, producing and maintaining exhibitions.

Program 5 Scientific Research and Collections

Increase our understanding of our natural environment and cultural heritage through research and improving, maintaining and documenting the collections.

	Program 1	Program 2	Program 3	Program 4	Program 5	Program Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Operating Expenses						
Employee related	4,212	912	985	1,386	4,355	11,850
Other Operating	2,318	1,829	384	946	1,281	6,758
Maintenance	954					954
Depreciation	71	13	2	642	173	901
Grants and subsidies	16	-	-	-	51	67
Other	24	-	-	-	7	31
Total Operating Expense	7,595	2,754	1,371	2,974	5,867	20,561
Operating Revenue						
User Charges	1,553	1,822	39	1,151	224	4,789
Donations & Contributions	131	464	15	161	973	1,744
Other	25					25
Total Operating Revenues	1,709	2,286	54	1,312	1,197	6,558
NET COST OF SERVICES	(5,886)	(468)	(1,317)	(1,662)	(4,670)	(14,003)
Government Appropriations	5,664	407	1,243	1,566	4,321	13,201
Acceptance by Crown	433	81	101	142	467	1,224
Operating result after Government Allocations	211	20	27	46	118	422
Total Assets	124,601	424	40	2,212	1,029	128,306

staff

(T) = temporary position

* = no longer on the staff or no longer holds this position

** = part-time employment

director's office

G. McCarthy ■ Clerical Officer
T. Sullivan BA(Hons) Dip Ed Dip Admin
■ Executive Officer

deputy director's office

H.G. Cogger MSc PhD ■ Deputy Director
E.E. Cameron BSc(Hons) MSc ■ Scientific Officer
E. Doherty ■ Executive Assistant, Eureka Prizes (T)
S. Lynch ■ Executive Assistant to Head of Scientific Div (**)
J. Shewan ■ Assistant to Deputy Director (T)

anthropology

V. Attenbrow BA(Hons) PhD ■ Scientific Officer
(Aboriginal prehistory)
H. Barton BA(Hons) ■ Technical Officer (Research Lab) (T)*
L. Bolton BA(Hons) Dip.Mus.Studies MA PhD ■ Senior
Technical Officer (Pacific Collection Manager)
E. Bonshek BA Dip.Mus.Studies ■ Technical Officer
(Pacific Project Officer; Acting Pacific
Collection Manager July 1993 - February 1994)
L. Brass BA(Hons) ■ Technical Officer (Research Lab) (T)*
M. Clutterbuck BA ■ Technical Officer (Australia and
Pacific collections) (T)
D. Donlon BSc BA(Hons) DipEd PhD ■ Scientific Officer
(Aboriginal human remains) (T)*
S.M. Florek MA(Hons) PhD ■ Technical Officer (Australian
Documentation Officer) **
R.L.K. Fullagar BA (Hons) PhD ■ Australian Research
Council Fellow (Australian prehistory) (T)
N. Goodsell BA ■ Technical Officer (Pacific Documentation
Officer; Acting Pacific Project Officer July 1993 -
February 1994) **
P. Gordon ■ Senior Technical Officer (Aboriginal heritage)
K. Khan BA(Hons) Dip Anthropol ■ Senior Technical Officer (Aboriginal
Australia Project Officer) **
P. May BA(Hons), Grad. Dip. Info. Sys. ■ Information Technology Officer (T)
J. de Mestre BA(Hons) Dip.Mus.Studies ■ Technical Officer (Pacific
collections) (T)*
K. Patrick ■ Divisional Secretary (T)
B. Pulvertaft BA(Hons) ■ Technical Officer (Aboriginal Australia,
Asia/Africa/Americas) (T)
M. Rawson BA, Dip.Mus.Studies ■ Technical Officer (Pacific collection) (T)*
S. Simmons ■ Technical Officer (Trainee Aboriginal Collection Manager) (T)

J.R. Specht MA PhD ■ Senior Research Scientist and Head of Division
D. Steele BA(Hons) ■ Technical Officer (Aboriginal prehistory) (T)*
C. Szpak BA ■ Technical Officer (Aboriginal prehistory) (T)*
P.S.C. Taçon BA(Hons) MA PhD ■ Research Scientist (Aboriginal Australia)
R. Torrence AB MA PhD ■ Australian Research Council Fellow (Pacific) (T)
P. White Assoc. Dip. Appl. Sci. ■ Technical Officer (Trainee Aboriginal
Collection Manager) (T)

Z. Wakelin-King BA(Hons) Art Cert. ■ Senior Technical Officer
(Asia/Africa/Americas Collection Manager) **

Volunteers Part Jackson Archeological Project:

Analysis of excavated materials: M. Barry, M. Basek, D. Brown, A. Capelli,
M.N. Harris, C. Hodgkiss, L.A. Kreller, L. McGettigan, L. Nelson, J. O'Leary,
T. Pemberton, M. Sarenas, F. Sinn, C. Szpak, J. Wallace, P. Webb,
K. Wilkinson

Cammeray excavations: W. Aldridge, M. Barry, M. Booth, S. McGettigan,
S. McPhillips, J. O'Leary, C. Ramirez, P. Richard, M. Sarenas, K. Seretis,
F. Sinn, C. Szpak, S. Thomas, J. Wallace, K. Wilkinson, S. Wylie

Garua Island Project: M. Bennett, B. Boyd, S. Colley, D. Gilkes, M. Hanslip,
R. Henderson, R. Inia, C. Lentfer, R. Mondol, J. Namuno, M. Reupana,
G. Summerhayes, J. Tahiano, N. Tati, M. Therin, R. Watson

Other volunteers

A. Baker, S. Bard, M. Benaki-Nolan, L. Brass, G. Britton, C. Hawke, B. Hise,
Y. Kaiser-Glass, P. Lindsell, K. Moore, A. Pienning-Howe, T. Pollack,
G. Virtue, G. Watson, P. Webb

Students officially supervised

During the year, four staff acted as co-supervisors to 14
students at all levels up to PhD at seven universities.

community relations

J. Barnett ■ Head of Division
J. Beale ■ Trainee Publicity Officer
J. Bugden BA MLitt ■ Assistant to Head, Community Relations
N. Cattell BA (Comm) ■ Publicity Officer*
K. Clarke DipEd ■ Shop Assistant**
T. Devery ■ Shop Assistant*
M. Field BSc (Hons) ■ Marketing & Sales Manager, ANH
J. Gates BA ■ Production Editor, Scientific Publications
T. Gibson ■ Public Relations Manager
G. Hickey BSc ■ Scientific Editor, ANH**
S. Javenpaa ■ Advertising Executive, ANH**
A. Jelbart ■ Shop Assistant**
A. Lee BA ■ Shop Assistant**
M. Lind ■ Venue Assistant**
K. Lowe ■ Photo Researcher, ANH**
S. MacLean ■ Venue Assistant**
W. Matthews ■ Venue Manager
S. Meadows BA ■ Assistant Shop Manager*
B. Pegram ■ Shop Assistant*
M. Pollinger BA (Hons) ■ Marketing Assistant, ANH
S. Procter BA ■ Public Relations Assistant
P. Russell ■ Shop Assistant**
C. Sadler BA ■ Acting Shop Manager
J. Saunders BSc ■ Editorial Co-ordinator, ANH
L. Saunders ■ Cultural Diversity Co-ordinator*
R. See ■ Shop Assistant**
K. Smith ■ Shop Assistant**
A. Taylor BDes ■ Shop Assistant**
J. Taylor ■ Shop Manager*
M. Wakeford ■ Venue Assistant**
J. Whenan ■ Venue Assistant**
A. Youssef BA ■ Shop Assistant

Volunteers

I. Kokot (ANH), N. Kosh (ANH), C. Millard (PR),
C. Milne (PR), S. Nauer (ANH), N. Ringe (PR),
S. Vial (ANH), J. Yeoman (ANH)

corporate services

G McKenzie CPA ■ Assistant Director
V. Priestley ■ Assistant (T)

Human Resource Services

M Bahles ■ A/Human Resource Clerk
J M Disher ■ A/Staff/Salaries Co-ordinator
D J Grubb ■ Human Resource Manager
E I Hurley BSW (UNSW) ■ Training and
Development Officer
N King ■ A/Assistant Manager Human
Resource Services (T)

P. Klobe ■ A/Human Resource Clerk *
G. L. Korting ■ Human Resource Clerk
M. McKenzie ■ Human Resource Clerk (T)

Property Services

B. Earl ■ Preparator Property Services (T)
R. Hewitt ■ Technical Services Manager
K. Joseph ■ Property Officer**
K. Mulvey ■ Property Officer**
M. Salvio ■ Property Officer**
J. Strand ■ Property Services Manager

House Services Section

J. Beames ■ Information Support Officer
S. Bender ■ Security Officer
K. Bilbie ■ Cleaning Officer
K. Bow ■ Information Support Officer
N. Calavrias ■ Cleaning Officer
E. Cosmo ■ Cleaning Officer
B. Dearing ■ Information Support Team Leader
E. Drakoulaki ■ Cleaning Officer
P. Fletcher ■ Cleaning Officer
N. Gregoire ■ Cleaning Officer
A. Griffiths ■ Information Support Officer
K. Hawkey ■ Reception Officer
H. Henne ■ Cleaning Officer
T. Jones ■ Cleaning Officer
M. Kent ■ Information Support Officer
N. Koulouris ■ Cleaning Officer
C. Lamond ■ Information Support Officer
J. Lane ■ Security Officer
U. Ledermann ■ Security Officer
J. Le Hung ■ Cleaning Officer
J. McGinlay ■ Security Officer
H. McElwee ■ Cleaning Officer
I. McIntosh ■ Security Officer
J. McKinnie ■ Security Officer
S. Mellish ■ Information Support Officer (T)
R. Milroy ■ Security Officer
B. Murphy ■ Security Officer

T. Pananwala BA(Hons), PSC ■ Assistant Manager, House Services
L. Pearson ■ Information Support Officer
H. Pierson ■ Security Officer
K. Randall ■ Security Officer
D. Read ■ Security Officer
R. Sampson ■ Information Support Officer
W. Sears ■ Information Support Team Leader
D. Shallis ■ Assistant Manager, House Services
I. Shepherd ■ House Services Manager
M. Salvio ■ Information Support Officer (T)
A. Sommer ■ Reception Officer
B. Walsh ■ Cleaning Officer

Finance

M. Behlevanas ■ Clerk*
D. Childs ■ Stores Officer
D. Cooper ■ Accounts Payable Clerk
D. Cox ■ Accounts Payable Clerk
T. Ireland ■ Store Officer
K. Behlevanas ■ Cashier
W. May ■ Assistant Finance Officer
J. Pritchard ■ Accounts Payable Clerk
J. Rusten ■ Stores Officer*
D. Schizas ■ Senior Accounts Clerk
S. Wright BBus ■ Finance Manager
Y. Tse ■ Clerk
A. Jaidee ■ Clerk*

Business Services

S. Fereday B App Sc. ■ Business Development Manager
N. Godfrey-Smith BSc (Hons) ■ Project Co-Ordinator*
J. Pritchard ■ Project Co-Ordinator
T. Norman BSc (Hons) Msc ■ Consultant Ecologist

earth and environmental sciences

Marine Ecology

A.R. Jones MSc PhD ■ Research Scientist, Division Head
A. Murray BSc ■ Technical Officer
V. Tzioumis BSc ■ Technical Officer (T)

Volunteer

R. Marsh

Mineralogy and Petrology

S.M. Folwell BA ■ Museum Assistant **
C. Lomaca BSc ■ Technical Officer (T)
R. E. Pogson BAppSc(Hons) MAusIMM ■ Acting Senior Technical Officer,
Mineralogy Collection Manager
F. L. Sutherland MSc PhD FAIG ■ Principal Research
Scientist Section Head
G. B. Webb BA FGAA DipDT ■ Technical Officer
(Scientific), Gemmologist

Volunteers

W. Alliston, P. Bayliss PhD, J. Chapuis, E. Hepburn,
J. Irani, C. Lomaca BSc, N. Maeder, A. Spadaro,
B. Speechley

Palaeontology

- G. D. Edgecombe BSc MSc MPhil PhD ■ Scientific Officer
 Z. M. Johanson BSc MSc ■ Technical Officer (T)
 R. K. Jones MSc ■ Scientific Officer (Collection Manager)
 K. E. Page BA ■ Technical Officer (T)
 A. Ritchie BSc PhD ■ Senior Research Scientist, Section Head

Volunteers

- W. Boogaart, J. Hodgson, G. Foldvary MSc,
 J. Nancarrow, K. Page BA, M. Phair

Terrestrial Ecology

- M. Christy BSc Dip Nat Res ■ Technical Officer (T)
 G. Gowing BSc(Hons) ■ Senior Technical Officer (Scientific)
 R. Hill ■ Museum Assistant *
 C. Kendal ■ Museum Assistant *
 R. E. Major BSc(Hons) PhD ■ Scientific Officer
 G. H. Pyke BSc(Hons) PhD ■ Principal Research Scientist
 M. Smith ■ Museum Assistant *
 C. Wang ■ Museum Assistant *

Research Students

Alison Matthews, an Honours Student in Biological Sciences, University of Sydney is being co-supervised by Richard Major.

Volunteers

- A. Bahar, D. Day, B. Drew, G. Gearing, I. Glass,
 R. Hill, G. Hodgson, C. Kendal, G. Major, S. Major,
 M. Mills, A. Nicholas, T. Pik, J. Pogonoski, M. Pyke,
 T. Pyke

education

- W. Bishop BA HDLS DipMusStud ■ Museum Assistant**(T)
 M. Chapman BA DipEd ■ Volunteer Co-ordinator
 P. Chatenay BA ■ Interpretive Officer

- S. Connors BEd(VA) ■ Aboriginal Education Officer
 R. Dent BSc(Eng)(Hons) ■ Computer Education Officer*
 D. Droga ■ Clerical Officer (T)
 G. Ebeling BSc DipEd ■ Resource Services Manager
 O. Evans BSc ■ Clerical Officer**(T)
 L. Ferguson BA(Comm) ■ Project Officer (T)
 F. Fletcher ■ Clerical Officer
 H. Handley ■ Education Project Officer (T)
 A. Harris ■ Senior Explainer**(T)
 T. Harris ■ Explainer Coordinator (T)
 N. Hazenveld BArtEd ■ Senior Explainer**(T)
 G. Hughes B.Ed ■ Interpretive Officer (T)
 A. Kagis ■ Senior Explainer**(T)
 L. Kelly BA GradDipEmpRel ■ Evaluation Coordinator (T)
 M. Khun BSc BEd ■ Senior Explainer**(T)
 Y. Lifschitz BA Grad Dip Dramatic Art(NIDA) ■ Theatre Progra Manager (T)
 P. Macinnis BSc DipEd MEd MACE ■ Education Officer(T)*

- C. MacLulich B.Ed(Hons) GradDipMusStud M.Litt ■ Head of Division
 S. Main BA DipEd ■ Education Officer**
 T. Mansour ■ Explainer Co-ordinator(T)*
 M. Martin BA DipEd ■ Visitor Services Manager
 P. McDonald BSc(Hons) DipEd ■ Education Project Officer
 D. Millar Cert Animal Tech ■ Preparator*
 B. Pegram ■ Project Officer**(T)
 M. Robinson BAppSc ■ Preparator
 H. Samios ■ Clerical Officer**
 A. Skates DipTeach BA ■ Education Services Manager*
 H. Slarke BA ■ 'Our Place' Program Manager(T)
 K. Smith ■ Assistant Volunteer Co-ordinator**(T)*
 W. Steele ■ Assistant Preparator*
 H. Still BA SocSci DipTG DipMusStud ■ Education Project Officer*
 D. Timbery AEA ■ Aboriginal Education Assistant**(T)
 M. Van Schellebeck ■ Senior Explainer**(T)
 K. Young ■ Project Officer**(T)
 L. Wasylenko ■ Project Officer**(T)
 A. Watterson BSc(Hons) DipEd ■ Education Officer
 M. Widders BA DipEd ■ Education Project Officer**(T)

Explainers

- R. Abel, L. Addley, B. Ainsworth, C. Borg, N. Borg,
 H. Campbell, J. Cologon, M. Cox, N. Cox, P. Destefanis,
 B. Doherty, P. Donnell, R. Eggins, N. Ehlers, E. Gatchalian,
 R. Gatchalian, J. Goetz, E. Gray, C. Gregg, H. Handley,
 T. Harris, N. Hawkey, V. Hazenveld, K. Heins, E. Henning,
 D. Houssarini, S. Jenkins, S. Josey, J. Kabanoff, S. Lorusso,
 A. Macinnis, C. Macinnis, D. Mezaaber, L. Moore, A. Moss,
 C. Nancarrow, M. Peredi, D. Raghavan, M. Van-Schellebeck,
 R. Van-Schellebeck, J. Smith, M. Thomson, S. Tran,
 W. Thomson, A. Wong, E. Yim, K. Young, S. Young, V. Young.

Volunteers

- J. Anderson, S. Barnes, W. Bennetts, R. Biddle, S. Boele,
 V. Bower, M. Copp, I. Erbe, E. Geering, G. Geering,
 R. Gottaas, B. Griffin, E. Guinan, R. Heywood, G. Hughes,
 A. Hunt, J. Irani, C. Johnston, J. Kinsela, M. Lalas,
 N. Lalchandani, J. Lane, R. Langsworth, M. Lawrie, D. Lucas,
 W. Macallister, B. McEwin, R. McGeorge,
 L. McHale, D. MacPherson, P. Newey, G. Oldfield, S. Pels,
 T. Perrin, J. Pollard, L. Pollard, G. Reid, J. Routh,
 P. Sabatier, P. Sanderson, J. Smith, J. Steenson, M. Tapia,
 R. Waks, M. Watson, C. Wood.

exhibitions

- L. Barnett BA (VisArt) ■ Project Officer (T)
 L. Bernard ■ Project Officer
 M. Bray ■ Project Officer
 A. Brown ■ Project Officer (T)*
 R. Clendinning BEd ■ Project Manager (T)
 E. Cowell BA Diplnt ■ Project Manager (T)
 M. Dingley ■ Project Officer
 G. Ferguson DipAppArt ■ Project Manager
 A. Gregg BA (VisArt) ■ Project Officer
 K. Gregg ■ Project Officer
 G. Hangay Grad DipVisArt MCA ■ Project Manager*
 G. Hardiman ■ Project Officer
 J. Hood ■ Project Officer
 B. Horn ■ Project Officer
 S. Jarrett ■ Trainee (T)
 C. Johnston ■ Project Officer
 R. Joyner ADIA ■ Head of Division

O. Keywan ■ Project Officer
 E. MacLeod Dip Art ■ Project Officer
 H. Magor ■ Project Officer*
 J. Mastrogianidis BA (VisArt) GradDipVisArt ■ Project Officer
 B. Matzick ■ Project Manager
 D. Millar ■ Project Officer
 R. Moloney ■ Project Officer
 T. Ralph Grad DipGalMan MCA ■ Project Officer
 K. Rand BA (Vis Comm) ■ Project Officer (T)
 A. Richards Dip Vis Art ■ Project Manager
 R. Scott-Child ■ Project Officer
 M. Smith ■ Project Officer
 G. Sommer BA (Ind Des) ■ Project Officer
 W. Steele ■ Project Officer
 D. Sweet ■ Project Officer
 Y. Wakim ■ Assistant to Head of Division

A. Wang ■ Project Officer (T)
 R. Weakley AssDipVisArt AssDipArt ■ Project Manager

Volunteers

I. Docking, J. Giffen, J. Hughes, F. Ignacz,
 T. Muarray,
 S. Huber, D. Dostine, M. Maning, G. Maitland,
 E. Galvao.

information science

N. Bain ■ Senior Library Technician **
 G. Baker BA(LibSc) ALAA ■ Head of Division
 J. Brazier BA(Hons)GradDip IM ■
 Archivist/Records Manager, Co-Manager
 Research Library (T)
 C. Cantrell ■ Library Technician
 B. Cranstone BA Grad DiplM ■ Archivist*
 C. Flatow ■ Librarian* (T)
 E. Gray ■ Assistant Library Technician (T)
 J. Howie MA Dip Lib ■ Librarian, Co-Manager
 Research Library(T)
 M. Kumvaj BA Dip Lib ■ Manager, Research
 Library * [on leave]
 A. McConochie BA ■ Senior Library Technician
 **
 B. McKellar BA GradDip HR ■ Assistant to
 Head of Division
 G. Ortega Montiel ■ Assistant Library
 Technician (T)

N. Mooney BEd ■ Trainee
 B. Pearson BA Grad Dip IM ■ Librarian *(T)
 C. Pyne ■ Clerical Assistant
 R. Ratajczak ■ Assistant Library Technician (T)
 M. Robertson BA Grad DiplM ■ Archivist (T)

invertebrate zoology

Entomology and Arachnology

D. Bickel PhD ■ Research Scientist
 G. Cassis PhD ■ Visiting Scientist
 S. Cowan ■ Div. Clerical Officer *
 B.J. Day ■ Technical Officer
 M.R. Gray MSc PhD ■ Scientific Officer (Head of Division)
 R. Harris BSc ■ Technical Officer ** (T)
 G.S. Hunt Bsc DipEd GradDipEnvStud PhD ■ Visiting Research Fellow
 C. Horseman ■ Technical Officer *
 A. Leask B.AgricSc ■ Technical Officer ** (T)
 J. Manning Bsc(Hons) ■ Technical Officer ** (T)
 D.K. McAlpine Msc PhD DIC ■ Principal Research Scientist
 S.F. McEvey Bsc(Hons) PhD MAIBiol ■ Visiting Scientist
 M.S. Moulds TchC ■ Scientific Officer (Collection Manager)
 J. Nancarrow ■ Divisional Secretary ** (T)
 C. Nancarrow ■ Technical Assistant ** (T)
 B. Sinclair PhD ■ Visiting Scientist
 J. Thompson AssocDipEnvStud ■ Technical Officer (T)

Volunteers

B. Balmer, P. Bradney, G. Copp, A. Gilling, M. Gock, G. Knowles, G. Hyam,
 A. Jones, B. Lormer, A. Newman, K. Patel, J. Pollard, B. Speechley,
 C. Rodriguez, C. Rojewski, J. Sulina, S. Sundaralingham, P. Wearne.

Molluscolology

C. Allen Bsc ■ Technical Officer ** (T)
 G. Clark B App Sc ■ Technical Officer (T)
 P. Colman ■ Technical Officer
 P. Egger Bsc(Hons) ■ Technical Officer (T)
 J. Kelly Bsc Dip Ed ■ Technical Officer ** (T)
 I. Loch ■ Senior Technical Officer
 A. Miller Bsc(Hons) ■ Technical Officer
 W. Ponder Msc PhD DSc ■ Principal Research Scientist
 W. Rudman Msc PhD Dsc ■ Principal Research Scientist

Volunteers

F. Ashdown, J. Beck, F. Brown, P. Burton, J. Fisher, E. Geering,
 T. Ireland, C. Isgro, A. Leroi, M. McKellar, C. Neild, D. Pearson, H. Ronay, R. Simmons, J. Wise.



Marine Invertebrates

S. Ah Yong BSc ■ Technical Officer ** (T)
K. Attwood RN ■ Technical Officer
P. Berents MSc PhD ■ Scientific Officer
D. Bray BA Dip Ed MSc ■ Technical Officer ** (T)
K. Dempsey BSc BA GradDipArt ■ Technical Officer (T)
R. Evans BSc(Hons) ■ Technical Officer ** (T)
L. Ho BSc GradDipArt ■ Technical Officer
P. Hutchings PhD DSc ■ Principal Research Scientist
T. Hutton BA ■ Data Entry Operator *
R. Johnson BSc ■ Technical Officer (T)
G. Larmour BSc(Hons) ■ Technical Officer *
J. Lowry MA PhD ■ Principal Research Scientist
A. Murray BSc ■ Technical Officer
A. Parker BSc(Hons) ■ Technical Officer ** (T)
P. Serov BSc(Hons) ■ Technical Officer (T)
R. Springthorpe BSc ■ Technical Officer
H. Stoddart BSc(Hons) ■ Scientific Officer
I. Taylor BSc PhD ■ Senior Technical Officer (T)
S. Taylor BSc(Hons) ■ Technical Officer ** (T)
G. Wilson PhD ■ Senior Research Scientist

Volunteers

P. Blackwood, C. Brown, I. Coquot, M. Dell Oro, M. Haydon, J. Henderson, M. McGahey, B. Oldmeadow, A. Sinclair, E. Silk, W. Walker, H. Ward.

lizard island research station

T. Ford ■ Relief Maintenance Engineer (T)
A.K. Hoggett BSc (Hons) PhD ■ Co-Director
L. Pearce ■ Maintenance Engineer
M. Pearce ■ Accommodation Officer
L. Vail MSc PhD ■ Co-Director
L. Wilson ■ Relief Accommodation Officer (T)

materials conservation

K. Coote BA BSc(Hons) ArchCons ■ Senior Conservator
T. Duncan ■ Museum Trainee
S. Gatenby BSc ■ Conservator*
D. Horton-James BSc ■ Head of Division
M. Kelly Dip Fine Arts ■ Assistant Conservator
A. Leculier BAppSc ■ Conservator
C. Macgregor BSc DipArchCons ■ Conservator
H. McPherson ■ Paper Conservator**
M. Pacheco ■ Clerical Officer
A. Roach ■ Assistant Conservator
G. Scott BSc SocScConsCert ■ Conservator
S. Valis BA BAppSc ■ Conservator

Volunteers

G. Denes H. Joynes J. Powys F. Vincent

the australian museum society

S. Bridie ■ Executive Officer
C. Corrie BSc ■ Administration officer*
M. Alsop BA ■ Administration Officer
S. Gregory BA (Hons) ■ Manager Corporate Membership
F. Shinn ■ Bookkeeper
W. Wilkins MA ■ Project Officer

Volunteers

M. Jones, J. Miller, M. Spatz, H. Verge

the australian museum society council

President

R. Williams BSc DipEd ■ to 7.4.94
M. Jones ■ from 7.4.94

Vice-President

L. Stockdale ■ to 7.4.94
P. White MA PhD ■ from 7.4.94

Treasurer

B. Wilson

Councillors

J. Barnett ■ Museum Staff Councillor to 7.4.94
M. Dingle ■ from 7.4.94
D. Griffin MSc PhD AM ■ Museum Staff Councillor
D. Havercroft BE ■ to 7.4.94
M. McGrouther BSc DipEd ■ Museum Staff Councillor
P. Macinnis BSc DipEd Med MACE ■ to 7.4.94
B. Mullane ■ from 7.4.94
R. Saunders
W. da Silva ■ to 7.4.94
A. Stark ■ from 7.4.94
B. Stokes BSc MSc PhD DipEd ■ from 7.4.94
C. Williams Dip Law BA (Hons) ■ from 7.4.94

Vertebrate zoology & scientific

services

T. Goh ■ Divisional Secretary and Assistant

Evolutionary Biology Unit

G. Avern BSc MSc Dip Ed ■ Senior Technical Officer
D. Colgan BSc BEc PhD ■ Senior Research Scientist
P. Eggler BSc ■ Technical Officer (T)
M. Humphrey BSc ■ Research Assistant(T)*
G. Serkowski ■ Technical Officer*
A. Buckman BSc ■ Technical Officer (T)

Volunteers

P. Albertella, P. Da Costa, L. Mairs

Herpetology

A.E. Greer PhD ■ Principal Research Scientist
 R.A. Sadler ■ Technical Officer (Scientific)
 A. Thomas (T)
 P. Rowlands (T)
 G. Johnson (T)
 H. Heffernan (T)

Volunteers

M. Dean, K. Swarbrick, D. McPherson, H. Heffernan,
 M. Crowther, M. Ebach, L. Skillan, C. Liang, D. Brown

Ichthyology

D. Bray BA MSc Dip Ed ■ Technical Officer (T)*
 D. Brown BA ■ Technical Officer**
 B. Carson ■ Technical Officer (T)
 K. Dempsey BA BSc Post Grad Dip Art (Sci. Illust.)
 ■ Technical Officer (T)*

D. Hoese BA PhD Senior ■ Research Scientist,
 Head of Vertebrate Division

G. Johnson BSc (Hons) ■ Technical Officer (T)

K. Lee BSc ■ Technical Officer (T)**

J. Leis BSc PhD ■ Principal Research Scientist

M. McGrouther BSc (Hons) ■ Collection Manager

J. Paxton, BA MSc PhD ■ Senior Research Scientist

S. Reader BSc ■ Technical Officer

T. Trnski BSc ■ Technical Officer

Volunteers

P. Albertella, A. Daniel, L. Davis, M. Driver, D. Emery, T. Lee,
 K. Lenham, M. Ricketts, J. Walsh

Mammalogy

P. Ennis ■ Technical Assistant**

T.F. Flannery BA MSc PhD ■ Senior Research Scientist

P. German ■ Technical Officer (Scientific)*

L. Gibson ■ Technical Officer (Scientific)

G. Gullick BSc(Hons) ■ Technical Officer (Scientific)*

S. Ingleby BSc(Hons) PhD ■ Scientific Officer*

A. Szalay BA(Hons) MA(Prelim) ■ Technical Officer (Scientific)*

E.M. Tasker BSc(Hons) ■ Technical Officer (Scientific)*

Volunteers

M. Dean, K. Swarbrick, D. McPherson, H. Heffernan,
 M. Crowther, M. Ebach, L. Skillan, C. Liang, D. Brown

Ornithology

W.E. Boles BSE (Hons) ■ Scientific Officer, Collection Manager

T.J. Ivison ■ Technical Assistant (T)**

P. Rowland ■ Technical Assistant (T)**

Volunteers

M. Tink, A. Blackburn



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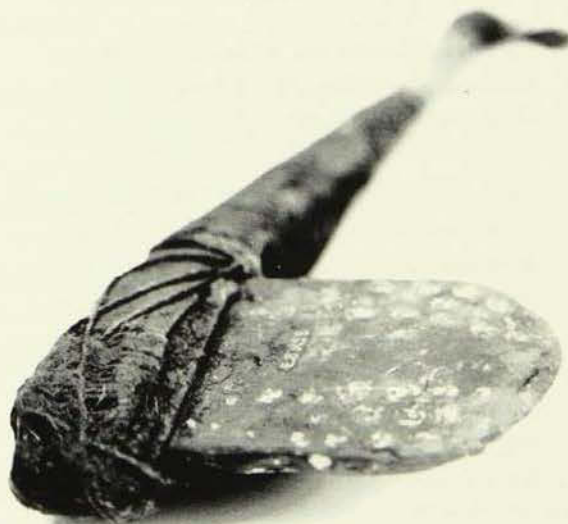
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appendices

APPENDIX A: COMMITTEES

aboriginal advisory committee

The Australian Museum's Aboriginal Advisory Committee did not meet in 1993/94.

animal care & ethics committee

The membership of the Committee consisted of, from the Museum, Allen Greer (Herpetology), Tim Flannery (Mammalogy), Tom Trnski (Ichthyology), Walter Boles (Ornithology), and Anne Skates (Education), and from outside the Museum, Glen Shea (University of Sydney/veterinarian), David Butcher (former head, RSPCA), and Surrey Jacobs and Joy Everett (Royal Botanic Gardens). In the coming year, Trish McDonald will replace Anne Skates.

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The Committee met four times during the year (28 September 1993, 20 December 1993, 28 March 1994, and 22 June 1994).

Four projects were approved by the Committee during the year. These, and the principal investigators, were Shark! (Liz Cowell and Doug Hoese); nest predators in fragmented environments (Richard Major); shorebird biology at Homebush Bay (Penny Berents and Pat Hutchings); and biology of the Green and Gold Bell Frog (Graham Pyke).

Nine existing approved projects were renewed: four standing protocols on specimen acquisition (fish, Mark McGrouther; reptiles and amphibians, Allen Greer; birds, Walter Boles; Mammals, Tim Flannery); ecology of honeyeaters (Graham Pyke); Frog Watch (Martyn Robinson); live display of hopping mice *Notyomys* (George Hangay); biology of the Mallee Dragon *Ctenophorus fordi* (Hal Cogger), and biology of blue tongues *Tiliqua* (Glen Shea). Three existing approved projects were completed: live animals in Education section (David Millar); invertebrate trapping where vertebrates may be inadvertently captured (Mike Gray); and Shark! (Liz Cowell and Doug Hoese).

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

occupational health & safety

The Australian Museum's Occupational Health and Safety Committee has membership across all divisions and is comprised of the following staff: Robert Jones (chair), Ian Shepherd, Dennis Shallis, Tilak Pananwala, Sue Valis, Liz Bonshek, Richard Ratajczak, Rod Moloney. The Committee regularly carries out risk inspections of the Museum's various work areas and generally acts as a review of measures taken to protect the health and safety of Museum staff.

trust committees

Finance/Commercialisation

Dr Mal Eutick (Chairperson) ■ Ms Patricia Watson
■ Dr Des Griffin ■ Mr Geoff McKenzie

External Relations/Science

Mr Chris Puplick (Chairperson) ■ Dr Robyn Williams
■ Dr Telford Conlon ■ Dr Hal Cogger ■ Dr Alan Jones

Marketing/Sponsorship

Ms Patricia Watson (Chairperson) ■ Mr Chris Puplick
■ Ms Robyn Holt ■ Dr Des Griffin ■ Ms Jan Barnett

Public Programs

Professor Brian Low ■ Ms Robyn Holt
■ Ms Jan Barnett ■ Mr Rob Joyner
■ Ms Carolyn MacLulich

Indigenous People & Cultural Diversity

Mr Aden Ridgeway (Chairperson)
■ Mr Chris Puplick ■ Dr Des Griffin

Site Development

Dr Mal Eutick (Chairperson)
■ Mr Geoff McKenzie

APPENDIX B: COMPLAINTS PROCEDURE

Visitors may record comments on Museum programs and facilities in a Comments Book at the Information desk in the College Street foyer. All comments receive a reply in writing, where adequate detail is provided. Many respondents offer helpful suggestions which are given to the appropriate Division for consideration and action.

As stated in our Mission, the Museum seeks to be a catalyst in changing public attitudes and action, and so it is inevitable that some programs will attract complaints from visitors with differing viewpoints.

All complaints are investigated and a reply provided by mail, telephone, or in person by Museum staff. Complaints about Museum programs and services are few, averaging no more than three per month. The vast majority of comments recorded in the Museum's Comment Book indicate a very high level of satisfaction.

APPENDIX C: CONSULTANTS

The following consultants were engaged in 1993/94

corporate services

- Judith Bowler
- Morris Abraham
- OCR P/L

exhibitions

- The People for Places and Spaces
(Penelope & Warwick Coombes Pty Ltd)
Consultation on developing an architectural brief for the College Street foyer redevelopment.
(Value \$20,000).

- Edwards Madigan Torzillo and Briggs Pty Ltd
Consultation for architectural services for the design of the College Street foyer redevelopment.
(Value \$22,000).

- Kinhill Engineering Pty Ltd
Consultation for engineering services for the design of the College Street foyer redevelopment.
(Value \$10,000).

- McDonald & McPhee Pty Ltd
Heritage consultants for College Street foyer redevelopment.
(Value \$4,000).

- Davis Langdon & Beattie
Construction cost consultants for College Street foyer redevelopment.
(Value \$6,500).

- Quentin Mitchel Design
Exhibition Design Services for the *Shark!* exhibition.
(Value \$3,000).

materials conservation

- Dr M. Gilberg, Conservation Scientist.
To look at alternatives to pest strips for pest control in showcases (health & safety issue).
(Value \$3,000).

APPENDIX D: EQUAL EMPLOYMENT OPPORTUNITY

The Australian Museum is fully committed to Equal Employment Opportunity (EEO) and has in place a Management Plan which outlines the Museum's objectives and strategies for achievement in this regard. This plan is produced every two years.

Below are listed the key redistributive indicators, in tabular form. The figures cover all staff, both temporary and permanent.

table 1 - representation of EEO target groups within salary levels

Table 1	1993/94			1992/93		
<i>Salary Level</i>	<i>Total Staff</i>	<i>Women</i>	<i>NESB (1)</i>	<i>Total Staff</i>	<i>Women</i>	<i>NESB</i>
<i>Below CO 1 (2)</i>	3	3	3	5	4	3
		100%	100%		80%	60%
<i>CO 1 - Gd 1 (3)</i>	76	31	8	74	32	13
		40.8%	10.5%		43.2%	17.6%
<i>A&C Gds 1 - 2</i>	53	37	7	36	27	4
		69.8%	13.2%		75%	11.1%
<i>A&C Gds 3 - 5</i>	75	34	11	81	42	12
		45.3%	14.7%		51.9%	14.8%
<i>A&C Gds 6 - 9</i>	56	23	1	53	23	3
		41.0%	1.8%		43.4%	5.7%
<i>A&C Gds 10 - 12</i>	18	3	1	19	4	1
		16.7%	0.5%		21.1%	0.5%
<i>Above A&C Gd 12</i>	10	1	0	10	1	0
		10%	0%		10%	0.0%
Total	291	132	31	278	133	36
		45.4%	10.7%		49.1%	12.9%

Legend - (1) Non-English speaking background

(2) Employees on salaries below Clerical Officer Scale Grade 1, 21 year old rate

(3) Employees on salaries from Clerical Officer Scale Grade 1 21 year old rate to below minimum Administrative and Clerical Scale Grade 1

(4) People with a physical disability

table 2 - representation and recruitment of aboriginal employees and employees with a physical disability

Table 2				Total		
<i>Staff</i>	<i>Aboriginal People</i>	<i>PWPD (4)</i>	<i>Total</i>	<i>Staff</i>	<i>Aboriginal People</i>	<i>PWPD</i>
TOTAL	291	11	17	278	2	17
EMPLOYEES		3.8%	5.8%		0.7%	6.1%
Recruited	27	9	0	13	0	0
in the year		33.3%	0.0%		0%	0.0%

Once again, there has been very little change from the previous year due to the relatively stable nature of the Museum's population. External economic and social factors have also contributed to the stability of the Museum population. This last year, only 27 new staff were recruited.

Nine of these staff were recruited for Aboriginal Traineeships and commenced work in the latter half of 1993. The duration of the traineeships vary - some for 3 years, some for 1 year. The Traineeships cover positions in the following areas - Education, Anthropology, Information Science, Community Relations, Science and Photography.

APPENDIX E: FREEDOM OF INFORMATION

The Australian Museum is committed to the concepts embodied in the Freedom of Information Act 1989.

For the reporting period, 1 July 1993 - 30 June 1994, the Australian Museum received one request for information under the FOI Act. It did not carry over any requests from the previous year.

The Australian Museum publishes, as required, both a Freedom of Information Statement of Affairs and also a Summary of Affairs, the latter as follows:

freedom of information

Section 14(1)(b) and (3)

Summary of affairs of the Australian Museum (F.O.I. Agency No. 377)

section 1 policy documents

The Planning and Policy documents of the Australian Museum are as follows:

Corporate Strategic Plan

Strategic Plans for Divisions

Equal Employment Opportunity Management Plan

Ethnic Affairs Policy

Draft Aboriginal Policy and Procedures Manual

CAMA Policies on Aboriginal and Torres Strait Islander Peoples

Code of Conduct Policy

Commercial Publications by Museum Staff

Commercialisation activities

Conflict of Interest

Corporate Sponsorship Guidelines

Enterprise Bargaining Policy

Environmental Submissions Policy

Environmental Survey Policy

Guarantee of Service Policy

Grievance and Dispute Handling Procedures

Image and Media Policy

Legal Contracts

Media Policy

Occupational Health and Safety Policy

Overseas Travel

Public Programs Policy

Sex-based Harassment Policy

Sick Leave Policy

Smoking in the Museum

Software Policy

Staff Development Policy

Study Time Policy

TAMS excursions - Leave Provisions for Staff Leaders

Temporary Science Staff Appointments

Checklist for Museum Trustees

Access to Trust Minutes Policy

Motor Vehicle Policy

Who is an employee?

section 2 statement of affairs

This document summarises the Museum's structure and functions, the kinds of documents the Museum holds, and how they may be accessed. The latest edition of this document was published in June 1991. It is available free of charge from the Australian Museum Library.

section 3 contact arrangements

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

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

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

Archives: These may be accessed through the Australian Museum Library at the times listed above.

All other documents: To access all other records, applications in writing must be made to the FOI Coordinator, Australian Museum Library, 6 - 8 College St., Sydney, 2000. Applications may be made in person at the Australian Museum Research Library.

APPENDIX F: HUMAN RESOURCES

Enterprise Bargaining is currently being pursued by the Museum. An Enterprise Bargaining Advisory Committee has been established which provides advice to the Director on the progress of enterprise bargaining at the Museum. All Divisions are currently participating in enterprise bargaining with an aim of negotiating an agreement by the end of the 1994 year.

Industrial action within the Museum has been low with minor matters negotiated with employees and the unions involved.

One morale survey has been conducted in November 1993. The aim of these surveys is to assist management in identifying areas which are considered by staff as effecting their morale. Staff are encouraged to relate problems that they are experiencing and suggest solutions to those problems. A report is given to Senior Management who then analyse the survey results, discuss and implement possible solutions.

The Australian Museum implemented a formal staff appraisal system in 1989. This appraisal system is compulsory and combines an appraisal of the employee and the supervisor. The system is used as a tool for staff to comment on their work and the work of their Section and Supervisor. The Supervisor is given the opportunity to appraise the work of their staff. An action plan is devised by the supervisor and the appraisee for goals to be achieved in the next 12 months.

The Museum has been successful in securing funding for 9 Aboriginal traineeships in the following areas:- Anthropology, Materials Conservation, Information Science, Photographic Services, Exhibitions, Education and Public Relations. The Program is designed to assist Aboriginal people in securing permanent employment and developing career prospects. The Museum will benefit from the traineeships through gaining an understanding of Aboriginal culture and service delivery needs.

Job evaluation has been a major project for the Human Resource area. Eight job analysts have been trained and thirty positions have been selected. The Museum hopes to gain accreditation in September 1994.

values underlying the code

The Code of Conduct rests upon the assumption of a number of values which require that public servants behave with:

- integrity
- honesty
- loyalty to the public interest
- fairness
- conscientiousness
- compassion

1 principles

Codes are prepared within a framework of principles which are fundamental to the ethos governing behaviour. These have been identified for the public sector as:

Public Confidence

The public has a right to expect that public sector organisations are of the highest integrity and competence which treat all citizens fairly, reasonably and equitably.

Responsibility to the Government of the Day

The Government of the day is entitled to expect public servants to provide impartial and accurate advice and to implement its policies promptly, efficiently and effectively.

Public Servants' Rights

Public servants' rights are the normal rights of employees, under the common law and within the provisions of legislation.

2 conflicts of interest

Public servants should avoid any financial or other interest or undertaking that could directly or indirectly compromise the performance of their duties.

Conflicts of interest should be assessed in terms of the likelihood that officers possessing a particular interest could be influenced, or might appear to be influenced, in the performance of their duties on a particular matter.

In many cases only the individual officer will be aware of the potential for conflict. Therefore, the onus is on the officer to notify his or her senior officers if a potential or actual conflict of interest arises.

3 acceptance of gifts or benefits

No public official should accept a gift or benefit if it could be seen by the public, knowing the full facts, as intended or likely to cause the official to do his or her job in a particular way, or deviate from the proper course of duty.

Organisations will vary in their policies on accepting gifts and benefits depending on the nature of their business. It is expected, however, that token gifts or benefits may be accepted in circumstances approved by a Chief Executive Officer, provided that there is no possibility that the recipient might be, or might appear to be, compromised in the process.

As a general rule a line may be drawn in situations where a gift could be seen by others as either an inducement or a reward which might place an official under an obligation.

Public servants should perform any duties associated with their positions diligently, impartially and conscientiously, to the best of their ability.

In the performance of their duties, public servants should:

- keep up to date with advances and changes in their area of expertise
- comply with any relevant legislative, industrial or administrative requirements
- maintain adequate documentation to support any decisions made
- treat members of the public and other staff members with courtesy and sensitivity to their rights
- provide all necessary and appropriate assistance to members of the public
- strive to obtain value for public money spent and avoid waste and extravagance in the use of public resources
- not take or seek to take improper advantage of any official information gained in the course of employment

Public servants are expected to give full support to the Government of the day regardless of which political party or parties are in office. When implementing government policy, public servants' own values should not take precedence over those explicit or implicitly in government policy.

When faced with having to implement a policy which is at variance with his or her own view, public servants should discuss the matter with an appropriate officer, depending on the nature of the matter, to resolve the issue.

Public servants should not harass or discriminate in work practices on the grounds of sex, marital status, pregnancy, age, race, colour, nationality, ethnic or national origin, physical or intellectual impairment, sexual preference, or religious or political conviction when dealing with their colleagues and members of the public. Supervisors should understand and apply EEO principles.

Public servants have a duty to report to a senior officer any unethical behaviour or wrongdoing by any other public servant.

5 *fairness and equity*

Issues or cases being considered by public servants should be dealt with consistently, promptly and fairly. This involves dealing with matters in accordance with approved procedures, quickly, without discrimination on any grounds. There is an obligation to treat each issue reasonably and with a view to meeting the principles of natural justice.

When using any discretionary powers public servants should ensure that they take all relevant facts into consideration and have regard to the particular merits of each case.

6 *public comment and the use of official information*

Public comment includes public speaking engagements, comments on radio and television and expressing views in letters to the newspapers or in books, journals or notices or where it might be expected that the publication or circulation of the comment will spread to the community at large.

While public servants, as members of the community, have the right to make public comment and to enter into public debate on political and social issues, there are some circumstances in which public comment is inappropriate. These include:

- the implication that the public comment, although made in a private capacity, is in some way an official comment of the Government or of the public servant's organisation.
- where public comment, regardless of the connection or lack of connection with a public servant's normal duties, amounts to criticism sufficiently strong or persistent to give rise to the public perception that the officer is not prepared to implement or administer the policies of the Government of the day as they relate to his or her duties.

9 *political participation*

Public servants can disclose official information which is normally given to members of the public seeking that information.

A public servant should only disclose other official information or documents acquired in the course of his or her employment when required to do so by law, in the course of duty, when called to give evidence in court, or when proper authority has been given.

In such cases, comments made by public servants should be confined to factual information and should not express opinion on official policy or practice.

7 *use of official facilities and equipment*

It is expected that public servants will be:

- efficient and economical in the use and management of public resources
- scrupulous in their use of public property and services and not permit their abuse by others

Official facilities and equipment should only be used for private purposes when official permission has been given.

8 *outside employment*

For organisations covered by the Public Sector Management Act, the prior approval of the Chief Executive Officer is required before public servants may engage in any form of paid employment outside their official duties.

In all cases when outside employment is considered, public servants should give their public service employment first consideration and avoid situations which give rise to, or the appearance of, a conflict of interest. In particular, they must consider whether the company or organisation concerned is in, or entering into, a contractual relationship with the Government, whether its primary purpose is to lobby Government organisations or members of Parliament, or whether it is in a regulatory relationship with the organisation.

Public servants need to ensure that their participation in political matters does not bring them into conflict with their primary duty as public servants to serve the government of the day in a politically neutral manner. This is important in order to maintain Ministerial and public confidence in the impartiality of the advice given, and actions taken, by public servants.

Determining what is appropriate in any particular case will depend on the extent of the participation of the individual, the nature of the issue, and the position held by the individual.

If a public servant becomes aware that a potential conflict, whether real or apparent, has arisen or is likely to arise, the public servant should immediately inform the head of his or her organisation.

If a conflict of interest does arise, the public servant may have to stop participating in political activity or withdraw from areas of his or her duties giving rise to the conflict of interest.

10 *post separation employment*

Former public servants should ensure that they do not accept employment or engage in activities which may cast doubts on their own integrity or that of the organisation in which they were previously employed or of the Public Service generally.

11 *other issues*

Dependent on the nature of the organisation's operations, it may be necessary to address matters such as:

- Employment - responsibilities of both parties
- Security - particular requirements
- Monitoring, reporting and acting on corrupt conduct
- Accountability requirements over and above those already covered
- Conduct and dress regulations - if there are particular requirements in the organisation
- Dealing with clients - specifying any behaviour which is prohibited or encouraged

anthropology

- Dr D. Anson ■ Otago Museum, Dunedin, New Zealand
 M. Austin ■ University of Auckland, New Zealand
 H.L.H. Bache ■ Ministry of Education, Denmark
 M. Bagall ■ University of California at Davis, USA
 Professor K. Barlow ■ University of Minnesota, Minneapolis, USA
 Professor J.M. Beaton ■ University of California at Davis, USA
 M. Benson ■ Canada
 C. Bullock
 Professor J. Cherry ■ University of Michigan, USA
 Dr C. Chippindale ■ University of Cambridge, England
 S.M. Eoe ■ National Museum and Art Gallery, Papua New Guinea
 Dr J-C Galipaud ■ Cultural and Historic Sites Survey, Vanuatu
 M. Gimbastini ■ University of California, USA
 Professor R.C. Green ■ University of Auckland, New Zealand
 M. Hamiora ■ New Zealand
 K. Han ■ Academy of Social Science, Peoples Republic of China
 W. Heathcote ■ London
 K. Huffman ■ Spain
 R. P. Johnson ■ New Zealand
 D. Judd ■ London
 D. Jusuf ■ National Museum of Indonesia, Jakarta, Indonesia
 S. Kaimbos ■ New Zealand
 Dr C. Kaufmann ■ Museum of Volkerkunde, Basle, Switzerland
 G. Kreisel ■ Linden-Museum, Stuttgart, Germany
 Professor J.P.W.F. Lakke ■ Department of Neurology, University of Groningen, Holland
 Dr F. Leach ■ Museum of New Zealand, Wellington, New Zealand
 Professor D. Lipset ■ University of Minnesota, Minneapolis, USA
 Dr. G.F. MacDonald ■ Canadian Museum of Civilization, Quebec, Canada
 J. Martin ■ London
 Professor E. Nelson ■ Simon Fraser University, Vancouver, Canada
 D. Newton ■ New York, USA
 Dr. N. Odegard ■ Arizona State Museum, USA
 Dr. P. Pal ■ Los Angeles Museum of Art, Los Angeles, USA
 W. Pond ■ Stout Research Centre, Wellington, New Zealand
 S. Price ■ New Zealand
 A. Price ■ New Zealand
 T. Rangihuna ■ New Zealand
 S.J. Regenvanu ■ Ministry of Justice, Culture & Women's Affairs, Vanuatu
 H. Reguis ■ Cambridge University, England
 Dr. D. Roe ■ Vanuatu Cultural and Historic Sites Survey, Vanuatu
 Professor D. Ross ■ University of California, W. Ruff ■ USA
 Dr J. Simet ■ National Research Unit, Papua New Guinea
 Right Hon. Sir Michael Somare ■ Papua New Guinea
 Professor J. Stein ■ Thomas Burke Memorial Washington State
 Dr C. Stephenson ■ University of Auckland, New Zealand
 S. Sukanit ■ Chula Longkorn University, Thailand
 P. Swadling ■ National Museum and Art Gallery, Papua New Guinea
 F. Tau ■ Ministry of Justice, Culture & Women's Affairs, Vanuatu
 Dr. C. Townsend-Gault ■ British Columbia, Canada
 M. Vamsiu ■ Cultural and Historic Sites Survey, Vanuatu
 D. Waite ■ University of Hawaii, USA
 A. Wallis ■ Aboriginal Copyright Agency, Sydney
 Dr R. West ■ Museum of the American Indian, Washington, USA
 C. Whiting ■ Museum of New Zealand, Wellington, New Zealand
 P. Wilen ■ Swedish Television, Stockholm
 Y. Zhang ■ Academy of Social Science, Peoples Republic of China
 C. Ahoy ■ Cultural Centre and Keeping Place, Armidale, NSW
 C. Anderson ■ South Australian Museum, Adelaide, SA
 A. Barker ■ Thornleigh, NSW
 K. Barnes ■ Tiwi Designs, Bathurst Is., NT
 F. Bell ■ Papunya Tula Artists Pty. Ltd., Alice Springs, NT
 E.J. Blau ■ Sydney
 E. Biansjaar ■ Sydney
 R. Bird ■ ANSTO, Lucas Heights, NSW
 L. Brandy ■ Wiradjuri Local Aboriginal Land Council, Wagga Wagga, NSW
 Dr P. Brown ■ University of New England, Armidale, NSW
 C. Bullock ■ Sydney
 J. Bullock ■ Sydney
 L. Bushell ■ Centennial Bakery Museum, Sydney
 D. Byrne ■ consultant archaeologist, Sydney
 E. Caffé ■ Dodge City, Brewarrina, NSW
 L. Carr ■ Sydney
 H. Clark ■ Australian Broadcasting Commission, Sydney
 R. Cliff ■ University of New England, Armidale, NSW
 R. Collins ■ Corrimal, NSW
 S. Congreve ■ University of Sydney
 T. Corkill ■ consultant archaeologist, Sydney
 M. Dahar ■ Rockdale, NSW
 Dr I. Davidson ■ University of New England, Armidale, NSW
 Dr R. Derrincourt ■ Cambridge University Press, Sydney
 D. Egan ■ Cobar Museum, NSW
 A. Flowers ■ Engadine Charity Fair, NSW
 B. French ■ Wanaruah Local Aboriginal Land Council, Muswellbrook, NSW
 Dr P. Gorecki ■ James Cook University, Townsville, Qld
 D. Halperin ■ Cremorne, NSW
 B. Hardy ■ Dharuk Aboriginal Land Council, NSW
 L. Hamby ■ University of New South Wales, Sydney
 D. Henry ■ NSW Aboriginal Land Council, Liverpool, NSW
 E. Higginbotham ■ consultant archaeologist, NSW
 G. Hinton ■ Fairfield City Museum, NSW
 W. Hona ■ Bondi, NSW
 Dr J. Hope ■ consultant archaeologist, NSW
 Professor R. Jones ■ Australian National University, Canberra
 K. Kim ■ Bass Hill, NSW
 R. Lester ■ NSW Aboriginal Land Council, Liverpool, NSW
 R. Lewis ■ Sydney, NSW
 J. McDonald ■ Australian National University, Canberra, ACT
 Professor V. Megaw ■ Flinders University, Adelaide, SA
 A. Melrose ■ Tasmanian Museum, Hobart, Tas
 J. Mundine ■ Museum of Contemporary Art, Sydney
 K. Neumann ■ University of Melbourne, Melbourne, Vic
 S. Nicholls ■ Urunga Primary School, NSW
 C. Pavlides ■ La Trobe University, Melbourne, Vic
 V. Perry ■ Wanaruah Local Aboriginal Land Council, Muswellbrook, NSW
 D. Prosser ■ Museum of Sydney, NSW
 R. Regenvanu ■ Australian National University, Canberra
 M.A. Roussis ■ Campsie, NSW
 G. Southorpe ■ South Australian Museum, Adelaide, SA
 K. Stockhausen ■ Australian National University, Canberra, ACT
 G. Summerhayes ■ La Trobe University, Melbourne, Vic

K. Tabbewabula ■ South Australian Museum, Adelaide, SA
 Dr N. Thomas ■ Australian National University, Canberra, ACT
 P. Thursby ■ University of New South Wales, Sydney
 G. Tier ■ University of Sydney
 J. Watson ■ Sydney
 P.F. White ■ Tamworth, NSW
 J. Wilson ■ University of New England, Armidale, NSW

community relations

His Excellency Dato' Zaimal Abidin Ibrahim ■ Malaysia High Commissioner to Australia
 NSW Coalition Parliamentary Spouses
 President of the Republic of Vanuatu
 Deputy Prime Minister Mr Sethy Regenvanu and Minister Fred Tau from Vanuatu
 Delegation from Kaohsiung City Government, Taiwan
 Mr & Mrs Lance Joseph ■ Australian Ambassador to Italy
 The Hon Michael Photios MP ■ Minister for Multicultural and Ethnic Affairs
 Dr Pratapadity Pal ■ curator of Art of the Himalayas: Treasures from Nepal and Tibet
 Mr and Mrs Jack and Muriel Zimmerman ■ international collectors of art Gyuto Tantric Monks of Tibet
 Justice Michael Kirby ■ Chief Justice of the Supreme Court of NSW

earth and environmental sciences

Dr Per Ahlberg ■ Natural History Museum, London
 Prof. Derek E. G. Briggs ■ University of Bristol, U.K.
 Dr France de Broin ■ Paris.
 Dr Jenny Clack ■ Dept. of Zoology, University of Cambridge.
 Dr Des Collins ■ Department of Invertebrate Palaeontology, Royal Ontario Museum, Canada.
 Prof. Emil Constantinescu ■ Chancellor and Prof. of Mineralogy, University of Bucharest, Romania.
 Dr Hugo Corbella ■ Natural History Museum, Buenos Aires, Argentina.
 Dr Knut Eldjarn ■ Norway (World Health Organisation).
 Philippe Hannecart ■ New Caledonia.
 Mr Dieter Heinlein ■ Germany.
 Mr Bob Jones ■ Board Member, Sonora Desert Museum, Arizona USA
 Dr Peter Leggo ■ Cambridge, U.K.
 Prof. Greg Retallack ■ Oregon, USA.
 Dr Fred Wicks ■ Curator, Dept. of Mineralogy, Royal Ontario Museum.

education

Robyn Brake ■ Narrabeen Coastal Environment Centre
 Helen Budd ■ Otago Museum, NZ
 Jennifer Carter ■ La Perouse Museum
 Dr Sereerak Chai-Preuk and Mayor Pokkrong Soontharasudth
 representing the Thai Department of Education Linda Cooper ■ Investigator, SA
 Debra Crossing ■ Investigator, SA
 Alan Dargan ■ Natural Symphonies
 Hilary Endacott ■ Liverpool TAFE
 CONASTA Conference of Science Teachers Association
 Brenda Factor ■ Museums Australia
 Roger Garland ■ Manager, Public Programs, National Museum of Australia
 Eileen Hooper-Greenhill ■ Lecturer, Museum Studies Unit, Leicester University, UK
 Richard Hull ■ St Edmonds College, ACT
 David Judd ■ Horniman Museum, London
 Martine Lusardy ■ La Perouse Museum

Paulette McManus ■ Museum Communications Consultant, UK
 Jane Mainwaring ■ Head of Visitor Resources, Natural History Museum, London
 Matthew Marlow ■ MultiMedia Products
 Environmental Education Officers Group
 Peter Millard ■ Palmerston Science Centre, NZ
 Dr Nair ■ Director, Indian Museum of Natural Science
 Peter Richards ■ Exploratorium, San Francisco
 Peter Taylor ■ Education Officer, Durban Museum, South Australia
 Robyn Trotter ■ Institute for Cultural Policy Studies, Griffith University
 Helen Tyzack ■ Lecturer in Museum Studies, James Cook University
 Lesley Walker ■ Historic Houses Trust
 Christine Watkins ■ Minnesota Historical and Social Studies Museum, St Paul, Minnesota
 Ric West ■ National Museum of the American Indian, New York
 Douglas Worts ■ Ontario Art Museum.

exhibitions

Sally Hirst ■ Interpretations Manager, Museum of Victoria
 Ms Cissy Anklam ■ National Museum of Natural History, Smithsonian Institution
 Mr Alan Emery ■ Director, Canadian Museum of Nature
 Prof Eugenio La Rocca ■ Superintendenza Beni, Culturali Comune de Roma
 Dr Elisa Tetoni ■ Director Palace of Exhibitions, Roma
 Dr Fabio Claudio De Nardis ■ Consul General of Italy
 Mr Gianfranco Cresciani ■ Manager, Arts & Development NSW Ministry for the Arts
 Ms Julia Clark ■ Western Australian Museum
 Dr Pat Rich ■ Department of Earth Sciences, Monash University, Melbourne.
 Mr Patrick Filmer-Sankey ■ Director, Newcastle Regional Museum

information science

Charles Sturt University - June 1994 - 15 post-graduate information science students, were given a guided tour of the Research Library and Archives.
 University of Technology (Kuring-gai) - April 1994 - 25 Primary education students were given a specially focussed tour of the Research Library.
 Hunter Institute of Technology - March 1994 - 22 Library students were given a tour of the Research Library's services & collections.
 NSW Parliament - September 1993 - the Coalition Parliamentary Spouses Group visited the Research Library.

invertebrate zoology

Entomology and Arachnology

- Dr J. Cardale ■ Division of Entomology, C.S.I.R.O., Canberra
 Dr M. Day ■ Division of Entomology, C.S.I.R.O., Canberra
 Mr R.J. Faulder ■ Yanco Agricultural Institute, Yanco, N.S.W.
 Ms J. Forrest ■ South Australian Museum, Adelaide, S.A.
 Dr K. Galewski ■ Institute of Zoology, Polish Academy of Science, Warsaw, Poland
 Dr F.G. Gess ■ Albany Museum, Grahamstown, South Africa
 Dr M. Harvey ■ Western Australian Museum, Perth
 Dr M.S. Heath ■ University of Illinois, Urbana, Illinois, USA
 Prof. J. Heath ■ University of Illinois, Urbana, Illinois, USA
 Dr L. Hill ■ Dept. Primary Industry, Devonport, Tasmania
 Mr R. van Klinken ■ Entomology Department, University of Qld, St Lucia, Qld.
 Dr W.J. Knight ■ The Natural History Museum, London, U.K.
 Dr J. Lawrence ■ Division of Entomology, C.S.I.R.O., Canberra
 Dr B.Y. Main ■ Dept. of Zool, University of W.A., Perth, W.A.
 Dr M. Malipatil ■ Victorian Dept. of Agriculture, Melbourne, Vic.
 Dr L.R. Minter ■ University of the North, Soverga, South Africa
 Dr K.R. Norris ■ Division of Entomology, C.S.I.R.O., Canberra
 Mr A. Postle ■ W.A. Dept. of Agriculture, South Perth, W.A.
 Dr J. Pulvertaft ■ Division of Entomology, C.S.I.R.O., Canberra
 Dr A. Slipinski ■ Institute of Zoology, Polish Academy of Science, Warsaw, Poland
 Dr M. Stevens ■ Yanco Agricultural Institute, Yanco, N.S.W.
 Ms J. Webber ■ Museum of the N.T., Darwin, N.T.

Malacology

- Dr. E. Harper ■ Earth Sciences, University of Cambridge, United Kingdom
 Dr. R. Bieler ■ Department of Zoology, Field Museum of Natural History, Chicago, U.S.A.
 Dr. P. Bouchet ■ Laboratoire et Malacologie, Museum National d'Histoire Naturelle, Paris, France
 M. Efford ■ Landcare Research, Dunedin, New Zealand
 Dr. H. Chaney ■ Santa Barbara Museum of Natural History, San Diego, U.S.A.
 C. Schander ■ University of Gothenburg, Sweden
 Dr. A. G. Beu ■ New Zealand Geological Survey, Lower Hutt, New Zealand.
 Dr. R. Cowie ■ Bishop Museum, Honolulu, Hawaii.
 A. Koch ■ Technische Hochschule, Darmstadt, Germany.
 T. S. Arnold ■ San Diego, U.S.A.
 Prof. A. J. Kohn ■ University of Washington, Seattle, U.S.A.
 Dr. J. Taylor ■ Natural History Museum, London, United Kingdom
 H. Menkhoff ■ Leyden, Holland.
 M. Stooff ■ Leyden, Holland.
 Dr. G. Barker ■ Agsearch, Hamilton, New Zealand.
 Dr. K. Walker ■ University of Adelaide, S.A.
 Dr. F. Wells ■ Western Australian Museum, Perth, W.A.
 E. Coucom ■ Yeppoon, QLD.
 B. Collins ■ Cairns, QLD.
 Dr. J. Stanisic ■ Queensland Museum, Brisbane, QLD.
 Dr. J. Healy ■ University of Queensland, St. Lucia, QLD.
 K. Lamprell ■ Queensland Museum, Brisbane, QLD.
 Dr. B. Wilson ■ Perth, W.A.
 S. Schreiber ■ Monash University, Melbourne, VIC.

Marine Invertebrates

- Dr Paul Cornelius ■ The Natural History Museum
 Ms Traudl Krapp ■ Germany
 Ms Susan Lockhart ■ Museum of Victoria
 Ms G. Walker-Smith ■ Musuem of Victoria
 Mr Brian Cohen ■ Museum of Victoria
 Ms Belinda Glasby ■ ANU
 Dr Tony Friend ■ WA
 Dr Anne Hoggett ■ LIRS
 Mr Peter Tuter ■ Museum of Victoria
 Ms Loiset Marsh ■ Western Australian Museum
 Dr Ichuro Takeuchi ■ Japan
 Dr Sebastian Rainer ■ CSIRO
 Dr Kristian Fauchald ■ Smithsonian Institute of Natural History, Washington DC.
 Dr Steve Smith ■ Biological Sciences, University of New England
 Dr Trevor Ward ■ CSIRO Division of Fisheries, Perth.

lizard island research station

- Amy - USA, F. Buermann, H. Burke, C. Canessa, J. Cullen, S. Daume, F. Grutter, P. Grutter, A. Hansen, N. Holden, D. Kaadner, J. Kirch, U. Klaus, C. Knudsen, C. McLulich, J. Molson, M. Orr, J. Steane, F. Umlauf, R. Wagner, S. Warrington, G. Williams, C. Simonsen.

vertebrate zoology and scientific services

Herpetology

- C. Adler Cornell University, Ithaca, New York
 S. Andersson University of Umea, Sweden.
 T. Annabel University of Sydney.
 M. Anstis Wollongong.
 C. Brennan University of Sydney.
 E. Campbell USA.
 National Museum.
 J. Cann of La Perouse.
 T. Chugunova Institute of Animal Morphology and Ecology, Moscow.
 H. Ehmman Sydney Institute of Technology.
 C. Gans University of Michigan
 J. Hanken University of Colorado.
 K. Hardy University of Sydney.
 T. Hawkes from "Wild World".
 A. Kluge University of Michigan.
 S. Keogh University of Sydney.
 F. de Lapparent de Broin Museum National de Histoire Naturelle, Paris.
 B. Magnusson Manus, Brazil.
 M. Mahoney University of Newcastle.
 S. Moody Museum of Zoology at Ohio University.
 A. Rasmussen Copenhagen Museum.
 G. Rhoda United States National Museum
 A. Rhodin Museum of Comparative Zoology, Cambridge, Massachusetts.
 L. Schwartzkopf University of British Colombia, Vancouver
 S. Smith of Sydney.
 G. Torr James Cook
 W. Smith Australian National University
 T. Ward James Cook University

Ichthyology

Dr E Karmovskaya (Shirshov Institute of Oceanology, Academy of Sciences, Moscow)
 Dr C Roberts (Museum of New Zealand)
 Dr R Pethiyagoda (Wildlife Heritage Trust of Sri Lanka)
 Dr G Duhamel (Paris Museum)
 Dr B Fernholm (Swedish Museum of Natural History)
 Dr P Hulley (South African Museum)
 Mr W Holleman (Albany Museum, Grahamstown)
 Dr P Castle (Victoria University, Wellington)
 Dr A Gill (Natural History Museum, London)
 Dr G Carlton Ray (University of Virginia)
 Ms. Timaima Buandromo (Registrar, Fiji Museum)
 Dr J Kalish (ANU)
 Dr L Pinto (Fisheries Research Institute)
 Dr P Last (CSIRO Fisheries, Hobart)
 Ms P Kailola (Bureau of Rural Resources, Canberra)

Ms H Larson (Northern Territory Museum)
 Mr A Graham (CSIRO Fisheries, Hobart)
 Dr H Choat (James Cook University)
 Dr T. Miskiewicz (Water Board)
 Ms Kathy Kavanagh (James Cook University)
 Mr K Graham (NSW Fisheries)
 Dr G Wilson (James Cook University)
 Mr L Smith (Unanderra)
 Mr M Finn (Sydney University)
 Mr Tri Pham (University of Queensland)
 Mr B Jones (University of New England) Mr P
 Umack (SARDI)

Mammalogy

Dr Patrick Luckett, University of Costa Rica
 Robert Timm, Division of Mammals, University
 of Kansas, USA
 Thor Holmes, University of Kansas, USA
 Fernando A. Cervantes, Instituto de Biología,
 UNAM, Mexico
 Dr. Nikolai N. Kalandadze, Paleont. Inst. Acad.
 Sci. Russia
 Dr. Alexandre K. Agadjanian, Institut of
 Paleontology of the USSR, Academy of
 Sciences

The Section enjoyed visits from a number of
 individuals during the year including Burnum
 Burnum, who borrowed a specimen of the
 Short-beaked Echidna for use in story-telling
 to Aboriginal young people; Dr Suzanne Hand
 (UNSW), researching fossil bats; Dr Boeadi
 (Zoology Museum, Bogor), researching
 Indonesian fruit-bat species; and Dr Alex and
 Dr Nick Kalandadze, both of the Moscow
 Museum, Russia.

Ornithology

Dagmar Baumann (Senckenberg Museum,
 Frankfurt)
 Joel Cracraft (American Museum of Natural
 History, New York)
 Stephen Emlen (Cornell University, Ithaca)
 Clemency Fisher (Merseyside Museums,
 Liverpool)
 Tecumseh Fitch (Brown University,
 Providence, Rhode Island)
 Cliff and Dawn Frith ('Prionodura', North
 Queensland)

Allen Keast (Toronto, Canada)
 Evgeny Kurochkin (Paleontological Museum, Russian Academy of Sciences,
 Moscow)
 Ian Mason (CSIRO Division of Wildlife and Ecology, Canberra)
 Richard Noske (University of the Northern Territory, Darwin)
 Harry Recher (University of New England, Armidale)
 Richard Schodde (CSIRO Division of Wildlife and Ecology, Canberra)
 Fred Sheldon (Academy of Natural Sciences, Philadelphia)
 Max Thompson (Southwestern College, Kansas)
 Patricia Vickers-Rich (Monash University, Clayton)
 David Winkler (Laboratory of Ornithology, Cornell, Ithaca)

APPENDIX I: OVERSEAS TRAVEL

R. Torrence travelled to West New Britain, Papua New Guinea, to
 continue a research project on the prehistory of Melanesian
 obsidian trade.

J. Specht R. Fullagar, P. Tacon and R. Torrence presented papers at
 an Indo-Pacific Prehistory Congress at Chiang Mai, Thailand.

A. Ritchie undertook a 4 week study tour of museums and display
 resources for exhibitions on fossils, evolution and dinosaurs, in the
 USA and Europe.

G. Edgecombe Nanjing, China, to study Lower Cambrian
 arthropods.

S. Connors conducted workshops on Aboriginal art, at the invitation
 of the Bishop Museum, Honolulu.

Y. Lifschitz presented a paper on live interpretation at a conference
 in Ottawa, Canada.

W. Ponder visited the USA to work on joint projects and to present a
 paper on freshwater snail evolution. He also delivered a paper on
 gastropod phylogeny to the Malacological Society of London.

W. Rudman studied biodiversity in tropical marine environments in
 northern New Caledonia.

A. Roach was awarded an Esso Scholarship, and travelled to the
 USA and Canada to study museum pest control methods.

D. Horton-James acted as courier for *Art of the Himalayas* from the
 USA to Australia.

D. Colgan travelled to England to attend an international congress on genetics.

J. Paxton conducted research at the University of Perpignan, France and elsewhere in Europe. He also attended an international conference on systematics in Bangkok.

J. Leis and T. Trnski travelled to French Polynesia for collaborative research on larval fish.

J. Leis and D. Hoese visited fish research laboratories in Bangkok and Phuket.

T. Trnski was scientific adviser to a conference on Pre Indo-Pacific fish in Flores, Indonesia.

T. Flannery travelled to Irian Jaya to undertake a faunal study.

P. German and E. Tasker undertook survey work in Maluku Province, Indonesia.

R. Clendinning and D. Griffin travelled to Italy to negotiate arrangements for an Australian tour of *Rediscovering Pompeii*.

G. McKenzie and R. Joyner travelled to New Zealand to undertake negotiations for touring exhibitions.

APPENDIX J: PERFORMANCE MANAGEMENT

1 *schedule of accounts payable at 30 June 1994*

Current	512,032
Less than 30 days overdue	18,883
30 - 60 days overdue	3,300
60 - 90 days overdue	1,143
over 90 days overdue	5,491
Total	540,848

2 *accounts paid on time for the year ended 30 June 1994*

Percentage of accounts paid on time 86%
Total amount of accounts paid on time 5,848,551
Total amount of accounts paid 6,800,641

3 *commentary on action taken*

The percentage of accounts paid on time this year has increased from 82% in 1992/93 to 86% in 1993/94.

This has been brought about by:

a) Efforts to educate Museum staff, outside the Finance Section, on the importance of processing paperwork promptly.

b) A change in the allocation of payments clerks workloads by assigning Finance payments clerks the responsibility of dealing with particular divisions within the Museum.

c) Finance has become more "customer focussed" and Museum staff can now have all their accounts payable inquiries handled by the officer assigned specifically to their division or project.

APPENDIX K: RECYCLING AT THE MUSEUM

Following improvements in the management of the recycling program during the last financial year, the program has increased the quantity of material recycled. During the period of 94/95 it is intended to look at methods of reducing the cost of waste management within the Museum.

APPENDIX L: RESEARCH AND DEVELOPMENT

Dr Val Attenbrow ■ Australian prehistory and archaeology

Dr Penny Berents ■ Systematics of cerapodine amphipods

Dr Dan Bickel ■ Insect systematics and behaviour; rainforest insects

Mr Walter Boles ■ Systematics and biology of birds

Dr Lissant Bolton ■ Womens material culture and cultural identity in Vanuatu

Dr Gerry Cassis ■ Insect systematics and co-evolution studies

Dr Hal Cogger ■ Systematics of sea snakes; conservation of the herpetofaunas of Australia and the western Pacific

Dr Don Colgan ■ Protein electrophoretic and molecular systematics

Dr Greg Edgecombe ■ Phylogeny of trilobites and other early arthropods

Dr Tim Flannery ■ Systematics of present and fossil Australian mammals; human geology
 Dr Richard Fullagar ■ Archaeology in Australia and Papua New Guinea
 Dr Mike Gray ■ Systematics, zoogeography and behaviour of Australian spiders
 Dr Allen Greer ■ Systematics and biology of Australian snakes and lizards
 Dr Doug Hoese ■ Systematics and ecology of shorefishes and freshwater fishes
 Dr Glenn Hunt ■ Systematics of mites and harvestmen
 Dr Pat Hutchings ■ Systematics and ecology of polychaete worms: bioerosion of coral reefs; ecology and management of estuarine wetlands
 Dr Alan Jones ■ Marine-estuarine invertebrate biology and ecology
 Dr Jeff Leis ■ Taxonomy, ontogeny and ecology of larval fishes
 Dr Jim Lowry ■ Systematics, phylogeny and reproductive biology of amphipods
 Dr Richard Major ■ Breeding ecology of birds
 Dr David McAlpine ■ Systematics, behaviour and adaptations of Diptera
 Dr Shane McEvey ■ Systematics and behaviour of drosophilid flies
 Mr Max Moulds ■ Systematics of cicadas and hawk moths

Dr Harry Parnaby ■ Bat systematics

Dr John Paxton ■ Systematics, phylogeny and ecology of deep sea fishes

Mr Ross Pogson ■ Sulphate minerals at Jenolan Caves

Dr Winston Ponder ■ Evolution, biogeography and systematics of molluscs; functional morphology and anatomy of molluscs

Dr Graham Pyke ■ Ecology of birds and bees; pollination biology; behavioural ecology, especially optimal foraging theory

Dr Alex Ritchie ■ Evolution and biogeography of Ordovician to Devonian fishes, including the Canowindra fauna

Dr Bill Rudman ■ Biology and ecology of opisthobranch molluscs

Mr Ross Sadler ■ Systematics of New Caledonian lizards; systematics of spiny-tailed geckos

Dr Jim Specht ■ Prehistory and material culture of the Pacific region

Dr Lin Sutherland ■ Mineralogy, petrology and volcanic rocks of eastern Australia

Dr Paul Taçon ■ Australian Aboriginal rock art and material culture

Dr Robin Torrence ■ Archaeology in Papua New Guinea

Dr George Wilson ■ Phylogenetic systematics and biogeography of isopods

APPENDIX M: RESEARCH ASSOCIATES & ASSOCIATES

research associates

His Majesty the Emperor Akihito

M. Archer BA PhD

I.I. Bennett AO MSc

J.B. Burch PhD

C.E. Chadwick BSc

R.O. Chalmers ASTC

W. Dawbin PhD DSc

H.J. de S. Disney MA

B. Egloff MA PhD

B.M. England BScDipGemmology FGAA

F. Evans MSc

H.O. Fletcher MSc

J.M. Forshaw

R.L.K. Fullagar BA PhD

B. Goldman BSc PhD

J.D. Hollis PhD

K.W. Huffman BA DipEthnol

G.S. Hunt BSc DipEd PhD

W. Ivantsoff PhD

P. Kailola BSc(Hons)

K.C. Khoo BSc(Hons)

R.J. Lampert PhD FAHA

J.E. Marlow BSc(Hons)

F.D. McCarthy DipAnthrop Hon DScFAHA

P.M. McDonald BSc MEd

S.F. McEvey BSc PhD FRES

G.A. Mengden BSc PhD

M.S. Moulds TchC

T.R. New BSc PhD ARCS DIC

R.A.L. Osborne DipEd MSc PhD

H. Parnaby PhD

H. Paxton PhD

J. Pickett MSc DPhilNat

E.C. Pope MSc CMZS
 S.F. Rainer BSc MSc PhD
 K.A. Rodgers PhD
 D.J. Scambler BSc
 G.M. Shea BVSc(Hons) PhD
 R. Shine BSc PhD DSc
 C.N. Smithers MSc PhD
 W. Starck PhD
 N.N. Tait PhD
 F.H. Talbot MSc PhD FLS FRZS FRSA
 G. Theischinger
 A.G. Thorne BA MA(Hons) PhD
 I.W.B. Thornton BSc PhD DSc
 R. Torrence AB MA PhD
 E. Turak MSc
 M.R. Walter PhD
 J.P. White MA PhD
 M.E. White MSc
 M.J. Whitten BSc(Hons) BA PhD FTS
 G.A. Williams BSc
 R.V.S. Wright MA
 J.C. Yaldwyn MSc PhD FMANZ

associates

K. Atkinson
 M.E. Ball
 B. Bertram
 K. Carnaby
 E.L. Carthew
 D. Clyne FRPS FRES
 T.S. Coldham BA FGAA
 N. Coleman
 L. Courtney-Haines
 G. Daniels
 D. Donlon MA PhD
 J.A. Frazier FRPS ACS
 H. Goodall
 O. Griffiths BSc
 A. Healy
 J. Henley BAppSc FGAA
 B.N. Hise BA(Hons)
 Tjokorde Raka Kerthyāsa
 V. Kessner
 R. Kuitert
 R.B. Lachlan BEd, DipTeach, FRES
 J.A. Lindsay MA PhD
 T.R. Lindsey
 N.W. Longmore
 D.F. McMichael CBE MA PhD
 W. McReaddie
 K. Meguro
 D.R. Moore MA DipAnthrop
 R. Morrison

APPENDIX N: RISK MANAGEMENT

There has been a continued involvement with The Public Sector Risk Managers Association. During the year Risk Surveys have been applied to a number of activities of the Museum, with claims against the NSW Treasury managed fund for the year significantly lower than comparable institutions.

APPENDIX O: SEMINARS AND CONFERENCES

anthropology

R. Fullagar, V. Attenbrow and P. Taçon attended the annual conference of the Australian Archeological Association in Darwin. Taçon presented three papers: Changing relationships in Kakadu National Park art and archaeology; The Mann River Region Rock art recording project (with M. Garde); and What's that? Conventions and replications of weapons depicted in old Arnhem Land rock art (with R. Lee and C. Chippindale). Attenbrow presented a joint paper with K. Khan titled F.D. McCarthy: his work and legacy at the Australian Museum.

Taçon also gave a paper titled AMS dating of beeswax rock art in northern Australia (with D.E. Nelson, C. Chippindale, G. Chaloupka, and J. Southon) at the First Anthropological and Archeological Society of Victoria Symposium on Archeological Dating, Melbourne.

Fullagar, Taçon, Fullagar and Torrence presented papers on their respective research at the 15th Indo-Pacific Prehistory Association Congress held at Chiang Mai, Thailand: Taçon: Expressing ethnic identity with stone: the meaning of marks, monuments and masterpieces in the landscape, and (with C. Chippindale) Australia's ancient warriors: new insights into some of Arnhem Land's oldest rock art; Fullagar on the study of starch grains on stone tools; and Torrence on obsidian source identification in West New Britain, Papua New Guinea.

Torrence and Fullagar attended the 5th Archaeometry conference in Armidale, presenting results of obsidian characterisation by density measurements and the recovery of starch from stone tool edges respectively.

Bonshek, Simmons, Pulvertaft and White attended the Conference of Museum Anthropologists at Alice Springs. Bonshek also attended in Canberra a special workshop about the federal Taxation Incentives for the Arts Scheme.

Gordon, White, Simmons, Pulvertaft, Attenbrow and Specht attended a special review of the work of the Australian Heritage Commission to mark the 100th meeting of the Commission.

Specht was a member of the ICOM Australia organising committee for the ICOM Asia-Pacific conference on Museums and Cross-cultural Understanding, held at five museum venues in Sydney in September 1993.

In September, 1993, the Division hosted a workshop organised by the Fowler Museum of the University of California, Los Angeles, to discuss a proposal for an exhibition about the Murik Lakes area of Papua New Guinea. Among the participants were the Right Hon. Sir Michael Somare, former Prime Minister of Papua New Guinea.

Torrence gave seminars at the University of NSW and the Australian National University, and at the Hunter Valley Research Seminar organised by the NSW National Parks and Wildlife Service.

D. Donlon gave lectures on various aspects of Forensic Anthropology and the identification of human skeletal remains to the NSW Institute of Forensic Science, Westmead Hospital and to the Australian & New Zealand Society of Forensic Science.

P. Gordon, P. White and S. Simmons gave talks to student groups from Bowra High School and Eora College.

community relations

Jan Barnett attended the second phase of the Senior Management program for Museum managers at Mount Eliza, in September 1993. Jan represented the Museum at the workshops conducted by the NSW Tourism Commission to develop a Tourism Masterplan to 2010. Jan also attended the Australian Museum Shops Association Conference in Sydney, in February, 1994. Mike Field attended the CAMA conference in Tasmania in 1993.

earth and environmental services

Marine Ecology

Dr Jones was invited to chair a National Parks Association steering committee overseeing a pollution-assessment project funded by the Water Board. He also assisted in negotiations between the Friends of Dee Why Lagoon and Warringah Council concerning the lagoon's management plan.

He delivered papers at seminars addressing sedimentary science (AWT Science and Environment) and human population size (Australian Academy of Science) and served on the steering committee for the latter. He was invited to address a workshop on the National River Health Program in Brisbane and represented the Museum at an EPA workshop on river health and at a State Forest workshop on monitoring. He attended conferences on biodiversity (Sydney University), marine pollution (AWT Science and Environment), freshwater issues (Water Board) and attended the management retreat for senior managers and science divisional heads. He continues to co-ordinate a monthly discussion group for scientists interested in sediments.

Dr Jones served as councillor to: The National Trust Landscape Conservation Committee, Coast and Wetlands Society, Friends of Dee Why Lagoon, Australians for an Ecologically Sustainable Population, Hawkesbury Ecotoxicology Management Committee, and on the editorial board of "Biodiversity and Conservation."

Mineralogy and Petrology

Ross Pogson spoke to the Lapidary Club of NSW on 'Safari to Sinai' in September and on 'Meteorites' in June and gave an invited address to the Mineralogical Societies' Annual Seminar in Melbourne on 'Carbonate Minerals of NSW'.

Lin Sutherland presented talks and posters to:
The Second Australian Marine Geoscience Workshop, University of Sydney on mantle flow;

The International Association of Volcanology Assembly, Australian National University, Canberra on Australian migratory volcanism;
International Lower Crust Processes Workshop, Macquarie University, Sydney on peepholes;

Australian Museum Seminar Series, Sydney on big volcanoes and extinctions;

Geology Department Seminar Series, University of NSW on both dinosaurs and gemstone eruptions;

Astronomical Society of NSW, Australian Catholic University on extinction of the dinosaurs;

Mineralogical Societies Seminar, Museum of Victoria on Carbonatites; and

New Developments Regarding the KT Event Conference, Houston, USA on meteorites and volcanic mantle plumes and KT extinctions.

Palaeontology

All Palaeontology staff attended the Australasian Palaeontological Convention at Macquarie University, Sydney.

Greg Edgecombe spoke on trilobite ontogeny to the Fossil Club of NSW.

Terrestrial Ecology

Graham Pyke and Richard Major attended the NPWS Biodiversity Conference. Graham also attended the NPWS Advisory Committee Conference and Meetings of the Sydney Natural Resource Management Group. He made a presentation at the Environmental Youth Forum - Forestry and was a member of both the NPWS Advisory Council and the RAOU Research Committee.

Richard Major presented a paper co-authored with Graham Pyke, Michelle Christy, Greg Gowing and Robyn Hill at the Open Forum of the Ecological Society of Australia and addressed the Field Ornithologists Club of NSW. Both talks dealt with the question of nest predation.

education

Miriam Chapman attended the conference 'Volunteers in Step' in Townsville in July 1993.

Anne Skates attended a conference 'Sex, Gender and Techno Science Worlds' at Monash University in July 1993.

Honolulu's Bishop Museum invited Sheryl Connors to co-ordinate the education programs to complement 'Utopia Body Paint: Contemporary Art from Aboriginal Australia'. Sheryl conducted a series of workshops and lectures on Aboriginal art for teachers, students and the public in August 1993.

Miriam Chapman, Sarah Main and Carolyn MacLulich presented papers at the Museum Education Conference in Melbourne in September 1993.

Alan Watterson attended the Environment Institute of Australia's annual conference 'Partnerships for Change' and a two day workshop on the 'Implementation of the National Water Quality Management Strategy' in October 1993.

Carolyn MacLulich presented a paper at the Museums Association Conference in Sydney in October 1993.

Therese Mansour and Helen Slarke attended the 'Open to Interpretation' conference in Newcastle in November 1993.

Carolyn MacLulich and Merona Martin presented papers at the CAMA conference 'Common Threads, Diverse Patterns' in Hobart in December 1993.

Carolyn MacLulich, Anne Skates and Dawn Timbery attended the conference 'Images of Women: representations of women in museums' hosted by the National Museum of Australia in Canberra in December 1993.

Sheryl Connors and Dawn Timbery attended the International Year of the World's Indigenous Peoples Education conference at the University of Wollongong in December 1993. Sheryl acted as special events and cultural activities convenor co-ordinating a program for the 4,000 international delegates.

Sheryl Connors attended the National Conference on Australian Indigenous Women and Museums in March 1994.

Sheryl Connors attended the NSW National Aboriginal and Torres Strait Islander Education Policy Strategic Planning and Monitoring Committee Conference in April 1994.

Yaron Lifschitz presented a paper at the 'Languages of Live Interpretation' Conference at the Canadian Museum of Civilisation in Ottawa in May 1994.

Dawn Timbery attended the AECG Conference in Ballina in June 1994.

invertebrate zoology

Entomology and Arachnology

Mike Gray presented a paper on a ground arthropod diversity study at the Invertebrate Biodiversity and Conservation conference in Brisbane. He was invited to participate in a three day workshop on the carrying capacity of the Jenolan Caves Reserve.

Max Moulds attended the Council of Heads of Australian Entomological Collections in his capacity of Treasurer. In June 93 he attended the Australian Entomological Society AGM and conference in Cairns and the Biodiversity conference in Brisbane. He was guest speaker at meetings of the Society for Insect Studies and Entomological Society of NSW.

Gerry Cassis attended the International Orthopterist's Meeting in Hawaii and presented a paper on dermapteran (earwig) systematics

Shane McEvey lectured on taxonomy and evolution at the University of Sydney (Dept. Plant Pathology and Agricultural Entomology) for seven weeks this year.

Glenn Hunt presented a paper on the biodiversity of oribatid mites to the Invertebrate Biodiversity and Conservation Conference, Brisbane, July 1993.

Malacology

Winston Ponder was invited to attend the annual meeting of the American Malacological Union where he gave a paper in a symposium on speciation about the work that he and Dr D. Colgan have done on freshwater snail evolution. He attended the Centenary meeting of the Malacological Society of London where he gave a keynote lecture on gastropod phylogeny. He also gave a paper on conservation of freshwater invertebrates at a meeting on Invertebrate Conservation in Brisbane, a seminar on his work on freshwater snails at the University of Sydney and two talks to the Conchology Section of the Royal Zoological Society of NSW.

Marine Invertebrates

In July 1993, Dr Wilson attended the Australian Marine Sciences Association Conference in Melbourne, where he presented a paper entitled "The species diversity of abyssal invertebrates."

Dr Hutchings attended the Annual scientific meeting of the Australian Coral Reef Society which was held in Brisbane in August. She attended the first National Conference on Ballast Water Introductions which was held in Canberra in May. This conference developed a series of recommendations which will be presented to cabinet on how to continue to minimise the risk of exotic introductions into the marine environment and how to deal with introductions which have already established themselves in Australian waters.

materials conservation

A paper was presented at the CAMA conference in Tasmania by Karen Coote on the current conservation outreach program in NSW and the Aboriginal training process within the Division.

Sue Valis presented a paper on the conservation issues in preparing the Contemporary Australia gallery at the same conference.

Environmental Monitoring & Control

Two seminars were arranged for about 20 Conservation and Exhibitions staff at the Phillips Lighting Application Centre, North Ryde, to improve understanding and standards of lighting in museum exhibitions.

vertebrate zoology and scientific services

Evolutionary Biology

Don Colgan gave a course of lectures and demonstrations to third year Entomology students from the University of Sydney. He presented his work on average selective coefficients to the International Congress of Genetics and gave talks on molecular evolutionary genetics to the Men's Fellowship of the West Epping Uniting Church and to a science teachers inservice run by the Museum's Education division. Peter Egger gave a TAMS talk on sea turtles.

Geoff Avern and Sue Lindsay (Entomology) attended the 13th Biennial Conference of the Australian Society for Electron Microscopy,

Brisbane and Gold Coast, Queensland. Geoff ran a workshop titled "Stereo-imaging on the S.E.M.".

Herpetology

Allen Greer and Ross Sadler attended the Second World Congress of Herpetology held in Adelaide in 29 December 1993 to 6 January 1994. Allen gave a talk on the "Diversity of Australian Reptiles. Allen gave a talk to the Australian Herpetological Society on the Green and Golden Bell Frog at Homebush Bay.

Ross Sadler gave a lecture to TAMS members on the diversity of Australian lizards.

Ichthyology

Doug Hoese, Jeff Leis and John Paxton attended the 4th Indo-Pacific Fish Conference in Bangkok. All three convened a symposium on fishes and presented papers at the symposium.

Doug Hoese, Jeff Leis and Mark McGrouther attended ASF8 meetings in Perth. A paper on larval lutjanid systematics was presented by J Leis.

Doug Hoese, Jeff Leis, Mark McGrouther, Sally Reader and Tom Trnski presented a seminar to all staff comprising 10-15 min talks on Fish Section fieldwork over the last 18 months.

Jeff Leis is a co-principal organizer of the International Larval Fish Conference to be held in Sydney in June 1995 (also co-convenor of Symposium on Larval Fish Systematics to be held during the conference).

John Paxton gave the following talks and seminars during the year: Australian Museum - Biochemical Genetics & Fish Taxonomy; Universite de Perpignan, France - Australian Deepsea Fisheries; 4th Indo-Pacific Fish Conference, Bangkok - Opening Remarks; Revision of the Whalefish Genus *Gyrinomimus*; American Society of Ichthyologists & Herpetologists, Los Angeles - Gemfish Genetics and Stock Assessment; Fisheries Research Institute, Cronulla - Gemfish and Ocean Perch Genetics & Stock Assessment; Southeast Trawl Workshop, Cronulla - Gemfish Genetics & Stock Assessment.

Tom Trnski attended the Pre Indo-Pacific Fish Conference Workshop in Maumere, Flores, Indonesia. He was invited as Scientific Adviser, chaired the Larval Fish Biology session and convened a workshop on Larval Fish Techniques.

Mammalogy

Dr Flannery addressed a number of major conferences during the year. He was invited as keynote speaker to the ARAZPA (Australasian region zoos) conference, held in Darwin in April 1994. In May 1994 he gave a paper titled 'Some biological considerations for a human population in Australia' at the Australian Population conference sponsored by the Australian Academy of Sciences. In the same month he gave a paper on palaeoecology of the Riversleigh Conference, held at the University of NSW.

Linda Gibson attended the International Theriological Congress held at the University of NSW in July 1993. This is the largest gathering of mammalogist held in the world.

Linda Gibson gave talks on Australian mammals to a number of community groups. Linda also attended a seminar and conference organised by Greenpeace, on the Antarctic Whale Sanctuary Proposal.

Ornithology

Walter Boles presented a paper to the Riversleigh Symposium in April on the palaeoenvironmental reconstruction of the Tertiary Riversleigh habitat based on fossil birds. In his role as Chair of the Museum's Animal Care and Ethics Committee, he attended the annual meeting of the Australian and New Zealand Council for the Care of Animals in Research and Teaching in October.

APPENDIX P: SENIOR EXECUTIVE SERVICE STAFF PERFORMANCE & REVIEW SYSTEM

A performance Planning and Review System was developed by the Ministry for the Arts in 1991/92, to be used in the performance measurement of the Museum's Senior Executive staff. This program has been continued this year.

There are three SES positions at the Museum - Director, Des Griffin, Deputy Director, Hal Cogger, and Assistant Director, Corporate Services, Geoff McKenzie. There are no female officers in the Senior Executive posts, and the positions are held by the same officers as in 1992/93. The Secretary of the Ministry, Evan Williams, is responsible for the performance review of the Director, which is undertaken half yearly and yearly. The Director's performance agreement is integrated with the Museum's Corporate Strategic Plan.

The Director is responsible for the performance agreements and review of the Deputy Director and Assistant Director Corporate Services. Performance Agreement discussions are undertaken twice yearly - performance measures are related to the implementation of objectives under the Museum's Corporate Strategic plan, as well as the relevant Divisional plans, and are consistent with the Museum's aims and objectives.

APPENDIX Q: COMMITMENT TO SERVICE

Our mission is to increase understanding of our natural environment and cultural heritage and to be a catalyst in changing public attitudes and actions. Research and the maintenance and improvement of collections are central to the achievement of the mission.

We are committed to:

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- Gathering and communicating accurate information and providing activities and services of high quality, supportive of our mission and relevant to the community.
- Ensuring that the Museum's public environment is comfortable and that our staff are friendly, reliable, and respectful of the interests and needs of visitors and other Museum customers.
- Providing visitors and the wider audience with a fair and reasonable opportunity to be heard regarding any aspect of the running of the Museum.
- Providing innovative Public Programs using a variety of media to give entertaining, stimulating and educational experiences.
- Maintain and improving our scientific collections to international standards of documentation, conservation and accessibility.
- Conducting socially relevant research and making the results available to the scientific community through publication in international scientific journals and books, and to the public through our public programs and print and electronic media.

The Australian Museum is open to visitors every day, except Christmas Day, from 9:30am to 5pm.

The major focus for visitors to the Australian Museum is our Public Programs. Our exhibitions and interpretive programs cover an exciting range of Australian natural environment and cultural heritage issues. Information about the Museum's Public Programs is available daily through a recorded message on the Museum Alive Line 0055 29408. Printed material detailing special activities is available at our information desk.

Interpretive programs are provided for specific audiences, such as schools and family groups. Extension programs are targeted at community groups and schools throughout NSW. Bookings and information are available from the Education Division on (02) 339 8163.

Information is also available from staff during business hours and through a 24 hour telephone answering service on (02) 339 8111.

To meet the needs of our clients for information on Australia's natural history and cultural heritage, our "Search and Discover" centre (opening in late November 1994) will ensure a prompt response to all initial enquiries, and will refer complex enquiries to the appropriate staff specialists. Phone inquiries can be made on (02) 339 8111.

In addition, the Research Library, with an extensive and unique collection in natural history and museology and access to online databases, is available to the public during weekdays from 9am to 12.30pm and 1.30pm to 5pm, phone (02) 339 8152. Access to the Archives collection is available through the Library.

We provide commercial consulting services to industry standards in natural history, environmental and cultural heritage, materials conservation, public program development and museum management. Information is available from the Business Services Manager (02) 339 8199.

We provide the opportunity for the hire of Museum spaces, with a full range of services offered, including catering tailored to specific requirements. Enquiries and bookings can be made through the Venue Manager on (02) 339 8182.

Our shop provides a range of quality merchandise which includes specialised products, artifacts and books reflecting our philosophy, interests in the environment, natural history and cultural heritage. This service is provided nationally through our mail order program. Information can be obtained through the Shop Manager (02) 339 8150.

The magazine Australian Natural History (ANH) is published by the Museum and distributed direct to subscribers and is for sale through selected retailers including the Museum shop. The Museum's photo library holds over 25,000 high-quality photographs of Australian birds, mammals, reptiles, frogs and flora. These photographs are available for commercial use and research. Information is available through the ANH Marketing and Sales Manager (02) 339 8331.

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The Australian Museum Society (TAMS) promotes community awareness of and support for the Museum, encouraging interest in natural history, the environment and cultural diversity, and provides opportunities for enjoyable learning. Membership and other enquiries can be made by phoning (02) 339 8225.

We value comments on our performance. These help us to provide superior levels of service to our customers.

Your comments can be written in our visitors' book: we will reply promptly to any relevant complaints accompanied by a name and address.

The Australian Museum is committed to being an exciting and rewarding place to visit...and it should be fun!

APPENDIX R: VISITOR STATISTICS

In the 1993/94 year, the total number of visitors to the Museum was 382,540. Additionally, the Museum in a Box Program and the Museum on the Road had audiences of 77,000 and 782,000 respectively during the last financial year.

APPENDIX Q: RECOMMENDATIONS OF THE ROYAL COMMISSION INTO ABORIGINAL DEATHS IN CUSTODY

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

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

Activities and initiatives in 1993-94 included:

- The Museum is committed to the management, care and conservation of collections of Aboriginal heritage items from NSW and other parts of Australia
- A special program for the training of eight Aboriginal staff in a range of Museum positions began in late 1993, with the assistance of a special grant from NSW DIRETFFE.
- Educational and public programs designed to inform the general public about Aboriginal culture and related issues. These range from semi-permanent exhibition, *Aboriginal Australia*, to special activities and

temporary exhibitions. In 1993, an art competition for Aboriginal children was conducted and displayed at the Museum, together with an exhibition of materials relating to the High Court's Mabo decision.

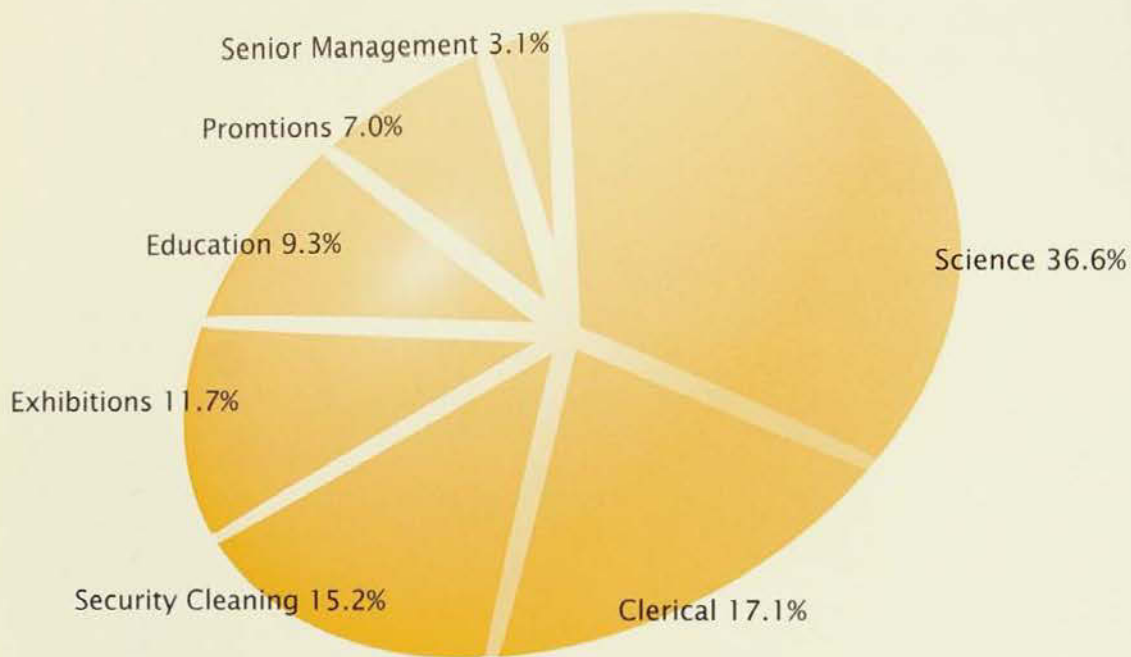
- An outreach program to assist Aboriginal community museums and keeping places in NSW to develop facilities to care for heritage items, and to develop educational projects.
- The repatriation of several heritage items to Aboriginal communities within NSW and in other states. The Museum returned human remains for reburial to several NSW communities.
- An increase in access of Aboriginal people to information about their cultural heritage. The Museum published three catalogues of items in its collections. Four other catalogues are to be produced during 1994-95.

Expenditures for the above programs and activities were as follows:

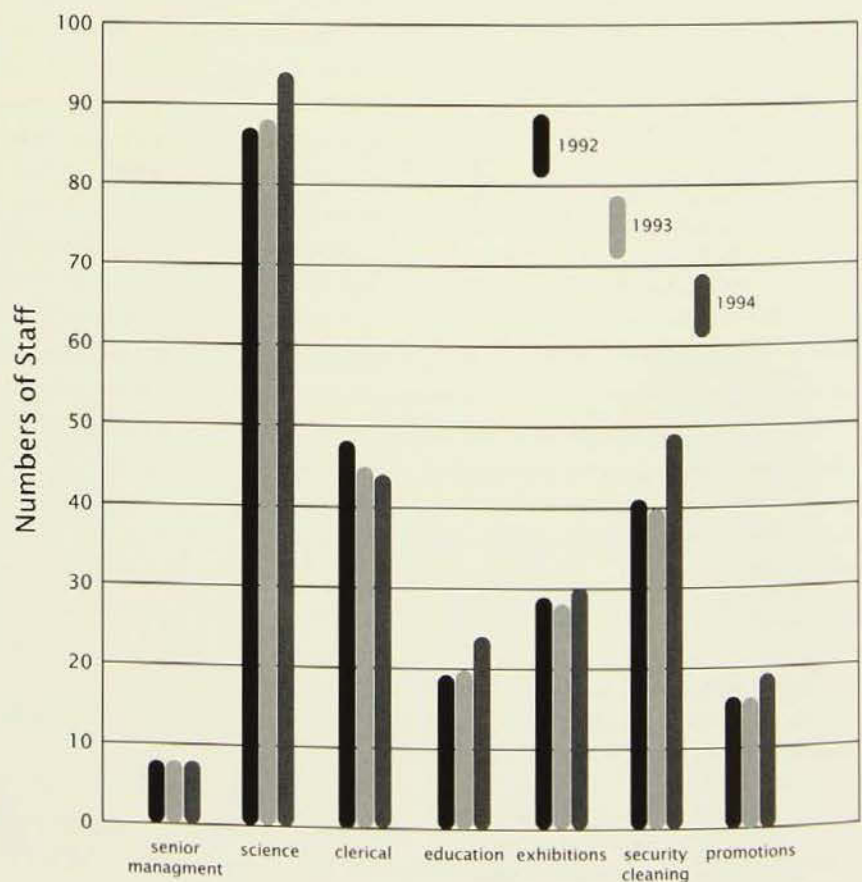
Training: DIRETFFE - \$233,000; Consolidated Revenue funds - \$883,000; Outreach program: ATSIC - \$47,500; Publication subsidies: Misc. sources - \$3,000.

In conjunction with the Ministry for the Arts, the Museum raised with the National Parks & Wildlife Service of NSW the need for an amendment to the National Parks and Wildlife Act under which the Director General of NPWS can place Aboriginal relics found in NSW in the care of the Australian Museum. The Act does not allow the Director General to place these relics in the ownership of relevant Aboriginal people.

staffing percentages 1994



staffing levels 1992-1994



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