



Australian Museum

1997-98 annual report



Australian Museum

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(except Christmas Day)

9.30am to 5.00pm

Admission Charges

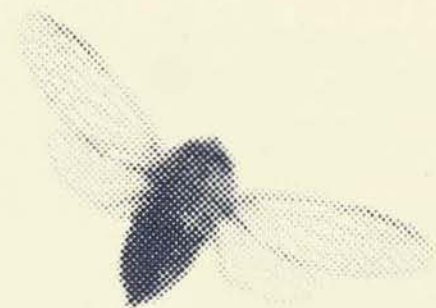
Family \$12, Child \$2,

Adult \$5, Concession \$3

Seniors card holders,

TAMS members and children

under 5 free



Australian Museum

1997-98 annual report



letter of submission

To the Hon Bob Carr MP, Premier, Minister
for the Arts and Minister for Ethnic Affairs

Sir,

In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984*,
and the *Public Finance and Audit Act 1983*, we have pleasure in submitting this
report of the activities of the Australian Museum Trust for the financial year ended
30 June 1998 for presentation to Parliament.

On behalf of the Australian Museum Trust,

A handwritten signature in dark ink, appearing to read 'Mal', with a long horizontal stroke extending to the right.

Mr Malcolm Long
President of the Trust

A handwritten signature in dark ink, appearing to read 'Gary Morgan', with a long horizontal stroke extending to the right.

Dr Gary Morgan
Secretary of the Trust

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mission

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

values

Success in achieving our mission requires that we work in ways which embody values which are important to us and to the people who work in and use the Museum and its services.

These values guide the way we implement strategies and, in some cases, are the values we wish our audiences to share with us.

People

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

Excited Minds

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

Communities

We are committed to developing mutually beneficial partnerships with communities.

Continuous Improvement

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

Diversity

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

Excellence

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

Innovation

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

The Natural and Cultural Environment

Australia's environmental and cultural diversity is extremely important to us and we seek to increase our knowledge of and respect for it and share our understanding with others.

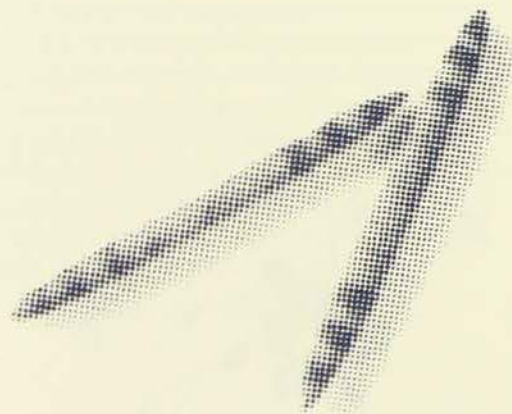
Cultural Respect

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

objectives

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

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



highlights

- The inaugural Premier's Awards for Excellence in the Public Sector in the category of excellence in service delivery, for services to Aboriginal people.
- Increased turnover of nearly 250 per cent for Australian Museum Business Services.
- Over 10,000 visitors attended Open Day on 17 May, the highest number ever recorded.
- An 87 per cent increase in attendances during the July 1997 school holidays and a 78 per cent increase in January 1998.
- A 40 per cent increase in annual visitor attendances.
- A 70 per cent increase in sales in the Museum Shop.
- Design and production of a new Museum-on-the-Road Indigenous Australians exhibition for regional tour.
- Design and production of the *Spiders!* exhibition, which attracted more than 115,000 visitors during its five month showing at the Museum before commencing a record-breaking national tour.
- International attention for studies on fossil arthropods and fishes, colour in animals in the Burgess Shale, and further work at the Jinmium site.
- Finalisation of arrangements for the establishment of a Museum Gallery and shop at Customs House at Circular Quay.
- Development of a new Corporate Strategic Plan for 1998-2001 involving extensive consultation and discussion among all staff.
- Preparations for the opening of the blockbuster exhibition *Life and Death Under the Pharaohs* in July 1998.

premier's message

The Hon Bob Carr MP, Premier

Minister for the Arts and Minister for Ethnic Affairs

At the beginning of the year, my Government provided a tangible endorsement of the Australian Museum's position as one of the world's leading natural history and heritage museums through the announcement of a multi-year program of significant additional funding to support enhanced Museum public programs and scientific research. It is therefore very pleasing to note the significant results achieved by the Museum during the year.

The Museum has actively pursued development of new and innovative exhibitions designed to inform and excite audiences. *Spiders!*, the first touring exhibition to be produced with the enhancement funds, was seen by over 115,000 people in Sydney before commencing an Australian-wide tour, where it is drawing record crowds.

As a result of increased variety in Museum exhibitions, better understanding of audience needs through increased visitor evaluation, and aggressive marketing, annual attendances increased by 40 per cent over the year. With an unprecedented seven major exhibitions in development at the end of the year – including a major new semi-permanent Biodiversity Gallery to be opened in September 1998 – the future looks very exciting.

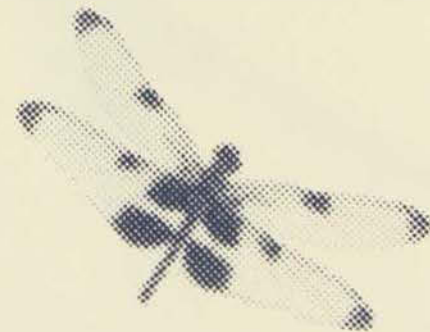
The Museum's enviable reputation as a centre for scientific excellence and innovation was underlined by several publications in the prestigious journal *Nature*, by development of a number of major biodiversity projects with enhancement funding from the Government, and the establishment of a fifth centre of research excellence (for materials conservation and the built environment).

As Minister for the Arts, I strongly support the Museum's continued efforts to develop and promote programs to improve regional communities' access to, and involvement in, Museum activities, and to extend the Museum's reach to regional NSW and beyond. The Museum-on-the-Road travelling exhibitions and Museum-in-a-Box education programs provide important resources to those not able to visit the Museum, once again benefiting hundreds of thousands of people in regional NSW. A new MOTR on *Indigenous Australians* will commence touring to the south coast of NSW in early July. Redevelopment and major expansion in the Museum's website resulted in a tripling of users during the year, including significant numbers from overseas.

I was very pleased to award the inaugural Premier's Awards for Excellence in the Public Service in the category of excellence in service delivery to the Museum for two outstanding programs – the Aboriginal Outreach Program (run by the Museum's Aboriginal Heritage Unit for the past four years and which now includes 25 Aboriginal communities throughout the state) and the Museum's *Indigenous Australians* exhibition. In an exciting new development, the Museum also finalised arrangements to establish a new Indigenous gallery and

shop in the recently refurbished Customs House at Circular Quay. This gallery will provide public access to some of the wonders of the Museum's Indigenous and Pacific Islands collections, and will be the first time the Museum has operated on a permanent basis in a public space beyond its College Street site since its establishment there in 1846.

I congratulate the Australian Museum Trust, the management and the staff for the dedication and imagination shown during the year. I acknowledge here in particular the outstanding contribution of Dr Des Griffin, who retires in September after over 20 years as Director and 32 years at the Museum. The shape and standing of the Museum, both locally and internationally, reflect Dr Griffin's vision, drive and commitment and I wish him well in what no doubt will be a retirement as active as it is long.



president's message

Malcolm Long, President

During the year, the Museum reaped benefits from the efforts of management and staff to refine approaches to exhibitions and community access programs.

As a result of those efforts, the Museum is reaching more people than it has for many years. Attendance at the College Street site was more than a third higher than last year and the Museum's Open Day was the most successful ever. Travelling exhibitions have also done well. Over 260,000 people visited the *More Than Dinosaurs* Museum-On-The-Road exhibition in southern NSW and almost 55,000 students through NSW have used Museum-In-A-Box.

The policy of the Trust has been to encourage the reflection of the scientific and cultural expertise of the Museum in its public presentations. It is gratifying that visitors are responding in increasing numbers to the programs presented by the Museum in this spirit.

Two particular exhibitions reflected the breadth of the Museum's research capacity and its potential for community impact.

The permanent exhibition *Indigenous Australians: Australia's First Peoples* has stimulated important insights into Indigenous Australian culture and experience for many thousands of visitors. The Trust was delighted that this exhibition, in tandem with the Anthropology Division's important Aboriginal Outreach Program, won the inaugural Premier's Awards for Excellence in the Public Sector in the category of excellence in service delivery.

The *Spiders!* exhibition drew on the Museum's extensive, specialist knowledge and specimen collection, and employed some novel presentation technologies, in presenting an excellent scientific installation which attracted over 115,000 visitors.

The Trust maintains its belief that effective, contemporary infrastructure is required for the Museum to maximise its role in the community. The further development of the Museum's Internet web site during the year has resulted in an excellent communications facility with global impact. The redevelopment of the College Street site is another aspect of the Museum's infrastructure strategy, and work continued on redevelopment issues during the year. A highlight of the year was the Museum securing a presence at Customs House at Circular Quay. The Trust believes this presence will be a valuable 'shopfront' for the Museum and the display of its priceless collections of Indigenous art works and artefacts, in an important and lively precinct of the city.

After an extensive consultation and development process, management presented a new Corporate Strategic Plan to the Trust during the year. The plan draws on the notions of people, excited minds, communities, continuous improvement, diversity, excellence, innovation, the natural and cultural environment and cultural respect in order to develop strategies for the Museum. The Trust enthusiastically endorsed the Plan, including specific strategies and monitoring mechanisms which will chart its implementation.

During the year, Professor Brian Low concluded his term as Deputy President and retired from the Trust.

Professor Low was a member of the Trust for almost nine years. His contribution was outstanding and greatly appreciated. Ms Lucy Hughes-Turnbull was elected Deputy President following Professor Low's retirement.

Ms Robyn Holt, after an extremely valuable period on the Trust, was unable to continue due to other commitments. Neither was Dr Tom Forgan, who had been appointed during the year. The Trust thanks both of them. Associate Professor Stephan Schnierer and Professor Judith Kinnear joined the Trust during the year.

Appreciation is extended to The Australian Museum Society, our corporate sponsors and the many volunteers whose efforts support the Museum's activities.

I thank the NSW Government for its ongoing support of the Museum and its work, especially the Premier and Minister for the Arts, Bob Carr, the Minister Assisting, Mr Bob Debus and the Secretary of the Ministry for the Arts, Evan Williams.

The Trust is also grateful for the energy, dedication and expertise demonstrated by Museum staff and management during the year.

Finally, I report that the Museum's Director, Dr Des Griffin, announced during the year that he would be retiring during the second half of 1998. Dr Griffin has made an extraordinary contribution to the Australian Museum, and thinking on museums matters in Australia and internationally. His passion, intelligence and enthusiasm have shaped the development of the Museum and sharpened its impact as a community resource. The Trust extends to Dr Griffin its deep felt respect and gratitude for his distinguished contribution and wishes him the very best for the future.



director's message

Des Griffin AM, Director

In contemplating 22 years as Director, I want to reflect especially on the way we have grown in our approaches to learning, organisational development and information technology.

Leland J. Weber, former Director of the Field Museum in Chicago, said in 1989 that "museums exist to encourage and instil the joy of intellectual and aesthetic discovery". For me, this remains the quintessential statement about museums and their purpose.

A major achievement of recent times is the acceptance of our goal of 'the excited mind'. By expressing an outcome in visitors' terms rather than museum terms, we are well on the way to being more effective communicators. We are committed not only to a better understanding of visitors, but achieving a shared view of learning among Museum staff.

A museum makes a difference when everything it does resonates: its programs, people and advertising and promotion, its image and the visitor expectation. I think we will succeed in a superior fashion if we generate enthusiasm for the excitement of discovery, in what we show, in what we say and how we say it.

Change has occurred without blindly adopting the maxims of contemporary managerialism: staff have not been thrown onto the street simply to reduce costs. We have planned change and concerned ourselves with learning from the experience of others in improving ourselves. We have become visitor responsive without being market driven. This is not a challenge to scholarship and its place in the Museum. The wonderful Museums Australia 1975 report said, "without scholarship a museum becomes a huckster's market". Respect for scholarship is strongly stated in our values.

There has been a great increase in the resources devoted to public programs. The success of exhibitions such as *Indigenous Australians* and *Spiders!*, and the leading edge *search & discover* interactive inquiry centre, is the result of our paying attention to both learning and scholarship. Travelling programs such as Museum-on-the-Road and Museum-in-a-Box have extended our reach into regional areas. We have learned that a varied and rich program of temporary exhibitions makes the greatest difference to visitor numbers (when combined with good publicity and advertising). That requires adequate space and especially risk capital. That is why the Government's decision at the beginning of the financial year to grant us monies to improve our public program is so important for the future.

There are special opportunities for museums through the clever use of information technology. Not by simply producing 'electronic books', but by linking information in ways which allow users to navigate their own course through domains of knowledge.

The way we conduct research has changed to emphasise partnerships, multiple stakeholders and outcomes. Centres of excellence effectively link Museum staff from many divisions in achieving shared outcomes and link the Museum with other organisations with complementary skills and knowledge. At a time when there is such increased focus on the human impact on the natural environment, there is far too little attention to the difference museums can make in the fight to conserve biodiversity, and too much narrow-thinking: strategies for solving the world's problems are seen as a way of getting more money.

I am pleased that, like many museums in Australia, and also the USA and Canada, we have developed much more appropriate practices in forging close relations with Indigenous peoples in the last 10 years. But reflecting the cultural diversity of the community in contemporary collecting activities remains a challenge.

The challenge of improving our financial self-sufficiency has been pursued vigorously. The Museum earns significant income through a range of commercial ventures, sponsorship and admissions. Over the last five years, this has totalled \$34.15 million, an average of 33 per cent of operational revenue.

I think of museums as coalitions of like-minded people in search of a constituency that will value the product more than it has to pay to gain access to it. Like clever politicians, the successful museum knows the utility of the common agenda and vocabulary and shared values. But it knows also that the market is imperfect and that trusted allies are essential. The 'real' experience will give a competitive advantage but the collections and associated scholarship will only be secure into the future when influential constituencies value the past and its lessons.

Museums are organisations like other organisations. Success requires genuine cooperation between executives and trustees, government and museums. Fussing with inputs, processes and efficiencies does not contribute to your ultimate success. But the greatest success for the Museum will come from making a reality the assertion that our greatest asset is the creativity of our staff.

I thank the wonderful colleagues who have supported me, worked with me and walked with me over the last 22 years and I thank the Ministers and Trust Presidents who have supported the risks and the visions, no matter that they sometimes seemed impossible.

corporate strategies

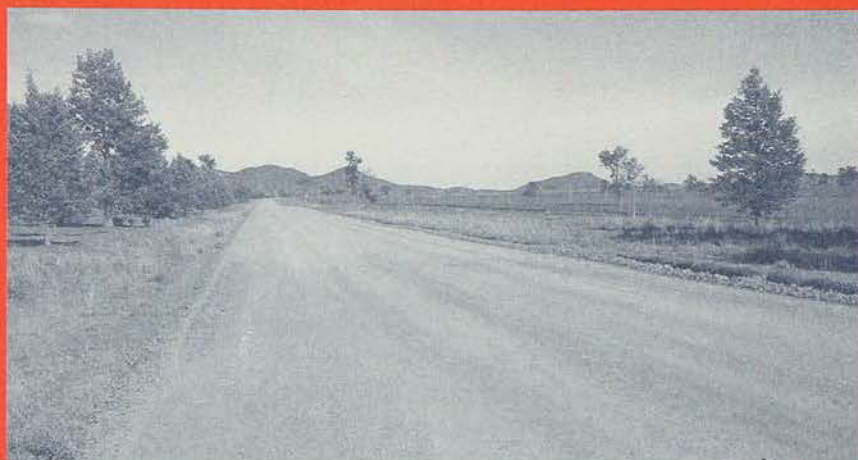


During the year, the Museum engaged in an exciting process to produce a new Corporate Strategic Plan for the period 1998-2001. This process involved extensive consultation and discussion among staff at all levels, and the development of common agreement on the values and objectives guiding the Museum's operations. The process also identified four specific strategies to integrate the Museum's work in a range of areas to ensure we are working effectively towards achieving our objectives. While each strategy is implemented through a range of specific actions with performance indicators to measure progress, all four are closely integrated.

The four strategies developed for the Museum as part of its 1998-2001 Corporate Strategic Plan are:

- access
- the physical experience
- virtual access
- science 2020

This annual report describes the Museum's operations and performance in the context of these four strategies. In future years, the report will focus on the actions and performance indicators identified in the further development of these strategies.





access

The Australian Museum is committed to providing new and improved access to its facilities and collections, not just in terms of physical and virtual access, but also making them more intellectually accessible.

The Museum is also committed to involving regional communities in the development of content, interpretation and design of programs to tour in regional areas.

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

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

highlights

Premier's Awards

The inaugural Premier's Awards for Excellence in the Public Sector in the category of excellence in service delivery was awarded jointly to the Museum's Aboriginal Outreach Program and the *Indigenous Australians: Australia's First Peoples* exhibition. The Outreach Program provides assistance to 25 Aboriginal communities throughout NSW in the development, maintenance and operation of local Aboriginal museums and keeping places.

Publication of *Care of Collections for Aboriginal and Torres Strait Islander Keeping Places and Cultural Centres*
Publication of this manual and associated training programs will help communities to care for objects in their collections and on loan.

Meeting public needs

Museum scientists and other staff are available to answer public inquiries. *search & discover*, the Museum's interactive inquiry centre, provides the resources and staff to help visitors solve their inquiries themselves. *search & discover* staff handled more than 7,000 public inquiries last year, with many more referred to scientific staff and collection managers.

Providing services for students

The Museum assisted more than 57,000 students with visits to exhibitions and staff-run education programs.

Providing services for educators

A number of new and special programs was run for education groups and teachers, including laboratory techniques, Indigenous Australian studies, scientific literacy and learning strategies in science, special events for parents of children attending disadvantaged schools, professional development days for primary teachers focusing on Indigenous Australia, and visits for children from the Sydney Distance Education Centre.

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

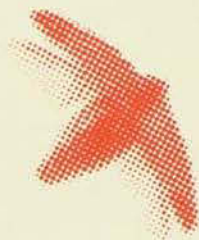
The Museum provided increased access for regional communities with exhibitions and programs such as Museum-on-the-Road, visited by more than 260,000 people throughout NSW.

Museum-in-a-Box programs were used by 55,000 students, with 366 loans to NSW schools and over 1,170 classes using a box. Four new *Bats* boxes and *Life on the Seashore* boxes were completed. Additionally, three Aboriginal studies topics - *Aboriginal Land*, *Aboriginal Art and Performance*, and *Aboriginal Food Technology* - were converted from Compact Disc Interactive to the more widely available CD-Rom.

Community Access and Indigenous Access programs

The Museum's Community Access programs provide community groups with access to the Museum's programming. Five community programs were presented in 1997-98, spanning many issues of cultural diversity in Australia. These included *Retracing the Inbetween* (the diversity of community art programs in south-western Sydney); *Bogcheh (Bundle)* (the contemporary experience of place and displacement by women); *Forbidden Love, Bold Passions* (lesbian love stories 1900-1990); *Peepshow Kinettica* (sculptures reflecting contemporary youth experience).

As part of the Indigenous Access program, several new displays were presented, including *Stolen Lives - Documenting Aboriginal Separation and Survival*, *Tranby College Art Display* and *Aboriginal Studies HSC Art Display*.



Natural history magazine *Nature Australia*

The number of people subscribing to the Museum's award-winning natural history magazine, *Nature Australia*, increased again in 1997-98. The magazine is an important avenue for communicating Museum research in an easily accessible way for a wide audience, supported by beautiful, unique images from the Museum's commercial photographic agency, *Nature Focus*. The agency's images are being used in many new ways, including Telstra phone cards, Australia Post stamps, National Parks and Wildlife Service interpretive signs and NSW Lottery scratch tickets.

The Museum Shop

The Museum Shop had an excellent year, with sales increasing by 70 per cent. The Shop has been repositioned to make it a more integral part of the visitor experience at the Museum, and to satisfy visitor needs for high-quality souvenirs, mementos and books. Products developed for special exhibitions such as *Spiders!* were particularly popular with visitors.

Museum As A Venue

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

The Australian Museum Society (TAMS)

TAMS provides its members with unique access to the Museum, its programs and the flow of ideas and discussion concerning the natural world. TAMS promotes the Australian Museum's work through a range of specialist programs and family events, such as 'behind the scenes' tours, lectures by world-renowned scholars in the *Science Super Series*, the *Earth Alive: Confronting the Challenge of the 21st Century* conference in September 1997, and the spectacular *Fire and Sky* astronomy and volcanoes tour led by Museum staff.

TAMS is a significant contributor to the Museum's development of partnerships with community groups. An example in 1997-98 was the involvement of the British Council and programs supported by the Council's *NewImages* program including events and lectures in conjunction with the *Night Skies: the Art of Deep Space* exhibition.

The TAMS supported radio program, *Talking Science*, celebrated its fifth year in 1998, with a move to Eastside Radio and its better studio facilities. As a weekly program, *Talking Science* now reaches an even wider audience and there are plans to syndicate the program nationally on community radio.

The Society's magazine, *Muse*, was redesigned to meet reader needs for a clearer and more distinctive format.

Touring exhibitions

Tours of Museum exhibitions are important building blocks for greater access to the Museum's research. Major projects included touring exhibitions on topics such as cultural diversity and the Olympics program, as well as commencement of a record-breaking national tour for the Museum-produced *Spiders!* exhibition following its showing at the Museum. The Museum's *Sex: It's Only Natural* exhibition was revised for the Hong Kong Science Museum.

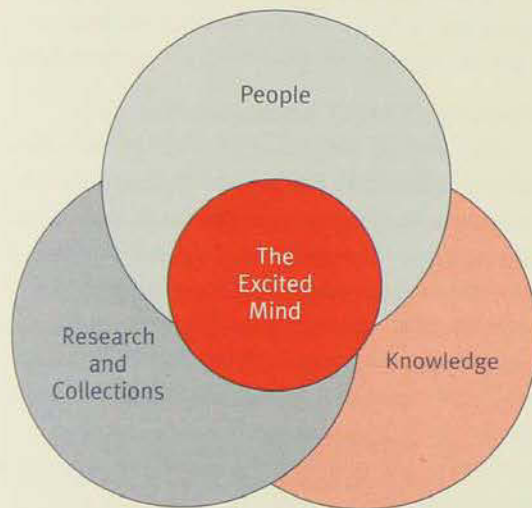
Open Day and School Holiday Programs

The annual Open Day and the July 1997 and January 1998 school holidays were enormously successful. More than 10,000 people visited the Museum on Open Day on 17 May, 1998, the largest number on record. School holiday attendances were also high (previous year's figures being exceeded by 87 per cent in July and 78 per cent in January), reflecting a mix of programs on offer for a range of audiences and a well packaged and targeted promotional campaign relevant to the audience groups.





putting visitors at the centre



This model of the Museum's interactions was produced during the 1997 corporate strategic planning process. It shows the relationships between the elements we consider core for us as a museum: research and collections, knowledge, and people. At the centre is our intended outcome, the Excited Mind, the visitor or user who we can stimulate into finding out more about the natural world through a memorable learning experience at the Museum.

The model puts the visitor at the centre. For us to consider ourselves successful, we must strive to better understand the nature of the transaction between visitors and us, and how we can improve it.

The Museum integrates extensive visitor research with its public (and other) program developments. Research projects provide general information about trends in social and leisure patterns and museum and other cultural institution visiting habits. The results of these research projects are linked with more specific studies on themes and topics, as well as evaluations of learning styles and preferences, and on the effectiveness of specific programs in meeting their objectives.

Evaluation has also contributed significantly to improvements in services to The Australian Museum Society members, and to readers of *Nature Australia* magazine.

Having better knowledge of the specific audiences for programs allows for a more integrated approach to marketing and promotion of our programs. For example, well-targeted promotional strategies contributed to the success of programs as varied in audience appeal as *Thirst*, *Punkulture* and *Spiders!*, as well as the various school holiday and community access programs.

Greater use has also been made of niche marketing opportunities, for example *Punkulture*. Special focus on achieving media coverage and placing advertising in the street press, speciality magazines and on youth radio worked well, with very high attendances during the 1997 July school holiday period, contributing to its success as one of the most successful school holidays periods on record.

the physical experience

The Australian Museum is committed to using values-driven criteria as a principal part of developing and assessing its public programs.

Each program needs to be examined in the following way: does it engender respect for audiences and their needs, and the content; does it astonish the senses and excite the visitor's mind; is it a unique experience?

highlights

Customs House at Circular Quay

The Museum successfully completed negotiations to establish operations in the historic Customs House at Circular Quay. The Museum will occupy the second floor, which will contain several exhibition spaces, with a shop located on the ground floor. Many of the Museum's finest objects of Indigenous Australian and other Indigenous art and culture will be on display. The Museum's second floor operations will be known as *The Djamu Gallery*. Djamu means 'I am here' in the language of the Eora people, the original inhabitants of the Sydney region. Development of exhibitions to meet the special conditions of this exciting new site presented a challenge to Museum designers.

Programs in 1997-98

A contributing factor in the Museum's success in 1997-98 was the range of public programs presented: a rich and varied agenda with something for every taste. Development of the program reflected comprehensive visitor research and effective forward planning. Visitor research over several years has contributed to a better understanding of those features of our public programs which best meet visitor needs for comfort, access to information, levels of interactivity, and hands-on and sensory experiences.

1997-98 Public Programs

<i>Kaleidoscope of Life</i>	6/6/97-27/7/97
<i>Gargantuans from the Garden</i>	14/6/97-12/10/97
<i>Djalkiri Wanga</i>	21/6/97-3/8/97
<i>Punkulture</i>	28/6/97-10/8/97
<i>Night Skies</i>	4/7/97-10/8/97
<i>Retracing the Inbetween</i>	16/8/97-9/11/97
<i>Carnivale</i>	18/8/97-23/11/97
<i>Bogcheh</i>	1/9/97-12/10/97
<i>Shadows in the Dust</i>	6/9/97-30/11/97
<i>Painting the Land Story</i>	12/9/97-24/11/97
<i>Tranby College Art Display</i>	22/11/97-21/2/98
<i>Aboriginal Studies HSC Display</i>	13/11/97-20/11/97
<i>Spiders</i>	22/11/97-3/5/98
<i>Australia Day</i>	26/1/98
<i>Wildlife Photographer of the Year</i>	3/1/98-15/3/98
<i>Forbidden Love, Bold Passions</i>	7/2/98-29/3/98
<i>Barddi'wanga: From the String</i>	28/2/98-26/4/98

<i>Thirst</i>	10/4/98-8/6/98
<i>Stolen Lives: Documenting</i>	
<i>Aboriginal Separation and Survival</i>	16/5/98-30/6/98
<i>Open Day</i>	17/5/98
<i>Peepshow Kinettica</i>	17/6/98-23/8/98

Museums - life-long learning and curiosity

In order to make the goal of creating excited minds a reality, the Museum has begun a focused research project on the way people use museums to satisfy their curiosity about the natural world. The Corporate Strategic Plan identifies the importance of developing shared understandings of the way people learn, and specifically, how museums can best facilitate that learning. As a result of this research project, we will gain new insights into the ways we can make Museum experiences memorable, and reinforce the role of the Museum as a resource for life-long learning.

Development of public spaces

A contributing factor in exciting minds will be the impact of the Museum's public spaces. An important element in the Corporate Strategic Plan is developing a better understanding of the most effective visitor orientation strategies and creating spaces which are unique, astonishing and memorable experiences for visitors.

Physical Conditions

Strategies were set in place to improve promotional publications for Museum services and to improve guide maps and orientation for non-English speaking visitors. Orientation and directional signs within the Museum were renewed.

The Museum's theatrette was completely renovated and updated, with improved comfort and technical capabilities.

Work began on consolidating guidelines relating to the physical fabric of the building and special security, and cleaning and other operational requirements for exhibitions. A draft heritage policy to be used as a ready reference for staff involved in preparing exhibitions and other public events was prepared for discussion.

A three-year plan for improvement of the environmental conditions of the public spaces and galleries in the Museum's heritage building was prepared as part of our capital works program.

As part of its ongoing energy management plan, the Museum further reduced its energy consumption, saving 1400 tonnes per annum of carbon dioxide from power stations.



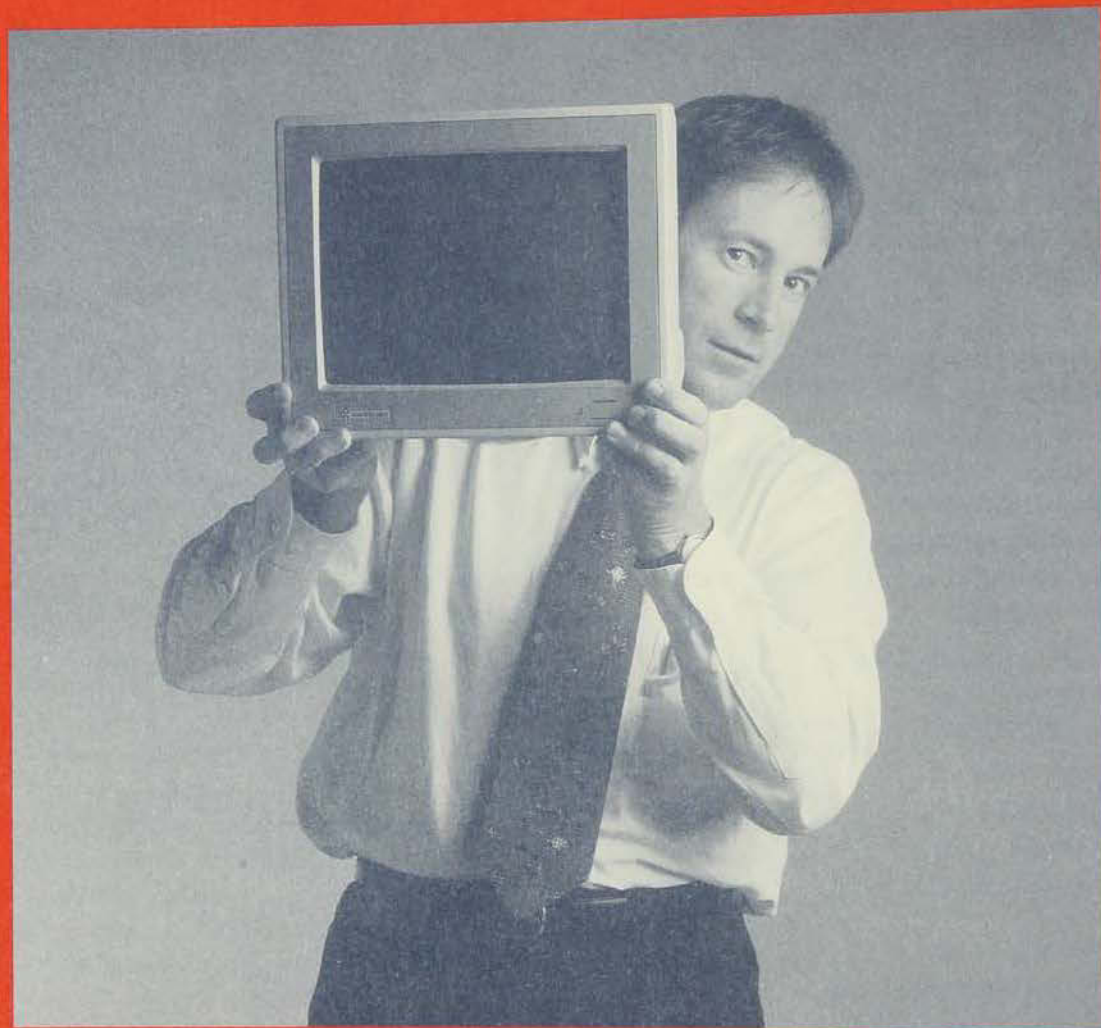
spiders!

One of the highlights of 1997-98 was the success of the *Spiders!* exhibition which attracted more than 115,000 visitors during its five month showing before going on a record-breaking national tour. *Spiders!* was developed completely in-house, and demonstrated the benefits of effective integration of the four strategies underpinning the 1998-2001 Corporate Strategic Plan.

Effective front-end evaluation of spiders as an exhibition topic gave clear information about the sort of content, stories and interpretation visitors needed to make it a valued learning experience. Highlights of the exhibition for visitors included a 'Spider Lab' (an interactive hands-on centre within the exhibition which allowed visitors unique access to spider specimens and the approaches scientists use in studying spiders), live specimens, including large tarantulas

imported from South America, and a mixture of interpretive strategies designed to give visitors access to the information they wanted in ways that suited their needs.

An integrated approach to publicity incorporating television, radio, newspaper and suburban press coverage sustained interest in *Spiders!* over its entire exhibition period, and contributed to the consistently high numbers attending the exhibition.



virtual access

The Australian Museum recognises that communications technology will be a powerful tool for reaching out to current and new audiences.

Through careful evaluation and development of the way people use technology to obtain access to the Museum, we will seek to develop tailored programs which effectively meet specific needs and provide unique, enjoyable learning and social experiences. Technology will also enable the Museum to play a larger role in linking people in discussion and exploration of biological and cultural diversity.

highlights

Television/media coverage

Science staff were involved in several television documentaries during the year, including the BBC Horizon program *Out of Asia*, which reported the results of archaeological work at Jinmium in the Northern Territory. Staff were also interviewed about their research on two episodes of the ABC's *Quantum*.

The ABC began production of a major documentary series based on the book *The Future Eaters* by Dr Tim Flannery, a Principal Research Scientist at the Museum.

The inaugural *Earth Alive* festival, a joint venture between the Museum's Centre for Biodiversity and Conservation Research, The Australian Museum Society and the Community Biodiversity Network was held in September. A highlight of the festival was a public forum on the challenges to biodiversity in the future, subsequently broadcast on the ABC's Science Show.

Access to collections

Over the last few years, the Museum has been progressively making its collection databases available electronically, with the images and information being sought by researchers, and the simply curious. Special funding from the Government under the Biodiversity Enhancement program has enabled the collection management systems to be effectively networked for internal users. Databases were established for the palaeontology (fossils), malacology (molluscs) and entomology (insects) collections, and the crustacean, worm, echinoderm and other marine invertebrates databases were amalgamated.

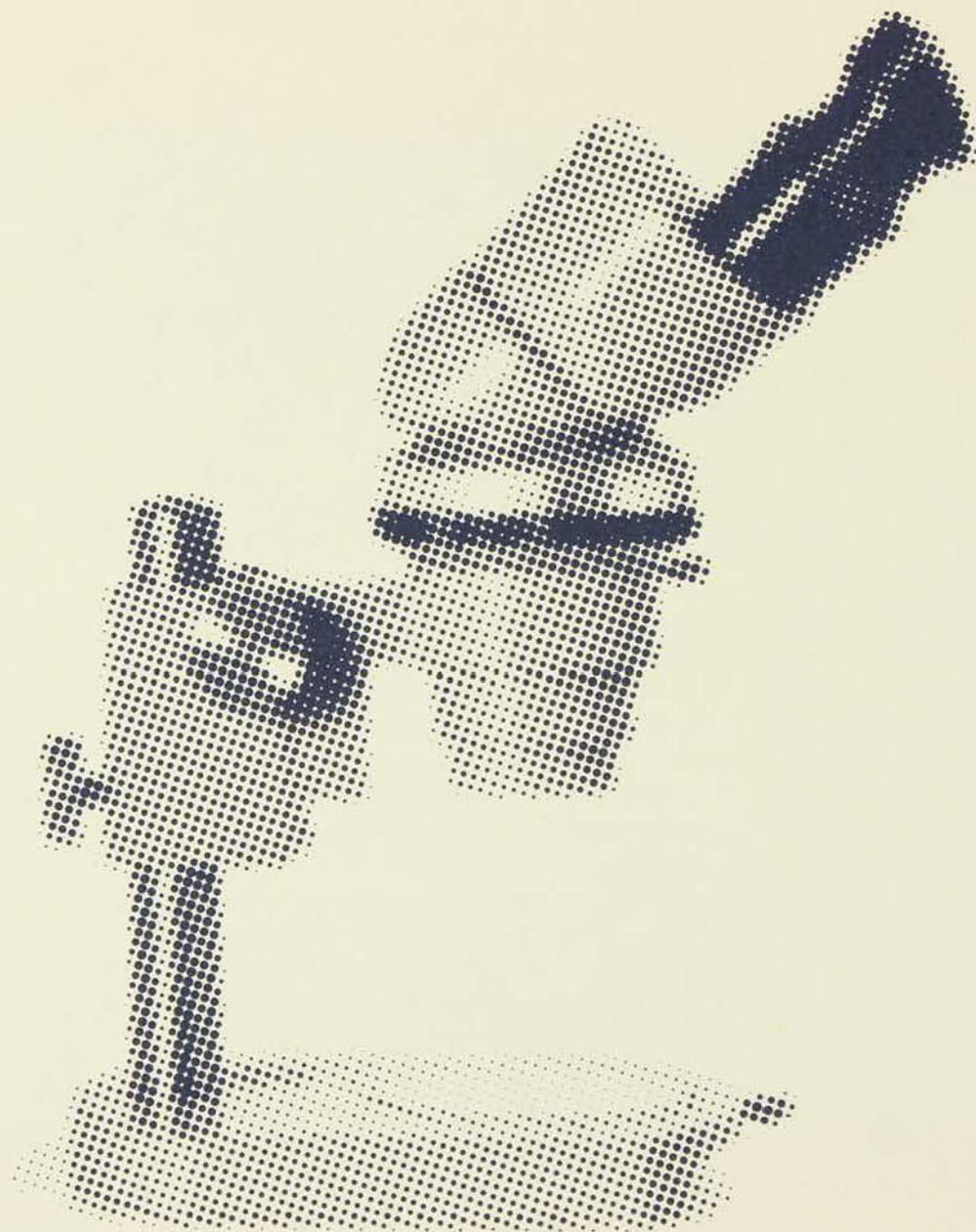
A prototype database was developed for the photographic archives, and is currently being evaluated. A bibliographic database of every scientific paper published by the Australian Museum will become available to the public through the Museum's website during the next year.

Website development

The Museum's website (www.austmus.gov.au) was redesigned and is now, we believe, one of the best museum sites on the web. The number of users nearly tripled during the year, with over 18,000 user sessions being recorded for May 1998. The Museum's collection of fish types (providing access to more than 4,000 type lots) and the Albert Chapman Mineral Collection (offering over 700 images) were made available on the website.

Research on strategies for making the web a learning facility are underway. Museum-produced interactives on the Albert Chapman Mineral Collection database and Biodiversity were developed for use on the web, and a pilot study was undertaken on how visitors to *search & discover* use the web.

A site to provide visitors with information on Pharaohs and ancient Egypt was launched to support the tour of *Life and Death Under the Pharaohs*.



science 2020

Scientific research at the Australian Museum is about ideas: discovering and communicating new knowledge and insights into the world and the way it works.

This is coordinated through five research centres which reflect the diversity of our expertise and collections: Geodiversity; People and Place; Biodiversity and Conservation; Evolution; and Materials Conservation and the Built Environment. The last is a new Centre established during the year in recognition of a further area of research in which the Museum can make a difference.

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

highlights

Policy Advice

The Museum played an extremely active role in providing advice and submissions on a variety of government planning and policy processes. This is an important aspect to extending the reach of our scientific knowledge, and channels Museum expertise into processes that can have a direct impact on the lives of many thousands of people. The Museum made significant submissions to reviews of Commonwealth environmental legislation, the Aboriginal and Torres Strait Islander Heritage Protection Act, the draft Commonwealth Oceans Policy, the Joint Select Committee of State Parliament on endangered species legislation, draft ASTEC guidelines on Ethics of Research in Protected and Sensitive Areas, the Hawkesbury Nepean Fish Habitat Management Plan and draft Plans of Management for NSW national parks.

Media coverage

The Museum's high profile scientific research resulted in publication of several papers in the prestigious international journal *Nature*. These included palaeontological studies on terrestrial arthropods (joint-legged land animals) of the ancient supercontinent of Gondwana; studies on a group of fossil fishes that may be the closest ancestors of the tetrapods (four-legged land animals); and further archaeological work at the now famous Jinnium site.

Research which identified the existence and impact of colour in animals of the famous Burgess Shale, some of the oldest life forms known, attracted considerable scientific and media attention both in Australia and overseas.

Eureka Prizes

1997 was a landmark year for the Eureka Prizes, which are coordinated and administered by the Museum on behalf of all sponsors. Incorporation of the Michael Daley Awards for science, technology and engineering journalism sponsored by the Department of Industry, Science and Tourism, and creation of a new Eureka Prize for Environmental Education sponsored by the NSW Environment Protection Authority, resulted in a record 10 Prizes worth \$78,000. This growth in the number, value and scope of the Eureka Prizes confirms their position as the pre-eminent national science awards, acknowledging and rewarding outstanding achievements in Australian scientific and environmental research, science communication and journalism, and the promotion of science.

Partnerships

Memoranda of Understanding were signed between the Museum and the National Museum and Art Gallery of Papua New Guinea, and the Centre for Cross-Cultural Research at the Australian National University to facilitate collaboration, joint research and public programs.



Training of undergraduate and postgraduate students in phylogenetic techniques continued this year, involving several Museum staff members. A biosystematics course has been developed in conjunction with the University of New England, involving both undergraduate and postgraduate programs.

Research

The Museum undertook a range of innovative research programs, including:

- archaeological work around Port Jackson, at Cuddie Springs (NSW) and on Garua Island (Papua New Guinea); dating of Northern Territory cupule rock markings; dating of quaternary megafaunal sites; using ancient plant fossils to interpret the function of stone tools; and the role of stone artefacts in plant processing
- the continuation of dating work on the Jinmium site in the Northern Territory, with the aim of refining the currently diverse ages obtained by different dating methods. A new People and Place project on Aboriginal story boards commenced, looking at the social context of the production, exchange and use of wooden objects with figurative designs
- a study of Australian and Asian gemstones, involving substantial support from the Gubelin Laboratory in Lucerne, Switzerland, the results of which were presented at the International Gemmological Conference in Germany
- a project on landmark volcanoes of eastern Australia with the Geological Survey of NSW, which is providing revisions to the ages of volcanic landforms and changing maps and conceptions on the evolution of landscape in eastern Australia
- research projects on aspects of Australia's unique fauna, including studies of early arthropod evolution, particularly of the strange and diverse trilobites, and of the evolution of centipedes using sequential DNA and morphological features
- publication of *Arthropod Fossils and Phylogeny* by Museum staff, drawing on the rich fish fossil deposits of NSW and Queensland which have yielded invaluable information on the evolution of armoured and lobe-finned fishes. These include the nearest ancestors to terrestrial four-legged animals
- the evolutionary relationships and speciation of molluscs, with a major work on the molecular phylogeny of gastropods (snails) completed and submitted for publication. Attention is being directed to freshwater and terrestrial gastropods that are frequently threatened by changes to their habitat. Studies of molluscan faunas of mound springs continue to provide valuable insights into the process of speciation in isolated habitats
- studies on the biodiversity and evolutionary relationships of worms and crustaceans, major invertebrates in aquatic systems, which revealed the remarkable diversity of these groups in Australian waters. These studies have also expanded into work on the introduction of exotic species to Australian waters in ballast water and as fouling organisms of ships
- analyses of freshwater phreatoicid isopod ('frier tucks') relationships, deep-sea isopod diversity and the amphipods of the Gulf of Mexico
- studies on the systematics of flies, spiders and mites, and the development of an interactive key on CD-ROM to a large group of Australian mites
- studies of deepwater biodiversity and the evolutionary relationships of gobies and flatheads. Studies on larval fish behaviour are illustrating the processes of recruitment on reefs - vitally important information for the proper management of fish stocks
- discovery of a four-million-year-old budgerigar as part of the ongoing studies of fossil birds
- research on mammals has included investigation into the extinction of Australia's remarkable megafauna and the dispersion of mammals in Indonesia

- research into biogeography - the study of why species occur where they do - including a project addressing whether the distributions of certain groups of invertebrates with very small ranges reflect ancient geographic patterns
- the establishment of a Spatial Systems Research Unit to plot and analyse distributions of species against environmental variables
- research on passive climate control, designed to provide insights into management of a building's internal climate with much reduced overheads and energy consumption
- participation in conservation studies at Mawson's Hut in Antarctica
- drafting of a recovery plan for the Green and Golden Bell Frog, and participation in a re-introduction program releasing tadpoles into suitable habitats in the Sydney region
- the discovery of 112 Australasian species new to science was published in the Australian Museum scientific publications during the year
- acquisition and commissioning of a new digital scanning electron microscope from State Government enhancement funds, and a DNA sequencer, increasing fourfold the number of sequence analyses possible at any given time.

An active and growing part of Museum research is focussed on the ecological aspects of biodiversity, to supplement the Museum's research on the description and assessment of biodiversity and the processes that have an impact on it.

- State Government enhancement funds have been provided to support the 'hotspots' project (studying narrow range endemic species and how to best include them in protected areas), and the habitat networks project (analysing the distribution of invertebrates across landscape gradients, the impacts of habitat corridors on fauna and the relationship between biodiversity and remnant natural habitats)
- the study of genetic criteria as a variable for selecting protected areas
- studies of the biology and ecology of marine amphipods (small crustaceans) inhabiting beaches; the distribution of arthropods on tree trunks in New England mountain areas; the impact of pasture treatments on invertebrates; and the impact of land clearance on bird populations in the wheatbelt of NSW.



The Other 99%

The Museum organised an important conference *The Other 99%: the conservation and biodiversity of invertebrates*, held at the Museum in December.

Lizard Island Research Station

Fifty-three research projects were conducted by some 160 visiting researchers at the Museum's Lizard Island Research Station on the Great Barrier Reef. About 30 per cent of these projects was conducted by overseas workers. Scientific research concentrated on the ecology of commercially valuable reef fishes and the behaviour of reef fishes just prior to settlement. Results of these studies will assist fisheries managers in making decisions based on sound scientific evidence.

The Lizard Island Research Station was used by a record number of national and international film makers and professional photographers during the year.

The Australian Museum Business Services (AMBS)

AMBS undertook major ecological projects, including the monitoring of the Experimental Environmental Flow Strategy for the Hawkesbury-Nepean River commissioned by Sydney Water, and an investigation of the use of overpasses by arboreal marsupials commissioned by the RTA.

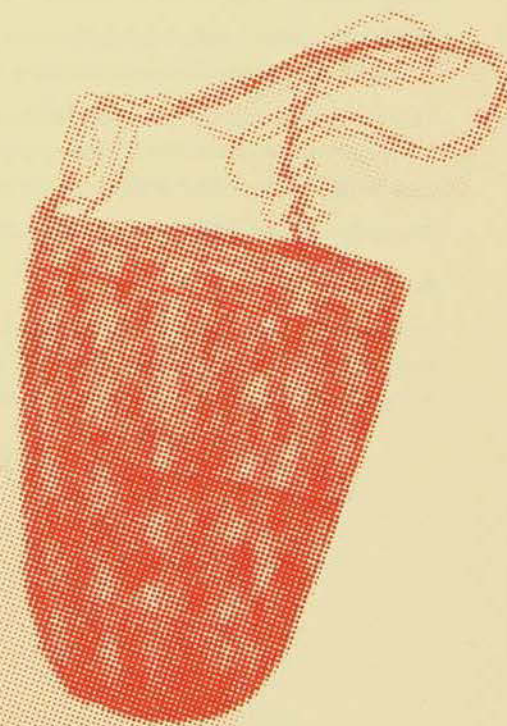
financial statements

financial review of the year

The results for 1997/98 were extremely positive, following on from a difficult year in 1996/97. Significantly improved performance was achieved across the Museum. Admissions to the Museum rose by 78 % in visitor numbers (432,000 compared to 243,000 in 1996/97) and 100 % in dollar terms (\$1,279,000 compared to \$625,000 in 1996/97), due largely to the success of two Australian Museum developed exhibitions - *Gargantuans* and *Spiders!* Shop sales were also higher (\$786,000 compared to \$479,000 in 1996/97), reflecting increased numbers and a better range of items. AMBS, the Museum's consulting service, expanded its areas of activities to include fresh water ecology and exhibition development and touring.

At the start of the year, improved controls were introduced on expenditure. The introduction of a new Financial Management System for 1998/99 will also lead to greater accuracy and timeliness of financial reporting and a stronger emphasis on strategic financial planning.

At the start of the financial year the Museum received significant capital funding (\$5,236,000) to improve its public spaces, public programs, buildings and infrastructure. The positive impact of this funding was already evident during the year, with higher attendances, more attractive environments and the ability to forward plan major program developments.





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 1998. The Trust is responsible for the financial report consisting of the statement of financial position, operating statement, statement of cash flows and summary of compliance with financial directives, together with the notes thereto, and the information contained therein. My responsibility is to express an opinion on the financial report to Members of the New South Wales Parliament and Members of the Trust based on my audit as required by sections 34 and 41C(1) of the *Public Finance and Audit Act 1983*. My responsibility does not extend here to an assessment of the assumptions used in formulating budget figures disclosed in the financial report.

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

In addition, other legislative requirements which could have an impact on the Australian Museum Trust financial report have been reviewed on a cyclical basis. For this year, the requirements examined comprise: Compliance with Treasurer's Directions in respect of usage of fuel cards, credit cards and cash advances.

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

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

Audit Opinion

In my opinion, the financial report of the Australian Museum Trust complies with sections 41B and 41BA of the Act and presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements the financial position of the Trust as at 30 June 1998 and the results of its operations and its cash flows for the year then ended.

P.J. BOULOUS, CA
PRINCIPAL AUDITOR

(duly authorised by the Auditor-General of New South Wales
under Section 45F(1A) of the Act)

australian museum trust
statement in accordance with section 41c(1c)
of the public finance and audit act, 1983

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

- (a) The financial statements and notes thereon exhibit a true and fair view of the financial position and transactions for the year ended 30 June 1998.
- (b) The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements, the requirements of the *Public Finance and Audit Act 1983*, *Public Finance and Audit (General) Regulations 1995*, and the *Financial Reporting Code for Budget Dependent Agencies*.
- (c) There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.



Mr Malcolm Long
President of the Trust



Dr Gary Morgan
Secretary of the Trust

australian museum
operating statement
for the year ended 30 june 1998

	Notes	Actual 1998 \$'000	Budget 1998 \$'000	Actual 1997 \$'000
Expenses				
Operating Expenses				
Employee related	3 (a)	13,586	13,860	13,855
Other operating expenses	3 (b)	9,880	6,679	7,159
Maintenance	3 (c)	1,279	2,631	1,110
Depreciation	3 (d)	1,402	1,190	1,493
Grants and subsidies	3 (e)	45	41	50
Finance costs	3 (f)	-	-	13
Other expenses		-	-	12
Total Expenses		26,192	24,401	23,692
Less:				
Retained Revenue				
Sale of goods and services	4	6,931	4,253	4,683
Investment Income	5	50	-	5
Grants and contributions	6,7	1,984	1,292	960
Total Retained Revenue		8,965	5,545	5,648
Gain/(Loss) on disposal of non-current assets	8	(226)		
NET COST OF SERVICES	20(b)	17,453	18,856	18,044
Government Contributions				
Recurrent appropriation		14,656	15,042	15,370
Capital appropriation		5,236	5,236	2,350
Acceptance by Crown Transactions	9	1,505	1,485	1,424
Entirety of employee entitlements and other liabilities				
Total Government Contributions		21,397	21,763	19,144
Surplus for the year		3,944	2,907	1,100

The accompanying notes form part of these Financial Statements.

australian museum trust
statement of financial position
as at 30 june 1998

	Notes	Actual 1998 \$'000	Budget 1998 \$'000	Actual 1997 \$'000
ASSETS				
Current Assets				
Cash		67	225	160
Investments	11 (a)	2,280	102	102
Receivables	11 (b)	899	258	233
Inventories	11 (c)	178	125	125
Total Current Assets		3,424	710	620
Non-Current Assets				
Land and Buildings	12(a)	193,221	132,711	132,711
Plant & Equipment, and Exhibitions	12(a)	15,858	7,515	5,089
Total Non-Current Assets		209,079	140,226	137,800
TOTAL ASSETS		212,503	140,936	138,420
LIABILITIES				
Current Liabilities				
Accounts Payable	13 (a)	59	1,185	1,285
Borrowings	13 (b)	368	-	-
Employee Entitlements	13 (c)	1,382	1,265	1,265
Total Current Liabilities		1,809	2,450	2,550
Total Liabilities		1,809	2,450	2,550
Net Assets		210,694	138,486	135,870
EQUITY				
Reserves	14	202,750	131,870	131,870
Accumulated funds	14	7,944	6,616	4,000
Total Equity		210,694	138,486	135,870

The accompanying notes form part of these Financial Statements.

australian museum trust

statement of cash flows

for the year ended 30 june 1998

	Notes	Actual 1998 \$'000	Budget 1998 \$'000	Actual 1997 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(12,382)	(12,375)	(12,321)
Grants and subsidies		(45)	(41)	(50)
Finance costs		-	-	(13)
Other		(12,188)	(9,410)	(7,985)
Total Payments		(24,615)	(21,826)	(20,369)
Receipts				
Sale of goods and services		6,265	4,228	4,759
Interest received		50	-	5
Other		1,734	1,292	960
Total Receipts		8,049	5,520	5,724
Cash Flows From Government				
Recurrent Appropriation		14,656	14,764	15,370
Capital Appropriation		5,236	5,137	2,350
New/(Repayment) of Loans from Treasury		-	(100)	(100)
Cash reimbursements from the Crown Transactions Entity		418	186	-
Net Cash Flows from Government		20,310	19,987	17,620
NET CASH FLOWS ON OPERATING ACTIVITIES	19(b)	3,744	3,681	2,975
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchases of property, plant and equipment		(2,027)	(3,616)	(2,966)
Proceeds from sale of property, plant and equipment		-	-	-
Proceeds from sale of investments		(2,178)	-	(31)
Other		-	-	5
NET CASH FLOWS ON INVESTING ACTIVITIES		(4,205)	(3,616)	(2,992)
NET (DECREASE) / INCREASE IN CASH		(461)	65	(17)
Opening cash and cash equivalents		160	160	177
CLOSING CASH AND CASH EQUIVALENTS	10	(301)	225	160

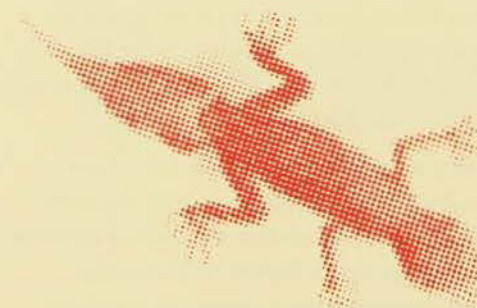
The accompanying notes form part of these Financial Statements

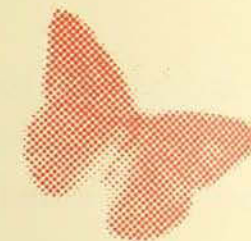
	Actual Appropriations			Estimated Expenditure**			
	Original 1998 \$'000	Revised 1998 \$'000	1998 \$'000		Original 1997 \$'000	Revised 1997 \$'000	1997 \$'000
Recurrent Appropriations*	15,042	14,656	14,656		14,582	15,370	15,370
Capital Appropriations	5,236	5,236	5,236		1,700	2,350	2,350
Total Appropriations (includes transfer payments)	20,278	19,892	19,892		16,282	17,720	17,720

Variances between the original appropriation and the revised capital appropriation were due to the repayment of \$250,000 to the Ministry for the Arts and \$247,000 to NSW Treasury. Insurance savings of \$34,000 were imposed on the Museum and \$145,000 was received to cover wage increases associated with the Public Sector award increases.

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

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





1 summary of significant accounting policies

(a) The Museum Trust Reporting Entity

The Australian Museum Trust comprises all the operating activities and entities under its control.

These entities include The Australian Museum Society, Australian Museum Foundation and the Lizard Island Research Station. It also encompasses funds that are restricted for specified purposes by the grantor or donor, but are nevertheless controlled by the Trust.

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

(b) Basis of Accounting

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

Where there are inconsistencies between the above requirements the legislative provisions have prevailed. Statements of Accounting Concepts are used as guidance in the absence of applicable Australian Accounting Standards, Urgent Issues Group Consensus Views and legislative requirements.

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

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

(c) Parliamentary Appropriations and Contributions from Other Bodies

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

(d) Employee Entitlements

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

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

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

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

(ii) Long Service Leave and Superannuation

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

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

The superannuation expense for the financial year is determined by using the formulae specified by Treasury Circular TC97/08. The expense for certain superannuation schemes (ie. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (ie State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

(e) Insurance

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

(f) Acquisition of Assets

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

(g) Plant and Equipment

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

(h) Revaluation of Physical Non-Current Assets

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

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

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

(i) Depreciation

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

The Museum believes that the life of the Museum's Heritage buildings (Sydney) is indeterminate but conservatively estimate that the useful life of the buildings as a Museum would be in excess of 200 years provided that the buildings are subject to normal maintenance.

Therefore the annual depreciation expense to be applied to the building is determined to be immaterial.

The other buildings at the Sydney site are divided into Major buildings that are depreciated over their estimated life of 80 years and Minor buildings over their estimated life of forty years.

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

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

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

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

(j) Cash

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

2 budget review

(k) Receivables

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

(m) Investments

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

(n) Inventories

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

(o) Trade Creditors and Accruals

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

Net Cost of Services

The actual net cost of services for 1997/98 was \$1,153,000 less than the Treasury Budget Paper, (\$879,000 more in 1996/97). Budget variances were due to:

- the Budget figures as published in the Treasurers budget papers 1997/98 were subsequently reviewed and varied to reflect more up to date information and budget decisions by the Trust
- employee related expenses were strongly monitored and this resulted in reduced costs
- sales of Good and services improved substantially due to improved trading conditions and exhibitions, which attracted increased attendances.

Assets and Liabilities

During the year a revaluation of the buildings occupying the Sydney site and those on Lizard Island was conducted. The Sydney site buildings were revalued to \$175,329,398 (an increase of \$59,329,398) and the Lizard Island buildings were revalued to \$3,102,486 (an increase of \$2,261,486).

The major capitalisation of exhibits was the *Spiders!* exhibition \$322,247 and the Indigenous 'Museum on the Road' \$113,444.

Cash Flows

Cash flows improved substantially on 1996/97. This was assisted by increased attendances, improved performance from trading operations and the winning of a number of major contracts by Australian Museum Business Services.



3 expenses

	1997/98 \$'000	1996/97 \$'000
(a) Employee related expenses		
Comprised the following specific items:		
Salaries and wages (including recreation leave)	11,205	11,396
Superannuation entitlements	1,014	1,132
Payroll tax and fringe benefit tax	814	842
Long Service leave	387	292
Workers compensation insurance	157	184
Other	9	9
	13,586	13,855
(b) Other operating expenses		
Comprised the following items:		
Audit Remuneration	33	32
Bad and doubtful debts	7	4
Rental Expense	400	284
Freight	29	94
Motor Vehicles	53	78
Advertising and Promotional	717	835
Electricity	320	379
Insurance	320	333
Postal and Telephone	282	285
Working Expenses	3,048	1,920
Printing	32	230
Maintenance Contracts	59	129
Other	-	10
Grants	993	987
Trading: Shop	473	322
TAMS	203	-
Australian Natural History	332	422
Special Exhibits	164	82
Commercialisation Project	2,015	307
Research Facilities	400	426
	9,880	7,159

Notes to and forming part of the Financial Statements for the year ended 30 June, 1998.

3 expenses (cont)

	1997/98 \$'000	1996/97 \$'000
(c) Maintenance		
Comprised the following items:		
Repairs and Routine Maintenance	1,279	1,110
	1,279	1,110
(d) Depreciation		
Depreciation was charged as follows:		
Buildings	-	34
Exhibitions	972	1,027
Plant and Equipment	430	432
	1,402	1,493
(e) Grants and Subsidies		
Grants and subsidies were as follows:		
Visiting Fellowships	34	39
Post Graduate Research Grants	11	11
	45	50
(f) Finance Costs		
Finance costs were charged as follows:		
Interest on Loan	-	13

4 sale of goods and services

Sale of Goods and Services comprised:		
Sales - Shop Trading operations (note 4(a))	786	479
The Australian Museum Society (note 4(b))	342	292
Other Trading (note 4(c))	5,803	3,912
	6,931	4,683

4 sale of goods and services (cont)

	1997/98 \$'000	1996/97 \$'000
(a) Shop Trading Operations		
Sales	786	479
Less: Cost of Sales		
Opening Stock	125	130
Purchases	473	293
	598	423
Less: Closing Stock	178	125
Cost of Goods Sold	420	298
Gross Profit	366	181

Direct salaries and wages of \$149,073 (\$148,771 in 1996/97) and measurable overheads of \$42,629 (\$29,007 in 1996/97) 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. Expenditure mentioned above is included in the appropriate expense item in the Operating Statement.

Revenue		
Subscriptions	223	224
Functions	112	64
Donations	3	3
Other	4	1
	342	292
Expenditure		
Salaries	135	113
Working Expenses	194	198
Depreciation	9	3
	338	314
Net (Loss)/Revenue	4	(22)

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

Notes to and forming part of the Financial Statements for the year ended 30 June, 1998.

4 sale of goods and services (cont)

	1997/98 \$'000	1996/97 \$'000
(c) Trading Operations - Other		
Revenue from Other Trading operations comprised:		
Australian Natural History Magazine	492	561
Gallery Revenue	1,279	625
Special exhibits - Touring	80	165
Commercialisation Projects	2,977	1,614
Restaurant Activities	33	68
Venue Hire	203	208
Research Facilities - Lizard Island	531	466
Nature Focus Photographic Agency	179	162
Miscellaneous	29	43
	5,803	3,912

5 investment income

Revenue from investments comprised:

Interest	50	5
----------	----	---

6 grants and contributions

Revenue from Grants and Contributions comprised:

Scientific Research - Federal Government Grants	512	480
Scientific Research - State Government Grants	227	95
Other Grants	345	248
Foundation - Donations	653	128
Other	247	9
	1,984	960

7 conditions on contributions and restricted assets

1997/98
\$'000

1996/97
\$'000

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

Scientific Research - Federal Government Grants	187	208
Scientific Research - State Government Grants	230	219
Other Grants	394	328
	811	755

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

8 gain/(loss) on sale of non-current assets

Gain/ (Loss) on disposal of exhibits		
Proceeds from Sale	-	-
Written down value of assets sold	(226)	-
Gain / (loss) on sale of non current assets	(226)	-

9 acceptance by crown transactions entity of employee entitlements and other liabilities

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

Superannuation	1,060	1,059
Long Service Leave	372	292
Payroll Tax on Superannuation	73	73
	1,505	1,424

10 cash and cash equivalents

	1997/98 \$'000	1996/97 \$'000
Cash at Bank	49	150
Cash on Hand	18	10
Bank Overdraft	(368)	
	(301)	160

11 current assets

(a) Investments

Investments recorded at cost comprised:

Bank Term Deposits	2,280	102
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Investments are brought to account at cost. The face value was \$2,279,865 as at 30 June 1998 (\$101,873 as at 30/6/97).

(b) Receivables

At an aggregate value of \$898,633 was recorded at balance date and comprised:

Trade Debtors	799	231
Accrued Revenue Payments	111	7
	910	238
Less Provision for Doubtful Debts	11	5
	899	233
The Trade Debtors are aged:		
Less than 30 days	410	110
30 to 59 days	202	72
60 to 89 days	76	23
90 to 120 days	74	3
120 and over	37	23
	799	231

(c) Inventories

The value recorded at 30 June 1998 of \$178,267 (\$124,793 as at 30/6/97) represented stock in trade held in the Museum's shop outlets and finished goods. All stock are considered current assets.

12 non-current assets

	Land \$'000	Buildings \$'000	Plant & Equip \$'000	Exhibits \$'000	Total \$'000
(a) Summary of Property, Plant and Equipment					
Cost					
At July 1, 1997	-	1,004	3,826	7,279	12,109
Additions	-	-	989	1,038	2,027
Disposals	-	-	(533)	-	(533)
At June 30, 1998	-	1,004	4,282	8,317	13,603
Valuation					
At July 1, 1997	15,870	116,000	-	-	131,870
Increments	-	61,591	10,370	-	71,961
Decrements	-	-	-	-	-
At June 30, 1998	15,870	177,591	10,370	-	203,831
Cost and Valuation	15,870	178,595	14,652	8,317	217,434
Depreciation					
At July 1, 1997	-	163	2,190	3,826	6,179
Charge for year	-	1,081	430	972	2,483
Disposals	-	-	(307)	-	(307)
At June 30, 1998	-	1,244	2,313	4,798	8,355
Net Book Value					
At June 30, 1998	15,870	177,351	12,339	3,519	209,079
At June 30, 1997	15,870	116,841	1,636	3,453	137,800

Notes to and forming part of the Financial Statements for the year ended 30 June, 1998.

	1997/98 Land \$'000	1997/98 Buildings \$'000	Total \$'000	Total \$'000 1996/97
(b) Land and Buildings				
The value recorded in the Statement of Financial Position covers the following Trust Property:				
Museum Property - College and William Street, Sydney (at valuation)	10,000	175,492	185,492	10,000
Museum Property - Yurong and William Street, Sydney (at valuation)	5,870	-	5,870	5,870
Museum Buildings - At above listed properties	-	-	-	116,000
Lizard Island Research Station Buildings (at cost)	-	3,103	3,103	1,004
Less Accumulated Depreciation	-	(1,244)	(1,244)	(163)
	15,870	177,351	193,221	132,711

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

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland Government for a twenty five year period terminating in 1998 at a nominal annual rental. A depreciation charge of \$33,655 against operations was brought to account in 1996/97, based on the assumption that the lease will be extended.

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

	1997/98 \$'000	1996/97 \$'000
(c) Plant and Equipment		
The book values are summarised as follows:		
Book value at 1 July	1,636	1,344
Net Additions/Deletions	456	724
Revaluation	10,370	-
	12,462	2,068
Less Depreciation	123	432
Book Value at 30 June	12,339	1,636

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.

	1997/98 \$'000	1996/97 \$'000
Book value of Exhibitions operational at 1 July	3,453	2,405
Capitalisation of Exhibitions developed	1,038	2,075
	4,491	4,480
Less Depreciation to Operating Statement		
Book value of Exhibitions at 30 June	972	1,027
	3,519	3,453

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

• Birds Gallery • Insects Gallery • Mineral Gallery • Reptile Area

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

(e) Collections, Specimen and Other Acquisitions

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

	\$'000
1993/94	35
1994/95	79
1995/96	35
1996/97	13
1997/98	1

Expenditure mentioned above is included in the Operating Statement in the relevant year of purchase. The nature, size, quantity and quality of the collections held by the Museum is wide ranging. The Museum collection is currently divided into the following subgroups:

• Anthropology • Entomology (including Arachnology) • Herpetology • Ichthyology • Malacology • Mammals • Marine Invertebrates (including Crustacea, Polychaetes)
Minerals • Ornithology • Palaeontology • Photographic • Research Library • Tissue Collection

13 current liabilities

	1997/98 \$'000	1996/97 \$'000
a) Accounts Payable		
Creditors	59	1,285
b) Borrowings		
Bank Overdraft	368	-
The bank overdraft is represented by unpresented cheques at 30 June 1998. The bank account at all times remained positive and was monitored daily to ensure that adequate funds were available at all times.		
c) Employee Entitlements		
Recreation leave	1,215	1,150
Accrued salaries and wages	167	115
Balance 30 June	1,382	1,265

14 changes in equity

	Accumulated Funds		Asset Revaluation		Total Equity	
	1997/8 \$'000	1996/7 \$'000	1997/8 \$'000	1996/7 \$'000	1997/8 \$'000	1996/7 \$'000
Balance at the beginning of the financial year	4,000	2,900	131,870	120,870	135,870	123,770
Surplus/(deficit) for the year	3,944	1,100	-	-	3,944	1,100
Increment/decrement on revaluation of:						
Buildings and improvements	-	-	60,510	11,000	60,510	11,000
Plant and Equipment	-	-	10,370	-	10,370	-
Balance at the end of the financial year	7,944	4,000	202,750	131,870	210,694	135,870

15 commitments for expenditure

a) Other expenditure commitments

Purchase orders for goods and services contracted for at 30 June 1998 not otherwise accounted for in the Statement of Financial Position totalled \$1,115,947 (\$386,377 at 30 June 1997) of which \$898,507 (\$72,820 at 30 June 1997) represents capital commitments. All commitments are likely to fall due not later than one year.

b) Operating lease commitments

The Trust has forward commitments for lease rentals with respect to two properties it occupies as lessee. The aggregate lease expenditure contracted for at 30 June 1998 (subject to adjustments) comprises:

	1997/98 \$'000	1996/97 \$'000
Not later than 1 year	72	222
Later than 1 year & not later than 2 years	72	72
Later than 2 years & not later than 5 years	-	72
Later than 5 years	-	-
	144	366

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

16 material assistance provided at no cost to the museum

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

- Volunteer Services
- Industrial Relations from the Department of Industrial Relations
- Donation of objects for the Collections.

17 audit fee

The fee for the audit of the Museum's accounts and records, by the Audit Office of New South Wales was \$33,150 (\$32,500 in 1996/97). No other benefits were provided/paid in respect of the audit. Internal audit was provided by the Internal Audit Bureau and paid by the Ministry for the Arts.

18 members fee 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.

19 contingent liabilities

The Trust was not aware of any contingent liability relevant to its functions as at 30 June 1998.

Notes to and forming part of the Financial Statements for the year ended 30 June, 1998.

20 note to statement of cash flows

a) Reconciliation to Cash

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

	1997/98 \$'000	1996/97 \$'000
Cash on hand	18	10
Salary Advance account	15	15
Lizard Island Advance account	10	10
Trust operating account	(366)	100
The Australian Museum Society accounts	24	24
Peter Rankin Memorial fund	(2)	1
	(301)	160

b) Reconciliation of net cash flows from operating activities to net cost of services

Net cash used on operating activities	(3,744)	(2,975)
Depreciation	1,402	1,493
Acceptance by State of Museum liabilities	1,505	1,424
Increase/(decrease) in Provisions	117	188
Decrease/(increase) in Receivables	(667)	76
Loss on Disposal of Plant & Equipment	226	-
Decrease/(increase) in Inventory	(53)	-
Repayment of Loan from Treasury	-	(100)
Increase/(decrease) in Creditors	(1,225)	218
Government Recurrent Allocation	14,656	15,370
Government Capital Allocation	5,236	2,350
Net cost of services	17,453	18,044

c) Bank Overdraft facility

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

21 investments

Investments are on deposit 'at call' with the Commonwealth Bank of Australia. The interest rate for the duration of the investment has been 4.50% based on average daily deposits payable quarterly.

22 year 2000 date change

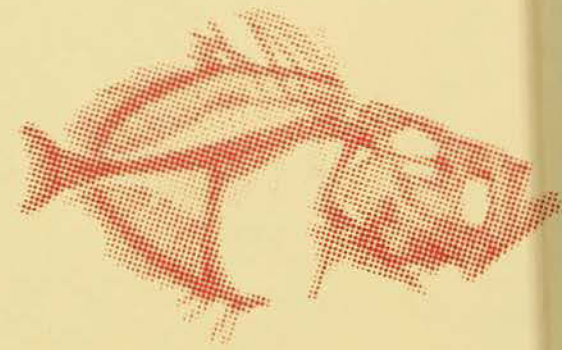
The Australian Museum is investigating if and to what extent the date change from 1999 to 2000 may affect its activities. The Museum has established a program to help ensure that the impact of the transition to the year 2000 on the Australian Museum and its customers is minimised by seeking to ensure that its significant/core computer hardware, software and/or systems are year 2000 compliant. The Australian Museum does not expect its activities to be significantly impacted by the date change.

23 program information

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

Notes to and forming part of the Financial Statements for the year ended 30 June, 1998.

END OF AUDITED FINANCIAL STATEMENTS



appendices

corporate governance

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

The Trust may establish committees (section 8(7)) and has formed the following Committees to assist it in the exercise of its duties: Program Committee, Finance Audit and Review Committee, Site Development Committee. These committees also meet regularly, generally in the fortnight prior to the Trust meeting.

australian museum trust

The Australian Museum Trust consists of nine Trustees appointed by the Governor on the nomination of the Minister. A Trustee is appointed for three years but is eligible for reappointment. A Trustee is not to hold office for four consecutive terms. The President of the Trust 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 the first of January of the year following that in which the appointment is made.

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

Trust Profiles

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

Professor Brian Low is Deputy Vice Chancellor (Academic) at the University of Technology, Sydney. He was born and educated in Queensland and has worked as a secondary school teacher in Queensland, and as an academic staff member in universities in NSW. His research interests are in the areas of mathematical reasoning, the education of mathematics teachers, and education policy. Professor Low joined the Museum Trust in January 1990 and was elected Deputy President in February 1996. He retired from the Trust in December 1997 at the end of his third consecutive term.

Ms Robyn Holt is the CEO of Sanofi Beaute Australia, a French company whose brands include Yves Saint Laurent, Oscar de la Renta and Van Cleff & Arpels. Robyn was the head of Yves Saint Laurent in Australia for five years and is now responsible for all Sanofi Divisions in Australia. She began her career in the stockholding industry and has worked in journalism and film design. She was editor of *Vogue Living* magazine for eight years and wrote a children's book *Let's Do It Together - Build a Cubby*. Robyn was appointed to the Australian Museum Trust in January 1993 and resigned in August 1997.

Ms Lucy Hughes-Turnbull holds a Bachelor's degree in law and an MBA from Sydney and NSW universities respectively. She has worked as a solicitor and investment banker since 1986, specialising in commercial, corporate, insolvency and trade practices law. In investment banking, she has worked in the corporate advisory area, mostly in investment evaluation and financial statement analysis. She is Chair of the Sydney Childrens' Hospital Appeal, and a director of the Sydney Childrens' Hospital Foundation Ltd. She is also a director of several companies, including Turnbull and Partners Holdings Ltd. She joined the Australian Museum Trust in January 1995, and was elected Deputy President in January 1998.

Mr Aden Ridgeway is a member of the Gumbayngirr Aboriginal people of Northern NSW. He is Executive Director of the NSW Aboriginal Land Council. He has extensive experience in issues concerning Aboriginal perspectives of land management, cultural property, Aboriginal land rights and community planning. He has been an Assessor (Aboriginal) at the NSW Land and Environment Court. He is a former member of the Sydney Regional ATSIC Council and a member of the Geographical Names Board of NSW. He convenes the Trust Committee for Indigenous Issues. He joined the Trust in January 1993.



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

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

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

Associate Professor Stephan Schnierer is Director of the College of Indigenous Australian Peoples at the Southern Cross University, Lismore. He holds a Master of Science in marine biology and has experience in teaching and consulting in aquaculture and fisheries management. He has worked with Indigenous communities in issues relating to the environment and resource management, Indigenous knowledge systems and cultural heritage. He is an Indigenous Australian and joined the Trust in January 1998.

Dr Tom Forgan joined the Trust in October 1997. As CEO of the Australian Technology Park, Sydney Ltd, he is responsible for the development and operation of a world class centre for advancing research and development in Australia, and through the ATP's links to TAFE and three Sydney universities, for promoting employment opportunities for young Australians in advanced technology industries. Dr Forgan resigned from the Trust in May 1998.

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

Trust Attendances

There were six meetings of the Australian Museum Trust in 1997-98. Attendances were as follows:

Mr Malcolm Long, President (6)
Professor Brian Low, Deputy President (3) - retired
Mr Aden Ridgeway (4)
Associate Professor Margaret Rose (6)
Ms Lucy Hughes-Turnbull (4)
Professor Judith Kinnear (3)
Associate Professor Stephan Schnierer (2)
Dr Tom Forgan (2) - retired
Ms Deeta Colvin (4)
Professor John Whitehouse (5)

Trust Committees (as at 30 June 1998)

Financial Audit and Review Committee

Professor John Whitehouse (Chair), Ms Lucy Hughes-Turnbull, Professor Judith Kinnear, Vanessa Hudson

Program Committee

Associate Professor Margaret Rose, (Chair), Mr Aden Ridgeway, Ms Lucy Hughes-Turnbull, Associate Professor Stephan Schnierer, Ms Deeta Colvin

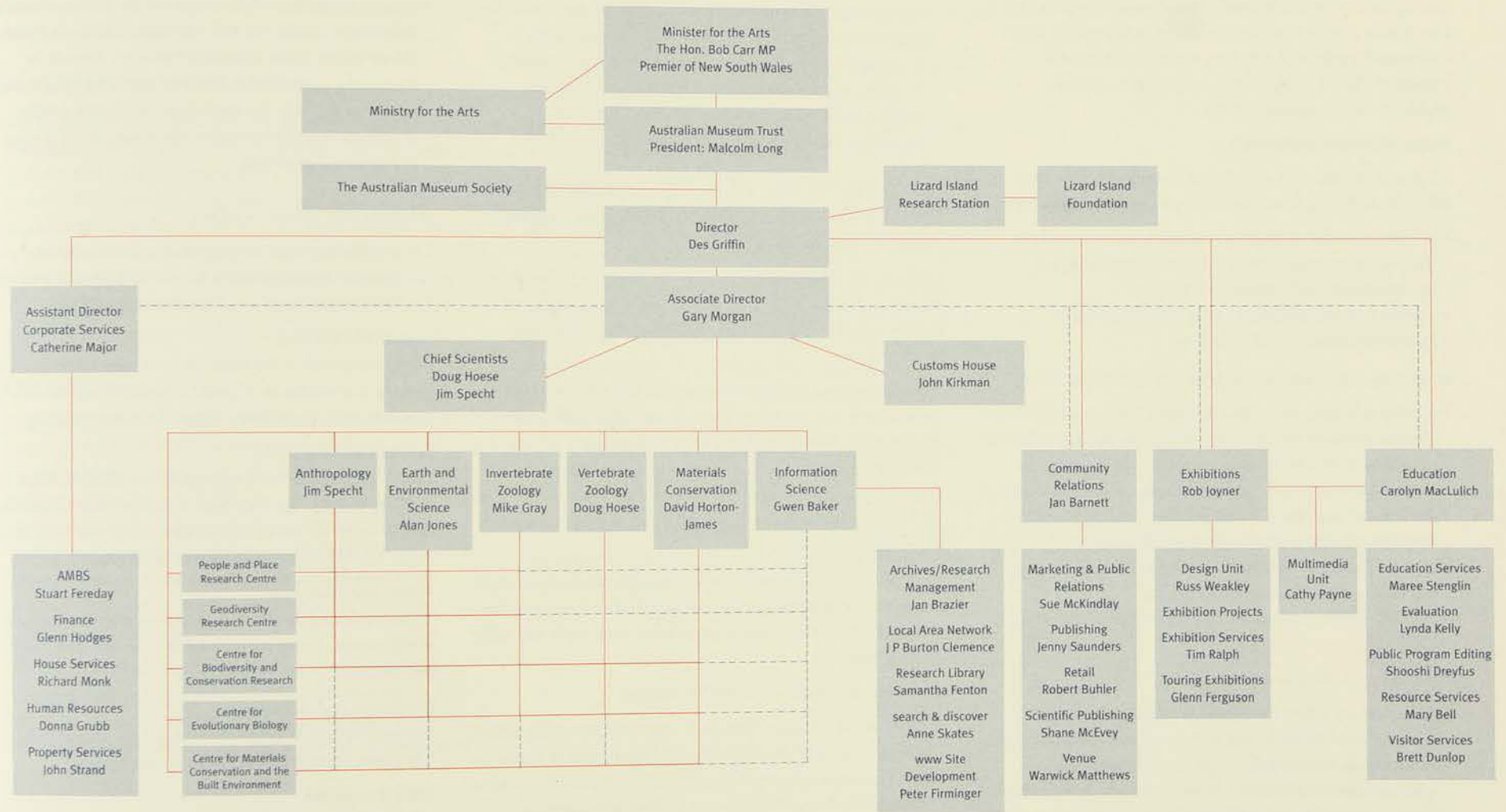
Site Development Committee

Mr Malcolm Long, Dr Tom Forgan

Indigenous Peoples Committee

Mr Aden Ridgeway (Chair), Museum staff seconded as appropriate

management structure



ethnic affairs priorities statement

The Australian Museum is strongly committed to the principles underpinning cultural diversity. The Museum completed its first Ethnic Affairs Priorities Statement in September 1997 following the release in that year of the Government's statement *The arts and cultural diversity: principles for multicultural arts support in NSW*.

Future Strategies and Initiatives

As part of the Museum's Corporate Strategic Plan for 1998-2001, the following two major strategies have been developed:

- provide experiences which excite and stimulate people to find out more about, and to act in ways which respect, environmental and cultural diversity
- provide new and improved access to the Museum's knowledge, facilities and collection.

In addition, the Museum's strategies for 1998/99 include:

- develop and implement organisational programs which ensure that the values of the Museum's Corporate Strategic Plan are upheld by staff. These values include cultural respect, the natural and cultural environment, communities and diversity
- develop and implement communication, multi-cultural and language training programs for front-of-house staff
- increase the use of multilingual information such as maps and information sheets and text panels
- improve customer access to Museum staff with multilingual abilities.

Progress and Achievements in 1997-8:

- the temporary exhibition *Boghcheh (Bundle)*. This was a series of installations by and about women of diverse cultural backgrounds exploring the experience of movement, migration and displacement. It was developed by Samiramis Ziyeh, Community Arts Officer of the Fairfield Community Arts Network and presented as part of the Museum's Carnivale 1997 program.

- the temporary exhibition *Retracing the Inbetween*, a selection of community projects from the south-west Sydney region, was coordinated by Mira Martic of Liverpool Migrant Resource Centre, and curated by Jay Johnston. This program included a large demonstration/performance component which encouraged Museum visitors to meet community members
- the Museum provided cross-cultural training through modules included in Customer Service Courses and Supervisor/Management Courses for all Museum staff.

implementation of recommendations of the royal commission into aboriginal deaths in custody

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

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

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

Activities and initiatives in 1997-8 included:

- development of a new Aboriginal employment strategy which has attracted joint funding from the Department of Education and Training to employ three Aboriginal trainees in the areas of Customs House, Exhibitions and Corporate Services

- formal recognition of the success of the Museum's previous Aboriginal employment strategy by the awarding of the Aboriginal Employment Award from DEET
- formal recognition of the success of the Museum's *Indigenous Australians* exhibition and Aboriginal Outreach Program by the awarding of the inaugural Premier's Awards for Excellence in the Public Sector in the category of excellence in service delivery, for services to Aboriginal people
- development of a Museum-on-the-Road exhibit dealing with Indigenous Australians.

disability plan report

The Australian Museum aims to provide access and employment opportunities to people with disabilities through the implementation of our Disability Strategic Plan.

Access and Parking

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

Services and Facilities

There are disabled toilet and public telephone facilities. Lighting and signage have been improved and the information desk lowered for easier access. Hand rails have been installed in many exhibitions to assist special needs groups.

Tours and Education

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

Brochures and Education

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

Staff Awareness

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

Employment

The Museum employs a total of 23 people identified as having a physical disability. This represents eight per cent of employees (compared with 18 people – 5.5 per cent of employees – in the previous period).

senior executive service (ses)

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

human resources

Programs have been developed by Human Resource Services to extend access to career paths for existing staff and new recruits. Major programs instigated include providing temporary staff with permanent status, providing a work experience program to intellectually disabled people, orienting the learning and development program towards an emphasis on the Museum's values, concentrating on specific skill development and progressively restructuring the organisation to meet the challenges of the future.

Twenty-six staff members who held temporary employment status have been granted permanency under temporary legislation. This has enabled the Museum to provide security to staff without going through the costly exercise of recruitment.

In conjunction with Network Job Services, Human Resource Services is providing work experience to intellectually disabled people seeking to enter the work force. The work experience is available on a regular basis and is currently being shared by two clients from Network Job Services. The work experience provides intellectually disabled people with an opportunity to gain practical experience in an office environment.

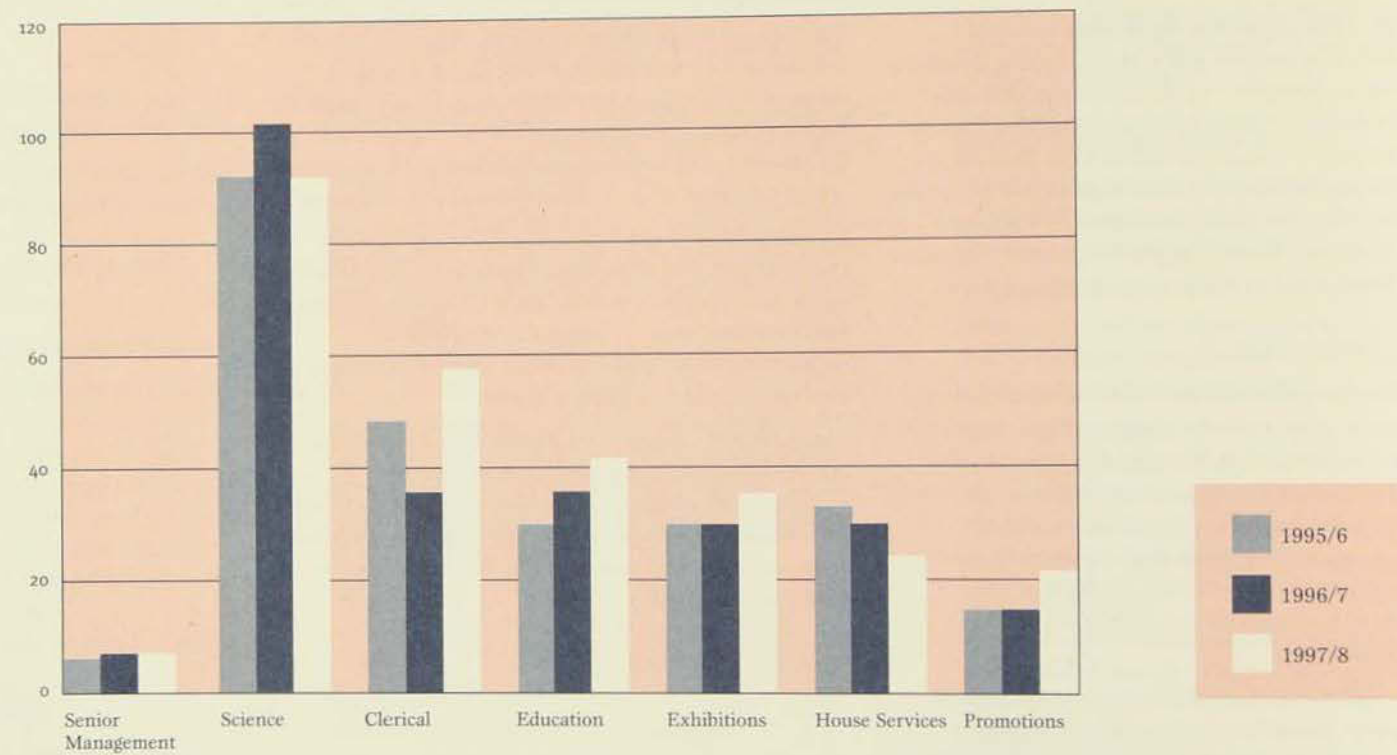
The Learning and Development program is devised each six months and aims to provide staff with skill development opportunities. The focus for 1997/8 was on Manual Handling, Customer Service, Middle Management Development and Springboard to Management. Software training was also provided covering the areas of Excel, Word, PowerPoint and Texpress.

Job evaluation is an ongoing program within the Museum. During 1997/8, over 30 positions have been evaluated using the OCR job evaluation method. These evaluations are assisting with the formation of a structure that recognises the responsibilities and scope of positions and ensuring that an equitable remuneration policy is applied.

During 1998/9, a comprehensive policy framework will be developed focussing on organisation development, recruitment and selection, succession planning and work and job redesign. Negotiations are currently underway towards the development and implementation of a revised performance management program.



australian museum staff percentages



equal employment opportunity

table 1 percent of total staff by level

Subgroup as Percent of Total Staff at each Level									
Level	Staff Total (Number)	Staff responding to EEO data form (Respondents)	Men	Women	Aboriginal & Torres Strait Islander People	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
< \$23,339	4	100 %	50 %	50 %	0.0 %	100 %	100 %	0 %	0.0 %
\$23,339 - \$34,269	83	55 %	48 %	52 %	6.0 %	11 %	6 %	10 %	1.2 %
\$34,270 - \$43,366	70	47 %	41 %	59 %	1.4 %	13 %	11 %	13 %	0.0 %
\$43,367 - \$56,080	90	41 %	56 %	44 %	2.2 %	10 %	8 %	3 %	0.0 %
> \$56,080 (non SES)	32	69 %	81 %	19 %	0.0 %	6 %	3 %	9 %	3.1 %
SES	3	67 %	67 %	33 %	0.0 %	0 %	0 %	0 %	0.0 %
Total	282	52 %	52 %	47 %	2.8 %	12 %	9 %	8 %	0.7 %
Subgroup totals		146	146	133	8	33	25	23	2

table 2 percent of total staff by employment basis

Subgroup as Percent of Total Staff in each Employment Category									
Employment Basis	Staff Total (Number)	Staff responding to EEO data form (Respondents)	Men	Women	Aboriginal & Torres Strait Islander People	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent full-time	184	45 %	63 %	37 %	2.7 %	14 %	11 %	10 %	1.1 %
part-time	23	78 %	13 %	87 %	4.3 %	13 %	13 %	0 %	0.0 %
Temporary full-time	49	37 %	42 %	58 %	0.0 %	5 %	2 %	5 %	0.0 %
part-time	23	91 %	17 %	83 %	4.3 %	9 %	4 %	9 %	0.0 %
Senior Executive Service	3	67 %	67 %	33 %	0.0 %	0 %	0 %	0 %	0.0 %
Casual	98	0 %	47 %	53 %	0.0 %	8 %	0 %	0 %	0.0 %
Other									
Total	380	38 %	50 %	50 %	1.8 %	11 %	7 %	6 %	0.5 %
Subgroup totals		146	191	189	8	41	25	23	2

freedom of information statistics

Note: Sections C, D, E, F, G, H and I of the reporting forms relating to the *NSW Freedom of Information Act 1989* are not applicable to the Museum during the period.

NSW Freedom of Information Act 1989

Section A: Numbers of new FOI requests - Information relating to numbers of new FOI requests received, those processed and those incomplete from the previous period.

	Personal	Other	Total
FOI requests			
A1 New (including transferred in)	0		0
A2 Brought forward	1		1
A3 Total to be processed	1		1
A4 Completed	1		1
A5 Transferred out	0		0
A6 Withdrawn	0		0
A7 Total processed	1		1
A8 Unfinished (carried forward)	0		0

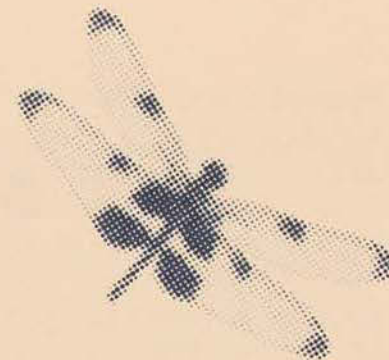
Section B: What happened to completed requests? (Completed requests are those on line A4)

Result of FOI request	
B1 Granted in full	
B2 Granted in part	1
B3 Refused	
B4 Deferred	
B5 Completed	1

Note: The figures on line B5 should be the same as the corresponding ones on A4.

Section J: Days to process - Number of completed requests (A4), by calendar days (elapsed time) taken to process.

Elapsed time	
J1 0 - 21 days	
J2 22 - 35 days	
J3 Over 35 days	1
J4 Totals	1



Section K: Days to process - Number of completed requests (A4) by calendar days (elapsed time) taken to process.

	Personal	Other	Total
Elapsed time			
K1 0 - 10 hours			
K2 11 - 20 hours			
K3 21 - 40 hours			
K4 Over 40 hours	1		
K5 Totals	1		

Section L: Reviews and Appeals - number finalised during the period.

L1 Number of internal reviews finalised	
L2 Number of Ombudsman reviews finalised	1
L3 Number of District Court appeals finalised	
Details of Internal Review Results - in relation to internal reviews finalised during the period.	

Bases of Internal Review

Grounds on which internal review requested

L4 Access refused				
L5 Deferred				
L6 Exempt matter				
L7 Unreasonable charges				
L8 Charge unreasonably incurred				
L9 Amendment refused				
L9 Amendment refused	Upheld*	Varied*	Upheld*	Varied*
L10 Totals				

*Note: relates to whether or not the original agency decision was upheld or varied by the internal review.

consumer response

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

Comments made during the year were in general overwhelmingly positive. However, some improvements were able to be made based on suggestions or results of visitor response. These included improvement in text panels, adjustment to lighting and sound levels, directional signage, "What's On" information, installation of a public phone, and introduction of a yearly pass.

All complaints from visitors are investigated and a reply provided by mail, telephone or in person.

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

sponsors

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The 1997 Eureka Prizes

The Museum administers the annual Eureka Prizes, which acknowledge and reward the best in Australian science, science communication and journalism, on behalf of the following sponsors:

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Mr & Mrs L. Morgan • Michael Dowe & Louise Nettleton
Dr Helen & Mr Michael Nugent • Graham & Glynn O'Neill
Theo & Michelle Onisforou • Anders Ousback
Lady Florence Packer • Mrs Roslyn Packer

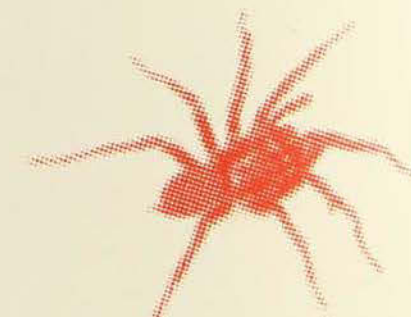
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Bill Winning - Winning Appliances • Michael Willesee

In-kind contributions:

Australian Resorts • Captain Cook Cruises
Jardine Shipping Company • Lizard Island Lodge
Qantas Airways Limited • Saunders Raised Printing

Board of Trustees in 1997/98:

John Barraclough, AM • Lord Catto of Cairncatto
Kenneth Coles, Chairman
Andrew Green, Secretary and Treasurer
Des Griffin, AM • Trevor Haworth, AM
Chris Joscelyne (from 7 November 1997) • Vivian King
Raymond Kirby, AO • Theodore G. Onisforou
The Honourable Peter Philips, AM • Robert Purves
Charles Shuetrim (from 4 March 1998)
Lucy Hughes-Turnbull
Charles Warman, AM



funds granted to non-government community organisations

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

- Liverpool Migrant Resource Centre, PO Box 435, Liverpool NSW 2170: \$8,000 for assistance with *Retracing the In-between*
- Fairfield Community Arts Network, PO Box 367, Cabramatta NSW 2166: \$7,000 for assistance with *Boghcheh (Bundle)*
- History Inverted and the Lesbian and Gay Archives, PO Box 1280, Nth Fitzroy Vic 3068: \$6,000 for assistance with *Forbidden Love, Bold Passion*
- Garage Graphix, PO Box E30, Emerton NSW 2770: \$5,000 for assistance with *Peepshow Kinettica*
- South West Syndicate, 29 Kylie Rd, Punchbowl NSW 2196: \$1,600.

risk management

The Australian Museum participated in the Treasury Managed Fund *Pathways to Excellence* program for risk identification and management. The results of the survey conducted in December 1996 indicated that the Museum, while generally on the right track, has considerable opportunities to improve.

This year, we reviewed our performance and identified, and in some cases implemented, improvements to achieve significant improvements in our risk rating. The initiatives undertaken to achieve this included operating the Occupational Health and Safety Committee more effectively, implementing safe working practices, such as hearing protection, and introducing a rehabilitation scheme. In 1998/99, we will look at risk management and health and safety policy issues and fleet management.

Additional risk management activities include both internal and external audit and regular review of financial and audit outcomes by the Australian Museum Trust's Finance Audit and

Review Committee. This committee meets six times a year and takes an active role in reviewing strategic financial directions, outcomes and the results of the ongoing audit program. The Committee met with senior members of the Internal Audit Bureau to discuss directions and outcomes of the audit program, and review the findings of every audit report. During the year, the audit reports identified a number of housekeeping issues, but, as in past years, no serious breaches or issues were identified. New systems to record and follow up in the implementation of audit findings were implemented by the Assistant Director's Office.

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

The Museum has an active Disaster Committee which enables it to respond to a variety of risks and events. Major work was undertaken on updating the disaster recovery plan and it will soon be accessible on the Museum intranet. Ten staff members who are involved in the care of collections and archives attended a training course in disaster planning and recovery for archives run by the State Library of NSW. Equipment and supplies were purchased to restock the emergency supplies.

legal change

As required by the Subordinate Legislation, the Australian Museum began a review of the Australian Museum Trust Regulations, together with the preparation of a Regulatory Impact Statement (RIS). The provisions of the Regulations as they stood encompassed the ability to charge fees, behaviour of visitors and conduct of Trust meetings. The review aims to streamline the regulations, and is considering the removal of provisions relating to visitor behaviour as alternative legal

mechanisms exist to protect visitors, staff and collections from unwanted behaviour on the part of other visitors. At the time of reporting, the draft RIS was available for public comment.

consultants

During the year, Community Relations contracted Paterson & Associates to provide a consultancy service to assist in generating incremental corporate investment for the Museum. This contract covers work specifically on Australian Museum programs, including program development, which covers servicing of sponsors at all levels and direction for the Museum and the Australian Museum Society. Paterson & Associates received a total of \$39,000 in the 1997/98 financial year.

The services of 21 consultants each costing less than \$30,000 were engaged, at a total cost of \$170,662.

overseas travel

Anthropology

Robin Torrence conducted further archaeological fieldwork on Garua Island, Papua New Guinea from June 8 to August 3, 1997.

Tim Flannery attended the National Science Festival, Capetown, South Africa from March 28 to April 7 to give a keynote address and study mammal populations at Fynbos, in the Cape of Good Hope. Between May 23 and June 7, Dr Flannery visited New Caledonia to study fruit bats in high altitude locations.

Australian Museum Business Services

Stuart Fereday travelled to Hong Kong in May to facilitate development and transport of the Museum's exhibition *Sex. It's Only Natural* to the Hong Kong Science Museum, and to liaise with the Australian Embassy and source venues for a touring exhibition being developed for the Department of Foreign Affairs and Trade.

Tim Norman presented a paper at an international conference on Wildlife Ecology and Transportation in Florida, USA in February.

Australian Museum Society

Sandra Harrison attended the annual meeting of the American Association of Museums in Los Angeles, USA, in May 1998.

Director

Des Griffin attended the annual meeting of the American Association of Museums in Los Angeles, USA, in May 1998 and a symposium on Scholarship and Matauranga Hui in Wellington, New Zealand in November.

Exhibitions

Bodo Matzick visited Hong Kong in May to negotiate details for a tour of the Museum's *Sex. It's only Natural* exhibition to the Hong Kong Science Museum.

Information Science

Anne Skates and Peter Firminger attended the 1998 Museums on the Web conference in Toronto, Canada in April and presented a demonstration of the Museum's Web page, *australian museum online*. Ms Skates subsequently spent a week visiting a number of museums in Canada and the United States for discussions with colleagues.

Invertebrate Zoology

Buz Wilson gave a presentation on 'Historical Influences On Deep-Sea Isopod Diversity In The Atlantic Ocean', at the Deep-Sea Biology Symposium in Monterey, California in September, afterwards visiting the University of South Carolina for discussions. In October, Dr Wilson participated in a Census of the Benthos Workshop in New Jersey exploring innovative approaches to estimation of the abundance and distribution of species in marine benthic habitats. He subsequently worked with Dr Eugene Gallagher at the University of Massachusetts, Boston on development of new ecological analysis techniques. In February, he participated in a symposium on deep-sea biology at the Ocean Sciences Meeting, San Diego, California.

Pat Hutchings participated as Australian representative at a meeting of the SCOPE Steering Committee on the biodiversity and functioning of soils and sediments in New Jersey in June, afterwards visiting institutions in Washington, DC to examine type material for taxonomic revisions.

Dan Bickel attended a meeting in Costa Rica in June to plan a comprehensive biodiversity survey of that country.

Materials Conservation

Vinod Daniel conducted a training course on Integrated Pest Management for Pacific Museums in Suva, Fiji in July. He undertook environmental monitoring of the Vanuatu Cultural Centre in Port Vila, Vanuatu, in December for a research project on design of museum buildings in tropical environments. In March, he visited Colombo, Sri Lanka, to evaluate moisture problems of mural paintings, and in May attended a planning meeting in Papeete, Tahiti for an international training course on 'Preventive Techniques for Conservation'.

Palaeontology

Greg Edgecombe conducted research on trilobite evolution and life history at the University of Alberta, Edmonton, Canada and chaired a symposium at the International Trilobite Conference in Ontario, Canada in August/September.

Zerina Johanson conducted research on fossil fish collections at the Natural History Museum, London, the Royal Scottish Museum, Edinburgh, and the University of Cambridge in April/May.

Alex Ritchie gave a talk on new Devonian phyllolepid fishes from central-west NSW at the Vertebrate Palaeontology and Comparative Anatomy Symposium in Derby, UK, in September.

Vertebrate Zoology

Doug Hoesle, Jeff Leis and John Paxton attended and presented papers at the 5th Indo-Pacific Fish Conference in Noumea, New Caledonia in November.

Jeff Leis and Brooke Carson-Ewart spent two weeks in May/June doing field work on larval fish behaviour at Rangiroa, Tuamotu Archipelago, French Polynesia.

John Paxton spent a week at the Zoological Institute and Museum in Hamburg, Germany in September.

land disposal

There were no property disposals during the period.

actions taken to implement year 2000 compliance

The Australian Museum is highly conscious of the threats that might be posed by the Year 2000 millennium bug. In accordance with Government policy and Office of Information Technology directives and guidelines, the Museum has completed an assessment of its Year 2000 exposure and status, and has identified which areas of its information technology and information technology systems are non-compliant. The Museum is currently developing strategies to ensure compliance in all areas, and will obtain independent verification of these strategies. It is estimated that the total cost to ensure compliance for all identified non-compliant systems will be slightly less than 1 million dollars.

accounts payable performance for the year ended 30 june 1998

Percentage of accounts paid on time	66 %
Total amount of accounts paid on time	\$8,179,040
Total amount of accounts paid	\$12,453,318

action taken to implement the government's action plan for women

a. Whole of Government Approach

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

b. Women's interests and the arts

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

The Museum's Community Access Programs developed a number of specific programs which highlighted the role of women in society:

- *Landscapes and Lives*
- *Images of Wisdom: through Australian Palestinian Eyes*
- *Retracing the In-between*
- *Boghcheh*
- *Forbidden Love, Bold Passion.*

c. Achievements under relevant key objectives

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

- The Implementation of Flexible Work Practices Policy and Procedures
- The targeting of women specifically for middle management
- Co-ordination and development of EEO policies, procedures, priorities and outcomes.

Promoting the position of women in all aspects of society:

- Participation in Arts Training NSW 'Women in the Arts Mentorship Program', which sponsors/mentors young woman in management positions in the arts industry.

d. Specific commitments under the Action Plan for Women

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

e. Further information on women's strategies

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

review of value of non-essential land

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

occupational health & safety

The Australian Museum is committed to providing a safe work environment which addresses occupational health and safety issues. The Museum's standing Occupational Health and Safety Committee meets on a monthly basis, with a workplace inspection carried out after each meeting. The Committee makes recommendations to supervisors and to senior management on improvements required, and follows up to ensure that changes have been made. A number of improved work methods, such as the purchase of a pump to replace manual funnels in the disposal of liquid waste substances and the development and construction of a special panel trolley to improve efficiency and reduce risks in moving exhibition wall panel units, have been implemented as a result of the Committee's recommendations.

The Committee monitors each Division's OH&S kit which contains the OH&S policy, a selection of manuals on safe working practices, and details on further information available from WorkCover. The kit is also part of the Museum's induction service for new employees.

The Museum's email network provides easy access for staff to a range of OH&S information, including materials safety data sheets, announcements, policy, constitution, monthly inspection reports, Committee minutes and blank Accident Report forms.

Microwave testing was carried out throughout the Museum in July and August 1997.

The question of OH&S aspects of field work undertaken by Museum staff is an issue which the Committee has recently begun to address. Information is being obtained from a range of organisations regarding their OH&S fieldwork policies, with the aim of developing a policy for the whole of the Museum. Provision has also been made to purchase two satellite phones to facilitate contact with Museum staff on field trips.

The Museum's OH&S Committee continues to consult with management to coordinate and implement OH&S initiatives across the Museum. Training continues to be coordinated by the Human Resources unit, with a selection of courses across a range of OH&S subjects available to all staff. Courses undertaken or planned include manual handling, hazardous substances, four-wheel drive and ergonomics.

oh&s statistical information

Number of work-related injuries: 35

Number of work-related injuries per employee: 0.12

Number of work-related illnesses: 2 (Dengue fever - 9 working days; stress leave - 7 working days)

Number of worker's compensation claims: 2

Number of worker's compensation claims per employee: 0.007

Average cost per worker's compensation claim: \$528

Average worker's compensation claim cost per employee: \$4.00

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

code of conduct

No changes were made during the period to the Museum's Code of Conduct.

publications

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Roger Muller, Australian Museum and Sandra Symons, Symons & Symons Pty. Ltd.

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Printed on recycled paper

A total of 1,000 copies of this report have been produced at a cost of approximately \$14.90 per copy.

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