



Australian
museum



nature culture **discover**

ANNUAL REPORT 2005-2006

DETAILED REPORT

detailed report

AUSTRALIAN MUSEUM ANNUAL REPORT 2005–2006

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The Annual Report is published in three parts:

Summary Report, Detailed Report and Financial Statements. All Annual Reports since 1998–1999 are available online at www.amonline.net.au/about/report/.

The Hon. Bob Debus MP

Attorney General, Minister for the Environment, Minister for the Arts

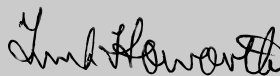
Sir,

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 on the activities of the Australian Museum Trust for the financial year ending 30 June 2006, for presentation to Parliament.

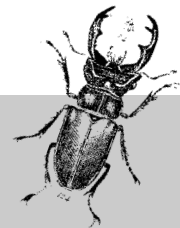
On behalf of the Australian Museum Trust,



Brian Sherman AM
President of the Trust



Mr Frank Howarth
Secretary of the Trust



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OUR TRUSTEES

Mr Brian Sherman AM (President)

B Comm, CTA, SA Fin

Brian Sherman a Director of Channel Ten as well as a Director of a number of investment companies listed on the American and Canadian stock exchanges and a number of private companies. He is also Chairman of Aberdeen Leaders Limited, listed on the Australian Stock Exchange. Brian is the former Chairman and Joint Managing Director of the EquitiLink Group, was previously a Director of the Sydney Organising Committee for the Olympic Games (SOCOG) and Chairman of SOCOG's Finance Committee. He is also involved in numerous charitable projects. He is Director of Voiceless, the fund for animals. He is also involved in numerous charitable projects including Voiceless, the fund for animals, of which he is the Director. Mr Sherman was appointed to the Trust as President in January 2001.

Mr Brian Schwartz AM (Deputy President)

FCA

Brian Schwartz is Chief Executive of Investec Bank (Australia) Limited, a Director of Insurance Australia Group Limited and the Deputy Chairman of the Board of Football Federation Australia. He is also a Fellow of the Institute of Chartered Accountants and a Member of the Institute of Company Directors. Mr Schwartz was appointed to the Trust in March 2001.

Mr David Handley

BA, LLB (University of Sydney), LLM (Kings College, University of London)

David Handley is an Arts and Sports Producer. He is the Founding Director of Sculpture by the Sea; a Director of Sculpture by the Sea Incorporated; and Managing Director of Bathtub Productions Pty Ltd, an arts and sports production company. Mr Handley was appointed to the Trust in January 2002.

Dr Ronnie Harding

BA (Sydney), BSc (Hons) (UNSW), PhD (Zoology) (UNSW)

Ronnie Harding has had a lengthy career as an academic in the field of environmental studies. She retired in late 2004 from her role as Director of the Institute of Environmental Studies at the University of New South Wales. Dr Harding is currently an Assistant Commissioner of the NSW Natural

Resources Commission, Chair of the NSW Council on Environmental Education, a member of the Board of the WWF–Australia, a member of the NSW National Parks and Wildlife Advisory Council, a member of the Metropolitan Water Independent Review Panel (NSW) and a member of the Wentworth Group of Concerned Scientists. Dr Harding is a Visiting Associate Professor in the Institute of Environmental Studies at UNSW and an Honorary Associate Professor in the School of Geography and Environmental Sciences in the Faculty of Arts at Monash University. Dr Harding was appointed to the Trust in January 2003.

Ms Sam Mostyn

BA, LLB

Sam Mostyn has an extensive background in law, corporate affairs, human resources and politics. She is Group Executive of Culture and Reputation for the Insurance Australia Group (IAG), where she is primarily responsible for the embodiment of sustainable management practices within the business. Ms Mostyn also serves on the Premier's Greenhouse Advisory Panel, is on the Boards of the Redfern-Waterloo Authority, Sydney Theatre Company and Centenary Institute and is an Australian Football League Commissioner. Ms Mostyn was appointed to the Trust in January 2003.

Dr Cindy Pan

MBBS, FRACGP

Cindy Pan is a doctor who works in the media. She is the author of the best-selling *Pandora's Box - Lifting the lid on life's little nasties* (HarperCollins), a funny but information-packed book on health, relationships, drugs and sex. She writes regular columns on health and relationships in 'Body and Soul' (*The Sunday Telegraph*, *Sunday Herald Sun* and *Sunday Times*) and *The Women's Weekly* magazines in Singapore and Malaysia. She is best known for her appearances on television's *The Glasshouse*, *The Panel*, *Sunrise*, *Beauty and the Beast*, *The Super Debates*, *Sex/Life*, *Big Brother Uncut*, *Test Australia: National IQ Test 2002*, *The Einstein Factor* and the travel documentary *The Ties that Bind*. She has been Official Ambassador for Chinese New Year for the City of Sydney since 2000 and an AusAID Ambassador in 2003 and 2004. Dr Pan was appointed to the Trust in January 2002.

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Associate Professor Stephan Schnierer
MSc in Zoology (UQ)

Associate Professor Stephan Schnierer is Head of the Centre for Indigenous Fisheries in the School of Environmental Sciences and Management at Southern Cross University, Lismore. Stephan teaches in the areas of biology, ecology, fisheries management and indigenous peoples and natural resources. His research interests include traditional fishing knowledge and indigenous rights. Stephan is currently a member of a number of advisory committees at state, national and international levels where he is an advocate on a wide range of indigenous and environmental issues. He has worked with indigenous communities in the areas of the environment and resource management. He is currently a Member of the National Biodiversity Advisory Committee, the Great Barrier Reef Marine Park Advisory Committee on Biodiversity, Indigenous People and World Heritage and the United Nations Working Group on Article 8(j). Associate Professor Schnierer was appointed to the Trust in January 1998.

Mr Michael Seyffer

B Town Planning (UNSW), AMP153 (Harvard)

Michael Seyffer is Managing Director of Victory Consulting Pty Ltd, a company that provides advice on a range of urban development issues. Mr. Seyffer worked as a Town Planner with a number of local councils, before moving into the development industry as a senior executive with Westfield, where he was the Director responsible for Development for 10 years. He then moved into the international role overseeing the company's businesses in New Zealand, Britain and South East Asia. He currently advises QIC on its shopping centre assets across Australia. Mr. Seyffer has a number of rural interests and is very interested in rural and regional affairs. Mr Seyffer was appointed to the Trust in May 2004.

Ms Julie Walton OAM

BA, LLB (Sydney), MT&CP (Sydney)

Julie Walton is a qualified lawyer and urban planner, and a non-practising Solicitor of the Supreme Court of NSW. Ms Walton began her career as a Policy Officer with the NSW Local Government and Shires Associations before moving into government as a Ministerial Adviser and a consultant to government in a range of areas, including legislation review, planning policy, public policy and regulatory systems. From September 1991 to September 1999, Ms Walton was a Sydney City Councillor. From September

1997 to March 2000 she served as Chairman of the Fair Trading Advisory Council and of the Property Services Advisory Council. Ms Walton is currently a part-time Member of the Consumer, Trader and Tenancy Tribunal and was a Director of the State Transit Authority until January 2004. Ms Walton was appointed to the Trust in January 2000.

OUR EXECUTIVE

Mr Frank Howarth

BA, MScSoc

Director

Frank Howarth trained as a geologist, completing a Geology Degree at Macquarie University, and followed that with a Master of Science and Society from the University of NSW, focusing on science and biotechnology policy. Frank joined the State Government in 1981 and has held positions with the Department of Industrial Development and Decentralisation, NSW Science and Technology Council, the Public Service Board, and the Roads and Traffic Authority. In 1996 he became Director and Chief Executive of the Royal Botanic Gardens and Domain Trust. From September 2003 Frank spent six months as Executive Director of Policy and Science at the NSW Department of Environment and Conservation, before taking up his current role in February 2004 as Director of the Australian Museum.

Janet Carding

MA (Cantab), MSc (London)

Assistant Director, Public Programs and Operations

Janet Carding is a graduate of Cambridge and London Universities, where she majored in History and Philosophy of Science and History of Science and Medicine respectively. Janet worked at the British Science Museum from 1987 to 2004 where she was engaged in collection management then exhibition development, both as project team member and team leader. For five years, Janet fulfilled several roles in the development of the Wellcome Wing and led many of the exhibition development teams. Janet was subsequently responsible for a major review of the National Museum of Science and Industry (NMSI), which resulted in a new strategic direction and organisational changes. For the three years prior to joining the Australian Museum, Janet held the post of Head of Planning and Development and led the strategic planning, major projects and forward program for NMSI's three museums. Janet took up her position at the Australian Museum in August 2004.

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Dr Les Christidis

BSc (Hons) (Melbourne), PhD (ANU)

Assistant Director, Research and Collections

Dr Les Christidis has been involved in scientific research for over 25 years in the fields of speciation, molecular systematics and conservation genetics. His research is largely focused on elucidating the origins and evolution of the Australasian bird and mammal faunas and he is an international authority on the evolutionary genetics of Australian birds. His most significant research has been in demonstrating that the world's songbirds had their origins in Australia. He has had postings at the CSIRO and as a Queen Elizabeth II Fellow at the Australian National University, before joining Museum Victoria as Curator of Birds. Subsequently Dr Christidis became Head Curator and later Head of Sciences. During that time Dr Christidis was responsible for leading teams that developed exhibitions at Melbourne Museum, ScienceWorks and the Melbourne Planetarium. Dr Christidis maintains an active role in student supervision and is an Associate Professor at the University of Melbourne and the University of NSW. Les took up his current position in June 2004.

Jan Barnett

Dip Spec Ed, Grad Dip Env Educ

Head, Exhibitions and Creative Services

Jan Barnett was appointed to the new position of Head, Exhibitions and Creative Services, in 2005 and is responsible for exhibitions, publishing and website development at the Australian Museum. From 2001 to 2004, Jan was Head, Public Programs, which encompassed exhibitions, education and house services. Prior to that, Jan was Head, Community Relations Division, from 1993 to 2000, which encompassed marketing, public relations, special events and functions, publishing and merchandising. Jan is a member of the Council of the Australian Museum Society, a previous member of the Executive of the Australian Museum Shops Association and a member of the Italian Institute of Culture.

Dr Penny Berents

BSc (UNSW), MSc (Sydney), PhD (ANU)

Head, Collections

Penny Berents was appointed Head, Collections in 2005 and has extensive experience in collections management and research at the Australian Museum. Penny's museum career of more than 30 years has included all aspects of collection management including database development, commercial projects, public programs, field work, teaching and collection development and maintenance. Penny was responsible for collection and database enhancement as a part of the NSW State Biodiversity strategy, the implementation of the KE EMu database and science input to the Biodiversity gallery. Penny has a research interest in crustacean systematics and is working on the systematics of cerapodine amphipods.

Vinod Daniel

MSc Chemical Engineering (India), MSc Chemistry (Texas)

Head, Collections and Research Resources

Vinod Daniel is an internationally recognised materials conservation professional and was appointed as the Head, Collections and Research Resources, in 2005. He is currently responsible for seven strategic resource units including DNA, Scanning Electron Microscopy, Geographical Information System, EMu Database, Scientific Publications, Materials Conservation and Intangible Heritage and Outreach. Vinod is the Chairman of AusHeritage (Australia's international heritage network, established by the federal government). He is also a Board Member of the Australia India Council (Department for Foreign Affairs and Trade) and Board Member of the International Council of Museum's Committee for Conservation. Prior to joining the Australian Museum, he worked for the J. Paul Getty Trust (USA). He has managed a number of major projects in the Australasia Pacific Region and has published over 40 technical papers.

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Julie Garradd

Head, Visitor Programs and Services

Julie Garradd has an extensive background in visitor programs and services in a number of settings including sport and recreation, tourism, local council and the arts sector. Prior to joining the Museum, Julie was Head of Visitor Programs and Services at the Powerhouse Museum since 1988, where she was responsible for introducing their highly successful and innovative public programs for children, adults and families. Other management positions Julie held included Manager, Regional Programs; Manager, Student and Volunteer Programs; and Olympics Coordinator. Julie has worked on various special projects, the most recent being the new exhibition commissioning process. Julie's background also includes staff training and development, recreation facilities planning and community development at a number of government departments including Sport and Recreation, Tourism, Education and Minerals and Energy. She has an Applied Social Science degree and a Diploma in Leisure Studies. Julie commenced her position with the Australian Museum in January 2006.

Dr Brian Lassig

BSc, MSc (University of Qld), PhD (Macquarie)

Head, Research

Brian Lassig has worked in a variety of private and public sector research management positions over the past 20 years. He joined the Museum in January 2005 and was appointed to his current position in August 2005. He previously managed research programs for the Great Barrier Reef Marine Park Authority in Townsville and the Department of the Environment and Heritage in Canberra.

Noella Lopez

Dip Mgt, MBA

Head, Commercial Services

Noella Lopez has a background in the commercial sector in Europe and Australia, with extensive experience in the management of small and large teams and growing businesses, both in hospitality and retail. Noella trained as a Manager specialising in the hospitality industry, completing a Diploma of Management at the Lycée Hotelier de Bordeaux in

France. She recently completed a Master of Business Administration majoring in Arts Management at the University of Technology Sydney and the College of Fine Arts. Prior to joining the Museum, Noella was Marketing and Development Manager for eight years with the largest Australian retail chain dedicated to art, graphic and craft supplies. She was responsible for all marketing and development aspects of the company including supplier negotiations, product management, sourcing and development, store merchandising, store openings and the creation of a retail concept. Noella joined the Museum in November 2005.

Roger Muller

B.Com (Hon) (Melbourne)

Executive Officer, Director's Office

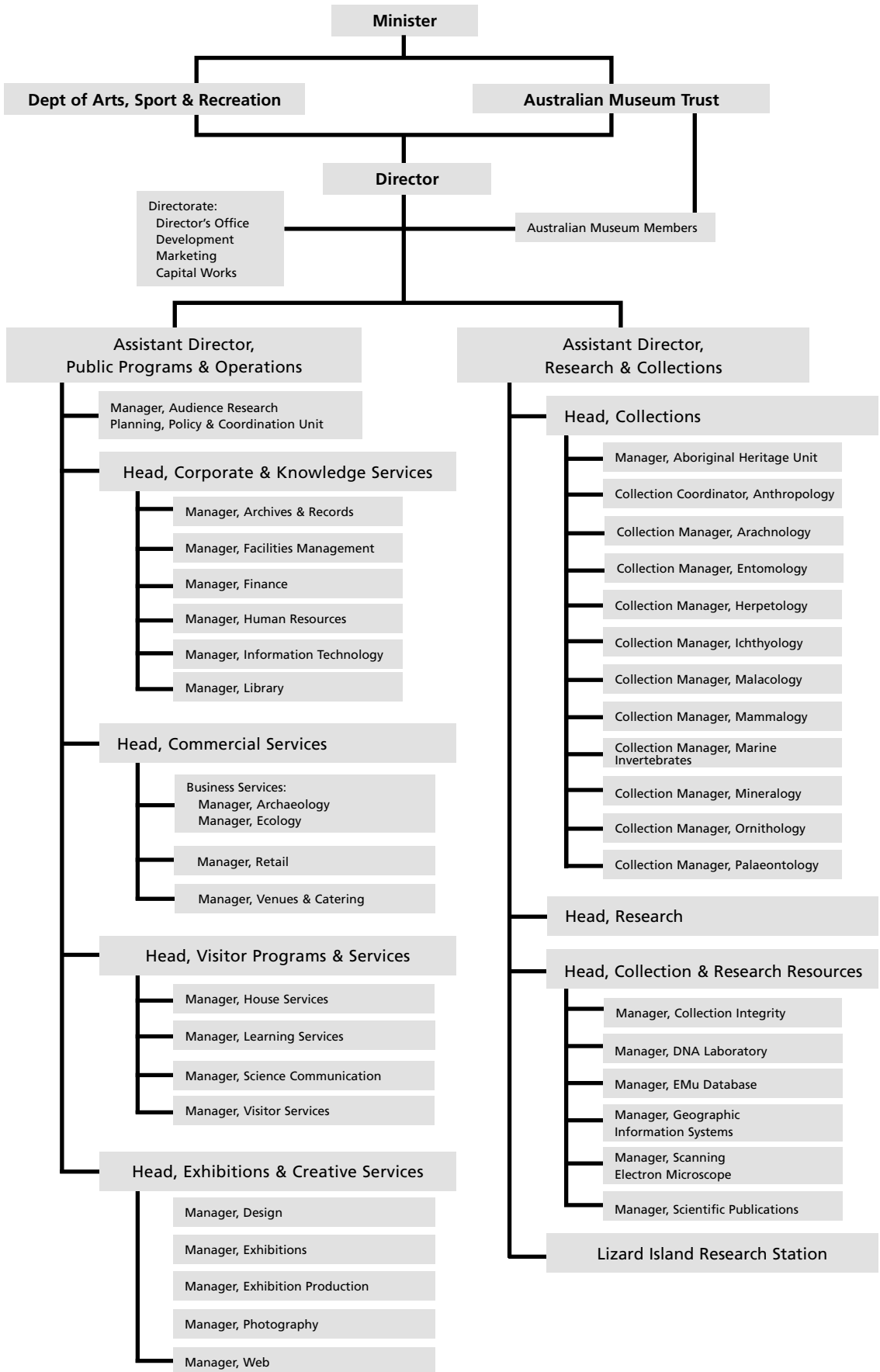
Roger Muller is Minute Secretary to the Trust. Prior to joining the Museum in 1996, Roger was a Diplomatic Officer in the Department of Foreign Affairs and Trade. Roger's diplomatic career of more than 20 years included postings to the United Kingdom, the United Nations in New York, Nigeria, the Netherlands and Nauru.

Ken Pope

Head, Corporate and Knowledge Services

Ken Pope has a background in senior administration with both the State and Federal Governments. Prior to joining the Museum, Ken spent six months with the Olympic Co-ordination Authority delivering sponsor-related showcasing, media, retailing and general services at Sydney Olympic Park during the Olympics and Paralympics. Between 1997 and 2000, Ken held the position of Director, Corporate Services with the Ageing and Disability Department, where he was responsible for a number of corporate reforms including implementing the Department's Data Rationalisation project, implementing a new finance system and Departmental structural change. From 1986–1992, Ken was the Administration Manager with the Civil Aviation Authority. Ken took up his position with the Museum in October 2001.

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CORPORATE PERFORMANCE

Corporate Strategic Plan

In its second year, the Corporate Strategic Plan 2005–2008 (CSP) was reviewed and revised to reflect achievements and progress (see www.amonline.net.au/about/corporate_overview.htm).

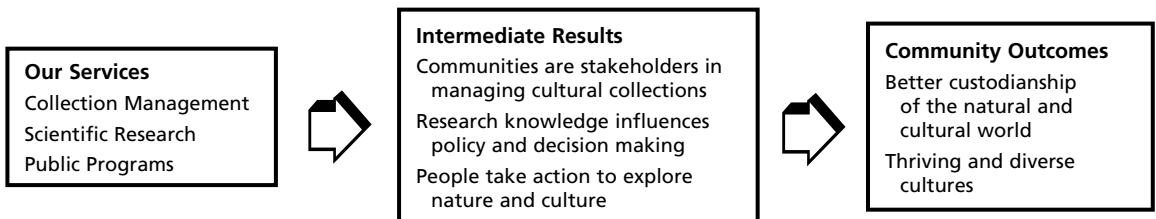
The Museum's achievements under the CSP in 2005–2006 are summarised below and reported in more detail in relevant sections of the Annual Report:

- A site master plan was completed by December 2004.
- An exhibition strategy was approved by the Trust by December 2005.
- Master planners for two new exhibitions were appointed by May 2005.
- The Research and Collections Advisory Committee of the Trust was established by November 2004.
- Stage 1 of the Research and Collections Advisory Committee's review of research and collections was completed by September 2005.
- Client requirements were developed for the new collection and research facilities by April 2005.
- The project architect for the new collection and research building was appointed by June 2005.
- A development application for the new facilities was lodged by January 2006.
- The strengths and weaknesses of the cultural collections were reviewed by October 2005.
- Paper registration of new specimens ceased and electronic registration commenced from June 2005.
- All collection items on loan were recorded electronically from June 2005.
- All specimens that are published and cited were recorded electronically from June 2005.

Results and Services Plan

The NSW Government seeks to influence economic, social and environment factors for the benefit of the NSW community. Government agencies are required to develop Results and Services Plans (RSP) which are high-level service delivery and funding plans. The Museum's Results and Services Plan is incorporated in its Corporate Strategic Plan.

RSPs enable agencies to demonstrate the relationship between the *services* they deliver, the *intermediate results* they generate in the short term and the *community outcomes* they contribute to over the longer term. This relationship, or results logic, is summarised below.



The Museum reports its performance against service delivery and intermediate results on an annual basis. Community outcomes take many years to achieve and usually result from the overall efforts of several agencies. Their achievement therefore, can only be measured over time and at a whole-of-government level.

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Service Measures

Services	Service Measures	2005–2006	
		Actual	Target
Collection Management			
Collection integrity	Collection integrity index	71.5	70
Databasing	Percent of collection on electronic database	30%	30%
Repatriation	Percent of collection identified for repatriation	48%	50%
Scientific Research			
Knowledge generation	Research expenditure	\$8.5M	\$7.5M
	Average value of grants	\$46,735	\$35,000
Knowledge communication	Number of publications	141	180
Public Programs			
Exhibitions	Number of Sydney exhibitions	24	23
Learning programs	Number of students served	34,283	31,000
	Number of other programs	5	5
Online services	Number of user sessions	17.1M	12.5M
Eureka prizes	Total value of prizes	\$237,000	\$228,500
Outreach programs			
Museum in a Box	Number of students served	60,000	55,000
Cultural programs onsite	Number of ceremonies/events	0	5
Indigenous community outreach	Number of communities assisted	10	3

Result Indicators

Intermediate Result	Result Indicators	2005–2006		
		Actual	Target	
Communities are key stakeholders in collection management	Percent of targeted indigenous communities satisfied with access to collections	100%	50%	
Collections and data are accessed	Number of user sessions on Faunanet	603,386	508,000	
	Number of external researchers accessing collections and data	1,329	1,400	
Research knowledge influences policy and decision making	Percent of key Government stakeholders satisfied with Museum input and advice on policy and decision making ⁽²⁾	100%	50%	
Research knowledge about nature and cultures is accessed				
People take action to explore cultures and nature	Number of members of The Australian Museum Society	6,500	6,500	
People demonstrate increased awareness of nature and cultures	Percent of visitors who understood themes and messages in exhibitions	77%	60%	
Real and virtual programs are accessed by the community	Increase in visitor numbers	In-person	297,001	290,000
		Virtual	17.1M	12.5M
	Percent of visitors satisfied with their experience	75%	80%	
	Percent of visitation by international visitors	38%	15%	

Notes:

1. Some services and results will be affected by the Museum's Revitalisation Project from 2006–2007 to 2008–2009 inclusive.
2. Sample size of nine agencies.

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Corporate Management

The restructure of the Museum's divisions was completed to meet the requirements of the Museum's new strategic direction.

Management of the 2005–2006 budget resulted in a surplus of \$4.324 million. Of this, \$1.473 million was provided to fund future capital works or research or was a tied donation. These funds are therefore not available to support general operating expenses. Details of the Museum's financial operations may be found in the Financial Statements.

Four management audits were completed in conjunction with the Internal Audit Bureau:

- Business Risk Assessment
- Assessment of OH&S Systems
- Review of IT Firewall Security
- Review of Collection Management.

Administrative support was provided to the Australian Museum Trust and its sub-committees.

Management communicated with staff via general staff meetings and with the Public Sector Association via the Joint Consultative Committee.

REVITALISATION PROJECT

In 2004, the NSW Government allocated \$40.89M over five years towards the first stage of the Australian Museum Revitalisation Project – Stage 1 involves the construction of an eight-level collections and research building, as well as the development and installation of two new long-term exhibitions in two refurbished heritage galleries. The working titles for the new exhibitions are *Surviving Australia* and *Dinosaurs of Gondwana*.

The collections and research building will alleviate chronically overcrowded workspaces in the Museum and will provide modern laboratory facilities and collections stores.

In 2005–2006 the Revitalisation Project achieved several milestones:

- Appointment of the Project's major consultants
- Extensive design and documentation of the proposed collections and research building
- Completion of exhibition master planning
- Design of works to refurbish exhibition spaces
- Closure and exhibition decommissioning of one of the heritage galleries in preparation for refurbishment.

Positive communication to visitors about the Revitalisation Project has been achieved as evidenced by minimal public feedback or complaint on the closure of two major exhibition spaces.

Construction of the collections and research building will commence in October 2006 and will be substantially complete by mid 2007. The building is scheduled to open early in late 2008. The two new exhibition galleries will open in late 2007 or early 2008.

CORPORATE DEVELOPMENT

In 2005–2006 the Australian Museum Foundation was established to further encourage major gifts and the number of President's Circle donors was doubled. In 2006–2007, the Development Unit will continue to focus on increasing the number of President's Circle donors, increasing corporate support for exhibitions and programs and launching a major capital campaign to raise funds for the Australian Museum's Learning Centre.

EUREKA PRIZES

A record 24 prizes worth \$237,000 were awarded at a gala awards dinner in August 2005. This event has become the largest in Australia celebrating and rewarding Australian science and science communication. For details of prize winners see www.amonline.net.au/eureka/.

MARKETING AND COMMUNICATIONS

The Museum pursues marketing strategies which utilise integrated publicity, promotions and paid advertising. The marketing team also helps to determine product and prices.

Annual media coverage continued to raise the profile of the Museum and covered a broad range of topics. Coverage equated to over 626 print stories and over 460 electronic stories – almost three daily media mentions of the Australian Museum.

The successful marketing of temporary and permanent exhibitions, events and programs ensured the Museum's profile was maintained during major gallery closures. Ongoing sponsorship with National Geographic Channel and JCDecaux for our major exhibitions is a major element within our marketing campaigns. The three main external billboards were upgraded from vinyl to light boxes increasing their visibility. Production of a new in-house magazine called *Explore* advanced well and the first issue will be published in August 2006.

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A review of branding was undertaken by the Museum and included a visual audit, workshops and focus groups and design work. A new logo with tagline, Museum branding architecture and visual house style has been approved. The finessing and rollout of branding will commence in-house from August 2006.

AUSTRALIAN MUSEUM MEMBERS

The Australian Museum Society was established in 1972 to support and promote the work of the Australian Museum. During 2006 the Society Council decided to change the Society's name to Australian Museum Members.

Australian Museum Members has around 6,500 members who enjoy a range of benefits including free entry to the Museum every day it is open, the opportunity to attend Members' events (including lectures, urban and bush walks, workshops, children's activities, behind-the-scenes tours, overseas trips and more), subscription to the Museum's new *Explore* magazine as well as special offers.

Australian Museum Members developed and ran a number of events throughout the year. Highlights included:

- Almost 3,000 people attended evening lectures, which covered subjects such as climate change, the criminal mind, mummies, volcanoes, earthquakes, geology, fantasy creatures, razor gangs and more.
- Over 250 people participated in the urban and bush walk program and explored destinations such as Queenscliff, Surry Hills, Tempe, Gordon, Summer Hill, Oatley, the Blue Mountains and more.
- Almost 150 members were part of exclusive behind-the-scenes programs, exploring areas usually unseen by the public including the Museum's butterfly collections, the DNA and biology labs, the spider collections and the taxidermy lab (where members witnessed a live taxidermy procedure).
- Hundreds of children attended kids' events.
- Special day trips were organized to the WWII forts at Middle Head, to Garden Island, Sydney Airport and a special day cruise to the Hawkesbury River to sample oysters and crab.
- A Colonial Outback themed Christmas Party, an exclusive overseas trip to Japan, a tour to see platypuses in the wild, many Members' movie screenings and other special events were organised for Members.

Future Directions

The Premier's Economic and Financial Statement of February 2006 announced a number of strategies to improve agency operations and contribute towards efficiency improvements. The Premier also announced an expected reduction of 5,000 staff across the General Government sector, but such reductions are not to affect key frontline and essential services.

In June 2006, the Minister for the Arts announced that the NSW Government will set up a working party to create a new Museum of NSW that will amalgamate the Powerhouse and the Australian Museums under one administrative body. The Minister stated that the proposal follows recommendations by the lemma Government's Audit of Assets and Expenditure in February 2006. The working party will report to the Minister before the end of 2006.

During 2006–2007, the Museum will continue to progress its strategic direction for core service delivery and the Revitalisation Project – Stage 1. Under the Corporate Strategic Plan, the major milestones for the year are to:

- Develop the scope of and concepts for the Revitalisation Project – Stage 2 by June 2007.
- Facilitate a major debate on a controversial topic each year from November 2006 onwards.
- Define new research goals and direction by September 2006.
- Consolidate the Museum's fellowship schemes and hold one annual round of applications from December 2006 onwards.
- Extend the collections policy to cover objects on display by July 2006.
- Develop a library collection policy by August 2006.
- Investigate the potential role of the EMu database in Museum operations by August 2006.
- Seek Government support to complete databasing collections records by December 2006.
- Explore the development of a virtual museum of the South Pacific from January 2007 onwards.
- Expand the range of information tools for online users from March 2007 onwards.
- Develop a profile of Museum web users by September 2006.
- Develop a web users' strategy by December 2006.
- Develop an implementation strategy for web and outreach projects by December 2006.
- Develop a regional users strategy by December 2006.

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- Articulate the corporate culture the Museum wants to develop by September 2006.
- Develop a plan to enhance our corporate culture and communicate it to staff by October 2006.
- Develop a strategy to enhance corporate capabilities and skills to support organisational renewal by December 2006.
- Maintain a five-year financial plan from April 2006 onwards.
- Set and regularly update growth targets for earned income from July 2006.
- Develop a policy on working with NSW regional cultural institutions by August 2006.
- Develop a strategy to deliver the Memorandum of Understanding with Papua New Guinea and Vanuatu by August 2006.
- Develop a strategic framework with Indonesia for museum programs and capacity-building by September 2006.
- Develop a strategy to work with museums across Australasia on exhibition development by December 2006.
- Implement the image and brand strategy from July 2006 onwards.

RESEARCH AND COLLECTIONS MANAGEMENT

The Research and Collections Division is responsible for generating new scientific knowledge, communicating that knowledge and managing the collections. Knowledge is generated by research both in the field and on the Museum's natural history and cultural collections. This knowledge is disseminated via scientific publications, government policy development processes, environmental planning processes and public programs.

The review and realignment of the Museum's structure undertaken during the year preserved the functional units in the Division but rearranged them into three new branches: Research, Collections and Collections and Research Resources (see Organisational Chart). During the year, a Business and Grants Officer was appointed and has responsibility for seeking opportunities for increased research funding for the Museum.

A number of long-term staff members retired during the year. Research Scientists Winston Ponder, Bill Rudman and Alan Jones had significant research careers at the Australian Museum spanning 37, 27 and 31 years respectively. Each has taken up the honorary position of Senior Research Fellow with the Museum and all will continue to share their considerable expertise with staff, students and visitors.

Four Visiting Research Fellowships, a Visiting Collections Fellowship and two Postgraduate Awards were granted during the year. Scientists from Victoria, Japan, New Caledonia and the USA were supported through the fellowship schemes to visit the Australian Museum and work with our research and collections staff. The Postgraduate Awards encouraged the direct involvement of postgraduate students in Museum scientific activities.

Highlights

Highlights for the year included the following:

- The Division received \$1.44 million in research grants from external sources, including state and federal government, private and international sources.
- 124 new species were described – about one new species every three days.
- 109 scientific papers were published in refereed journals.
- To much acclaim, the Museum launched BioMaps, Australia's first fully interactive national biodiversity mapping system (see Summary Report for more detail). This online system,

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developed with support from Rio Tinto, provides innovative tools for accessing and analysing biodiversity data.

- Active engagement with the Global Biodiversity Information Facility (GBIF) continued, with the Museum being awarded two major grants for the purpose of databasing its significant biodiversity collections and developing tools for the analysis of distribution data.
- Two staff members were appointed to scientific subcommittees of GBIF.
- A priority of the Division has been to develop relationships with museums of the Indo-Pacific region. Supported by funding from the International Council of Museums (ICOM), the Australian Museum worked with the Vanuatu Cultural Centre in the reconstruction and conservation of four Lapita pots thought to be over 3,000 years old. As part of this project, the Curator of the National Museum of Vanuatu, Takaronga Kuautonga, spent two months at the Australian Museum learning how to conserve and reconstruct the Lapita pots.
- A Memorandum of Understanding was signed between the Pacific Islands Museums Association and the Australian Museum, with the aim of developing further fruitful collaborations in preserving and managing Pacific natural and cultural heritage.
- Chief Jerry Uminduru Taki, a Vanuatu Cultural Centre fieldworker, visited the Museum in May to view the Museum's collections from the island of Erromango, Vanuatu. For two weeks Chief Jerry Taki studied and photographed hundreds of tools, weapons and cultural objects from his island with the purpose of providing cultural input into the forthcoming Erromango Cultural Revival Festival. At the same time, Chief Jerry Taki provided additional information about some of the early objects in the Australian Museum collection from his island. This indigenous knowledge, recorded in notes, digital photography, DVD and audio formats, has been captured within the database and creates new levels of knowledge about objects in the Museum's collections, to the benefit of both the Australian Museum and the indigenous community in Vanuatu.
- The Birds in Backyards website, developed through a partnership between the Museum and Birds Australia, was launched in September. It features bird-identification tools, volunteer surveys, native plant lists for individual local government areas, 144 fact sheets and 120 bird songs. In the first seven days 1100 volunteers registered to take part, and 465 bird surveys were submitted. The website received an honourable mention in the Best Research Site category of the Best of the Web Awards presented as part of the Museums and the Web conference held in Albuquerque, USA, in March 2006.
- The 30th Anniversary Development of the Lizard Island Research Station is now well underway, thanks to the generosity of donors and the Lizard Island Reef Research Foundation. During the year, the Station's oldest visitor house was demolished and replaced with a larger one. In addition, a large open-sided pavilion was constructed to serve as a classroom for student groups, and a storage shed was built for storing equipment belonging to both returning researchers and the Station. The Station is entering an exciting phase of its development, with many new and long-term supporters contributing to the building's upgrade which will significantly enhance facilities offered to researchers. In the 2005 calendar year, 100 research projects were conducted at the Station by teams led by researchers from 17 countries. In addition, eight university and high school groups visited to learn about the workings of the Great Barrier Reef, and two workshops attended by international scientists were held there. In addition, 50 new publications based on work carried out at the Station were received in the Station's collections, which now stands at over 950 publications.
- Dr Les Christidis was a recipient of one of the inaugural Roy Wheeler Medallions for Excellence in Field Ornithology. The Medallion was presented by the Governor of Victoria, John Landy.
- Dr Stan Florek completed a catalogue of 'The Torres Strait Islands Collection of the Australian Museum' which was published in *Technical Reports of the Australian Museum*. This catalogue has great significance for communities in the Torres Strait and The Australian Museum Society funded an extra 100 copies for distribution to Torres Strait Islanders.
- Dr Robin Torrence was awarded a special prize in the Best Paper category at the Annual Meeting of the Australian Archaeological Association for three papers delivered at the conference.

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Future Directions

Future directions for research are being reviewed by the Research and Collections Division in conjunction with the Research and Collections Advisory Committee (RACAC) of the Australian Museum Trust. It is anticipated that research goals and directions will be defined by September 2006 and will provide a framework for future research. A review of future directions for Anthropology and Cultural Collections development, research and outreach will be conducted by a Project Officer to be appointed in October 2006. This review is expected to take two years and will involve consultation with communities, Museum staff, researchers in other institutions and other stakeholders.

The new collections and research building is planned for completion in 2008 and staff are working towards the relocation of collections, laboratories and other functions to the new building. During the construction phase, which commences in late 2006, there will be considerable disruption but staff are planning to maintain collections access and research output as far as possible.

The Research and Collections Division will continue to provide improved access to the collections and data through a number of web-based projects. These include access to cultural collections by communities in the Pacific, access to natural science data through programs such as the Global Biodiversity Information Facility (GBIF), Online Zoological Collections of Australia's Museums (OZCAM) and BioMaps.

Knowledge Creation

Museum research staff continued to be successful in attracting research funding from a variety of state, national and international sources. In total, staff received \$1.44 million in research grants during the financial year. Funding was received from organisations such as:

- Australian Institute of Nuclear Sciences and Engineering
- Australian Biological Resources Study
- Australian Research Council
- Australian Transport Safety Bureau
- Commonwealth Department of Education, Science and Training
- Commonwealth Natural Heritage Trust
- Department of Environment and Heritage
- Environmental Futures Network

- Environmental Trust, NSW Department of Environment and Conservation
- Global Biodiversity Information Facility
- Land and Water Australia
- National Action Plan Salinity and Water
- University of Berkeley, California
- US National Sciences Foundation
- Wenner-Gren Foundation.

Staff, together with colleagues from Museum Victoria and the Museum and Art Gallery of the Northern Territory, completed the *Arafura Sea Biology Draft Report* for the National Oceans Office.

Two PhD students completed their theses during the year:

- Helen Smith was awarded her PhD for a thesis titled *Systematics and biology of the genus Poltys in Australasia (Araneae, Araneidae)*.
- Dave Britton, was awarded his PhD for a thesis titled *Using sex pheromone to control male Helicoverpa armigera Hübner (Lepidoptera: Noctuidae) in cotton*.

Staff members were invited to participate in the Voyage of Discovery on RV *Southern Surveyor* for the project: Mapping benthic ecosystems on the deep continental shelf and slope in Australia's South West Region. The voyage was part of a collaborative project involving the CSIRO, Museum Victoria and the Western Australian Museum.

Knowledge Communication

Three issues and a supplement of the *Records of the Australian Museum* were published during the year, consisting of 18 refereed scientific papers which described 55 new species, eight new genera and five new higher-order categories. All papers published in the *Records* from 1999 onwards are freely available as PDF files on the Museum's website at www.amonline.net.au/publications.

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Research at the Australian Museum resulted in the publication of 141 items during the year as shown below:

<i>Medium</i>	<i>Number</i>
Refereed journals	109
Books and book chapters	12
Non-refereed publications	3
Abstracts	1
Published conference papers	8
Web publications	3
CD-ROMS	1
Other	4
Total	141

Research and Collections staff attended over 30 national and international conferences, symposiums and workshops during the year. Papers and posters were presented at the majority of these.

Staff participated in a variety of public programs and educational activities promoting the Museum. During science week, activities included successful behind-the-scenes tours of the SEM and DNA laboratories, the bird collections and the Materials Conservation Unit. Staff also supported a number of activities of Australian Museum Members.

Staff were also engaged in supporting educational programs at both university and senior school levels. Staff gave lectures on numerous subjects ranging from palaeontology through bioinformatics to museum studies at the University of NSW, the University of Sydney, the University of New England, the University of Technology, Sydney, and the University of Newcastle.

Several staff were appointed to the advisory or editorial boards of prestigious journals.

A staff member was invited by the Nanjing Institute of Geology and Palaeontology, Chinese Academy of Sciences, to attend an editorial meeting and activities in Nanjing in September. The visit enabled compilation of works on the trilobite record of China.

The public website for the international collaborative BioGeomancer project was launched on 1 August 2005 (www.biogeomancer.org). The development of the site was managed and implemented by staff from the GIS Unit with assistance from the web team.

The first version of CHILOBASE, a web-based tool for the taxonomy of centipedes, went online in May, hosted at the Università di Padova (Italy) website. This website was developed by a group of international scientists including a representative from the Australian Museum.

A review of the Cultural Affairs Program (CAP) of the South Pacific Community was completed by the Australian Museum. CAP has cultural initiatives in all Pacific Countries and Territories and organises the popular Pacific Arts Festival.

The Australian Museum hosted 20 delegates, including directors, from Pacific Museums and associated organisations, representing 12 Pacific nations. The Museum visit included a tour of the galleries and a roundtable discussion on Pacific partnerships.

Staff were interviewed by ABC radio and the *Sydney Morning Herald* on the Aviation Safety Grant received by the Australian Museum. The grant involved the use of DNA techniques to investigate which bird species are involved in collisions with planes.

Collections Management

Staff successfully completed two significant databasing projects funded by the Department of the Environment and Heritage on land snails and karst snails. The latter project resulted in the discovery of 13 previously unknown species.

More than 200,000 new specimens and objects were acquired for the collections.

More than 18,000 new records were added to the collections database.

More than 350 loans of specimens and objects were sent to scientists and museums around the world.

More than 140 scientific papers were published by scientists around the world based on the Australian Museum's collections.

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A number of donations were received by the Museum's collections:

- The Johnston family donated 30 superbly crystallised Australian and overseas mineral specimens, from the estate of the late Judy Johnston of Miranda.
- The CSIRO Division of Exploration and Mining donated 300 reference and research rock and mineral specimens from its geological collection.
- Mr Rod and Mrs Robyn Dent donated a number of artefacts from Groote Eylandt, including 28 bark paintings.
- A donation of over 100 mammal specimens collected by Kristofer Helgen (University of Adelaide) from the Enga Province of Papua New Guinea was received.
- David James (Director, Australian Parks, Christmas Island) donated 75 frozen specimens of Christmas Island birds. Most of these species are poorly represented in the Museum's collections and some of the new material exceeds the number of current holdings.
- Owen Griffiths donated an important collection of marine molluscs from Agalega Island near the Seychelles.
- Karl Kjer (Rutgers University, New Jersey) donated 551 identified specimens of Australian Trichoptera (caddis flies).
- Mark Hanlon donated a collection of 6,181 Coleoptera specimens (beetles).
- George Stacey donated an Ethiopian black opal.
- The malacology collection received a bequest of \$25,000 from Jessie Wise who was a volunteer for many years.
- Cranbrook School donated two glass domes containing mounted birds from Australia and Fiji.
- Newcrest Mining Limited donated a valuable mineral specimen comprising seven single crystals and crystal groups of the copper sulphide mineral and chalcocite.

Other developments concerning the Museum's collections included:

- The Egyptian mummy was scanned at the Royal Prince Alfred Hospital as part of an Australian Museum/IBM - sponsored project encompassing conservation, research and a new display for the mummy. The resulting images are giving insights into the internal structure and material make-up of the mummy, as well as information on the individual, the person's general health and the manner in which the body was prepared

after death. The images also formed part of a new display.

- The collections were used extensively in the development of a number of art works and installations. These included 'Birdsong', an installation by Janet Laurence at the Object Gallery, for which almost 400 specimens were borrowed. The artist Fiona Hall used the collections as models for birds' nests she weaves from shredded American dollar bills.
- Staff delivered and installed a small exhibition on Pleistocene Megafauna that had been commissioned by the Warrumbungle Shire Council to expand an exhibition at the Coonabarabran Visitor Information Centre. The new exhibition was made up of six panels detailing the megafauna fossils found at Bingara in north-eastern NSW. It complements the four panels and the Diprotodon skeleton from Tambar Springs, east of Coonabarabran, which formed the original exhibition.
- 158 items from the Aboriginal Archaeology Collections, including faunal remains and artefacts from the Sydney Metropolitan area, have been loaned for an exhibition at the North Sydney Heritage Centre.
- Staff travelled to Perth to repatriate indigenous ancestral remains from the collections to local communities by the Museum of Western Australia. In total, 246 secret/sacred objects from Western Australia were de-accessioned.
- Research and collections staff worked together to produce a collection of photographs of baskets, mats and other objects from the Erromango island collections for display at the Vanuatu Cultural Centre. For many locals this will be their first encounter with such artefacts.
- The Collections and Research Resources outreach program hosted two interns, Mr Tubuka (Buka) Raikaci and Ms Savita Devi, from the Conservation Department of the Fiji Museum, Suva. This six-week internship was a collaborative activity with the Powerhouse Museum and was sponsored by Australian National Committee of the International Council of Museums (ICOM).

Research Recognition

The following staff were recognised for their research efforts:

- Dr Shane Ahyong was a contributing author on the work *Marine Decapod Crustacea of Southern Australia*, which received a 2005 Whitley Award for being the best book in the Systematic Zoology category.
- Dr Walter Boles was appointed as a Research Associate of the Australian National Wildlife Collection, CSIRO Sustainable Ecosystems.
- Dr Les Christidis was appointed to the Global Biodiversity Information Facility's Science Subcommittee for Digitisation of Natural History Collections (DIGIT).
- Vinod Daniel was made a Research Associate at the Research School of Pacific and Asian Studies, Australian National University.
- Dr Dan Faith received an award from ECOGRAPHY for a top-cited paper during the period 2003–2005.
- Paul Flemons was appointed to the Global Biodiversity Information Facility's Science Subcommittee for Data Access and Database Interoperability (DADI).
- Dr Pat Hutchings became a Fellow of the Royal Zoological Society.
- Dr Lin Sutherland has been awarded the Citation for Excellence in Reviewing 2005 from the *Australian Journal of Earth Sciences*.
- Gayle Webb was awarded a Diploma of Gemmological Research by the Gemmological Association of Australia.
- Dr Buz Wilson has been appointed Adjunct (Visiting) Professor at the Department of Zoology, Martin Ryan Institute, National University of Ireland, Galway.

PUBLIC PROGRAMS

The Public Programs Division is responsible for a range of services that aim to meet the needs of all sectors of the community. The services are delivered at the College Street premises and via the Museum's website. Some exhibitions are delivered in collaboration with regional, interstate and international museums. The Public Programs Division aims to enhance the visitor experience while facilitating customer-centred research, learning and knowledge.

Highlights

2005–2006 saw a total of 297,001 visitors attend the Museum's public programs onsite at College Street. Of this total, 34,283 (12%) were students and teaching staff, of which 7,369 attended Science in the City. The Museum provided complimentary admission to 31,881 (11%) visitors.

The total attendance at College Street was down 13% on the previous year and down 3% compared to the five-year average attendance. Student visits were 11% higher than projected. The attendance figures are consistent with the normal variation in annual attendance. The year's program is set out in detail under Onsite Programs.

Offsite, the Museum reached a total audience of over 300,000 across NSW and interstate. Of this figure over 60,796 students around NSW used *Museum in a Box*, while a further 15,600 saw Museum exhibitions visiting regional museums in NSW.

The Museum's website logged 17.1 million user sessions (up 42%).

In 2005–2006, the Museum decided to amalgamate its publications, *Nature Australia* and *Muse*, to create *Explore*, an exciting new periodical showcasing the work of the Museum and informing our visitors about what's on.

Future Directions

The Exhibitions and Creative Services Branch aims to:

- Deliver a suite of projects that update some of the older public areas of the Museum.
- Complete recruitment of Unit Managers and build effective teams.
- Complete an Australian Museum Exhibition Strategy 2006–2016 for implementation in 2006.
- Produce the first edition of the new Members magazine *Explore* by August 2006.

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- Produce a range of initial exhibition proposals for the next three years.
- Define and develop a strategy for the Australian Museum's web presence, and plan and develop the new site and hosting arrangements for implementation in 2007. The objectives of this project are to:
 - Improve user experience
 - Offer new methods of interactivity
 - Create new levels and types of content
 - Enhance support for the Australian Museum from web users.

The Visitor Programs and Services Branch aims to:

- Develop public programs to maintain audience interest and connectivity during the Museum's construction period.
- Facilitate debate on controversial topics through seminars, forums or lectures.
- Review the Museum's outreach programs to develop a strategy for regional users.
- Enhance education programs through value-adding to maintain school visits during the Museum's Revitalisation Project.
- Expand the Museum's commitment to science communication through increased regional science initiatives.

Onsite Programs

The Museum offered onsite visitors a wide range of educational and entertaining experiences including:

- eight galleries (three galleries closed in January 2006 for refurbishment)
- eight exhibitions and one exposition
- four activity and resources centres
- seven community group displays on biodiversity
- two displays in the *Changing Ways* space in the *Indigenous Australians* gallery.

GALLERIES

The Museum presented eight galleries organised along thematic or taxonomic lines in 2005–2006, which were accessible with the payment of the general admission fee.

Skeletons

Indigenous Australians

Planet of Minerals

Chapman Mineral Collection

Birds & Insects

Biodiversity

Tracks Through Time (human evolution)

More than Dinosaurs (Australia's megafauna)

Three galleries closed in January 2006 for refurbishment: *More than Dinosaurs*, *Tracks Through Time* and *Biodiversity*. These will be replaced by two exciting new exhibitions on the dinosaurs of Gondwana and Australia's natural history.

EXHIBITIONS AND EXPOSITIONS

The Museum presented eight short-term exhibitions and one exposition during the year. Exhibitions where an admission fee was charged, in addition to the general admission fee, are indicated with an asterisk.

*Who Dunit? Mystery at Menagerie Park**
11 June 2005 – 4 September 2005

*How to Make a Monster: The Art of Animatronics**
29 October 2005 – 5 March 2006

*Pearls: Opulence and Obsession**
8 April 2006 – 6 August 2006

Supercroc
24 September 2005 – 15 October 2005

It's a Dog's Life! Animals in the Public Service
19 March – 24 July 2005

Wildlife Photographer of the Year 2005
29 October 2005 – 19 March 2006

Pacific Patterns
1 April 2006 – 23 July 2006

Six Strands: Woven Vessels from the Collection
17 September 2005 – 29 January 2006

Science in the City exposition
14 – 25 August 2005

ACTIVITY AND RESOURCES CENTRES

The Museum has four Activity or Resource Centres. All attracted an admission fee, in addition to the general admission fee, except *search & discover*.

*Indigenous Australians**

*Animals Past and Present**

search & discover

*Kids' Island**

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VISITORS TO ONSITE PUBLIC PROGRAMS

Visitors by Month

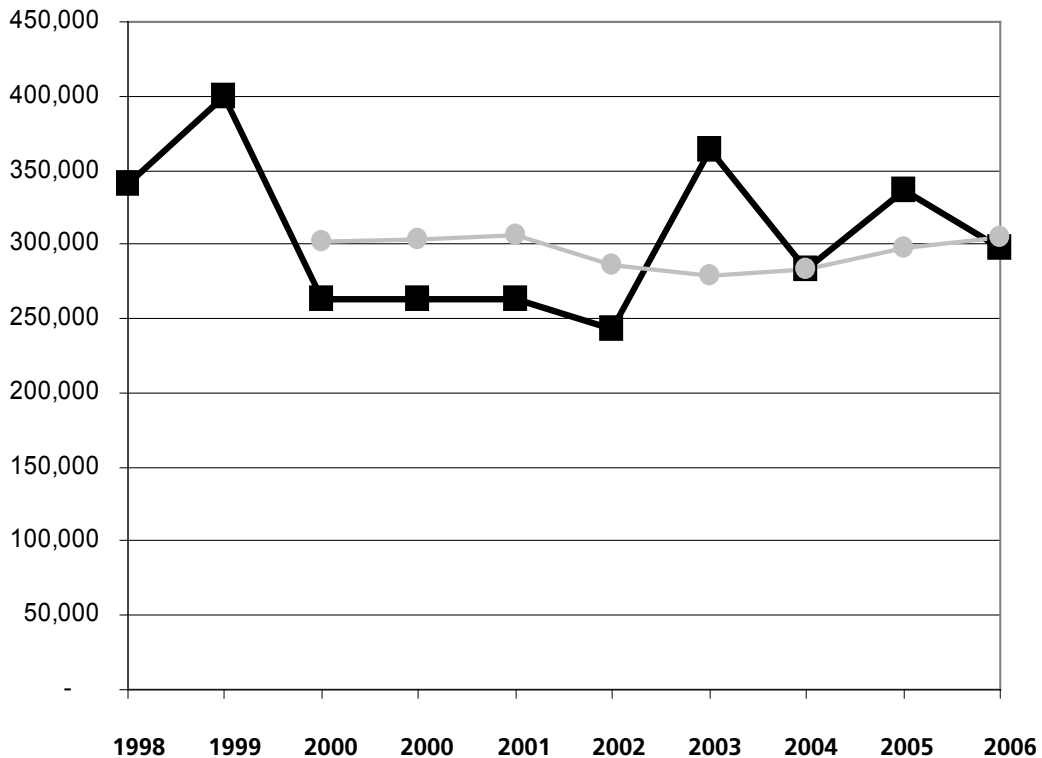
(for the year ending 30 June)

MONTH	2002	2003	2004	2005	2006	2006	
						Paid	Free
July	29,176	63,494	35,446	31,260	33,732	29,991	3,741
August	18,608	43,977	27,492	29,796	29,275	26,993	2,282
September	15,975	22,171	18,034	16,625	17,746	15,246	2,500
October	18,749	42,484	24,393	19,952	19,736	17,035	2,701
November	17,496	16,712	17,462	17,032	20,161	18,774	1,387
December	13,932	20,244	19,084	23,566	20,932	19,665	1,267
January	33,660	43,508	46,542	53,274	48,078	46,811	1,267
February	16,647	21,959	18,887	23,779	20,711	19,422	1,289
March	17,113	13,141	22,413	31,596	18,285	16,235	2,050
April	25,630	29,812	21,170	43,170	21,884	18,908	2,976
May	19,095	23,717	15,094	28,360	24,889	15,271	9,618
June	17,440	23,107	17,415	17,924	21,572	20,769	803
TOTAL	243,521	364,326	283,432	336,334	297,001	265,120	31,881

Notes: Figures do not include visitors to Australian Museum Members' events nor private functions.

Visitors by Year

(for the year ending 30 June)



Notes: Figures do not include visitors to Australian Museum Members' events or to private functions.

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COMMUNITY SPACE DISPLAYS

In conjunction with the following community groups and other partners, the Museum presented seven community space displays, which were free with the payment of the general admission fee:

- National Koala foundation
- Threatened Species Network
- Nature Conservation Council NSW
- The Australian and New Guinea Fishes Association of NSW (ANGFA)
- Streamwatch
- Centre for Environment Education (CEE) Australia Incorporated
- Conservation Volunteers Australia (CVA).

CHANGING WAYS DISPLAYS

These displays focus on contemporary indigenous culture and issues. There were two displays during the year, which were free with the payment of the general admission fee:

- Eora College: artworks and sculptures from students of the Eora TAFE College, Chippendale
- Boomalli Aboriginal Arts Collective.

LEARNING PROGRAMS

2005–2006 has been an eventful year for Learning Services (formerly Education Services) with the recruitment of two new full time staff – a Manager, Learning Services, and an Indigenous Education Assistant – and the recruitment and training of four casual educators from backgrounds in both primary and secondary teaching. The recruitment of further casual staff reflects the increase in demand for educator-led sessions during the Museum Revitalisation Project.

From audience feedback information, a high level of satisfaction has been expressed with the more staff-intensive, high quality, hands-on activity sessions after the loss of some of the previous self-guided gallery options. In particular, the provision of specially developed curriculum-linked workshop programs to support temporary exhibitions has proved to be a popular catalyst in convincing many teachers to bring their students to the Museum.

The Learning Services Unit served over 41,300 school, university and TAFE students this year, which exceeded predictions, and of which 11,700 were involved in educator-led sessions.

The offer of the *Evolution of Australian Biota Study Days*, a joint venture with Taronga Zoo and the Royal Botanic Gardens, was extended from 21 days in 2004–2005 to a total of 24 days in 2005–2006 in Sydney due to increased demand. This program continued to be offered offsite at Mt Tomah for five days and at Mt Annan for six days during 2005.

The *How to Make a Monster: The Art of Animatronics* exhibition held during 2005–2006 was extremely popular with student visitors, including over 600 who participated in art-focused workshop activities where they could create their own monster. These workshops stimulated the students' engagement with the skills and themes linked to specific sections of the school syllabus.

The *Pacific Patterns* exhibition schools workshop program proved extremely attractive to both primary and secondary school audiences, in particular those with high Pacific Islander student populations. Students created their own pattern with the aid of specially prepared stencils onto calico carry bags that they could take home. In workshop activities conducted over several weeks, 740 students participated.

An educational package for teachers and their students was prepared for the *Pearls: Opulence and Obsession* exhibition, and although this exhibition did not largely engage the schools audience, it was well received by Design and Visual Arts students from TAFE colleges.

On their evaluation feedback forms, teachers continue to reinforce the popularity of the model of combining an exhibition visit and a workshop session. In addition to workshop links to science, history and geography disciplines, these exhibition-based workshops are providing opportunities for links to the Visual Arts, Design and Technology and English syllabuses.

Educator-led sessions for primary, secondary, university and TAFE students continue to be heavily booked in the Aboriginal and Animal hands-on rooms, Biodiversity hands-on sessions, and science for both junior and senior secondary sessions – now held in the new Science Studio – as well as talks for groups in the *Indigenous Australians* exhibition and the Contiki *People to People* tour group programs arranged for visiting overseas high school students.

In addition to the implementation of the new Investigations and Geoscience all-day programs, Learning Services has also developed and trialed a new two-hour Evolution Trail program for Years 9 and 10 science students. This covers much of the fossils

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and evolution content requested by teachers for their larger junior science groups (100+) and combines a hands-on component and rotation of groups around self-guided components through currently existing galleries. The hands-on segment is conducted in the new Science Studio and provides an activity not available to students in their classroom. Teachers are very appreciative of the new Science Studio as a separate, designated schools teaching space.

Planning, design and refurbishment of learning activity areas such as the temporary teaching space or Science Studio and the Learning Services Foyer were completed in May 2006.

A new offsite activity, as part of collaboration with Taronga Park Zoo and developed for the Human Evolution program, attracted 230 students for 11 sessions held over four days at the Zoo.

Over 15 Teachers Packs and their activity sheets intended for Museum school visitors have required revision due to closure of galleries and movement of exhibits. A new historic site study applicable to the history syllabus for junior secondary students has been developed and written, ready for trialing in the second half of 2006. Whole segments of the Learning Services section of the Museum website required revision, most of which has now been completed.

Learning Services continued to coordinate and organise the Museum work experience program catering for 20 students annually in the different Museum units.

A new Bookings and Admission system, which involved input and training of selected Learning Services staff, has been introduced and implemented.

Learning Services staff continue to work closely with Visitor Services and Science Communication staff on the floor and with the development and implementation of school-holiday and other programs, such as National Aboriginal and Islander Day of Celebration (NAIDOC) Week, Museum Open Day and Science in the City.

Several Learning Services staff are taking an active part in new Exhibition Project teams, the Museum Revitalisation Project, Learning Centre Development, the Kids College Project and collaborations in both advisory and research capacities with other institutions, including universities and the NSW Department of Education and Training.

The *Changing Ways* space in the *Indigenous Australians* gallery featured artworks from members of the Boomalli Aboriginal Artists Co-operative.

The management of the *Museum in a Box* program was transferred to the Learning Services Unit during March 2006 and continues to grow and exceed expected targets in outreach.

VISITOR PROGRAMS

The Visitor Services Unit has continued to offer a range of interpretive programs throughout the year. The programs implemented and developed in this section cater for a range of audiences, from the under-fives to groups with special needs, English as a second language, families and the elderly. The programs offered include workshops for adults and children, special tours such as torchlight tours, temporary exhibition programs and a number of special events and displays throughout the year.

Highlights for the year were as follows:

- The four Holiday Programs offered by the Visitor Services Unit saw a total of 123,430 visitors participating in events and workshops.
- A total of 1,883 visitors took a guided tour including tours of the Museum and after-hours Torchlight Tours.
- The Science week *Science in the City* program attracted 127 schools (7,369 students) to participate in workshops, lectures, shows and presentations.
- A number of different workshops were offered throughout the year, such as the *Science Made Easy* workshops.
- Special events were offered, including small exhibitions such as community space displays, and Environmental Days such as World Environment Day and the National Threatened Species Day.
- *search & discover* attracted 87,265 visitors and a total of 4,105 enquires were answered.
- The Early Childhood program attracted:
 - 1,840 children and their carers to the *Family Day* program on Thursdays
 - 1,026 children and their carers to the *Time to Play* program
 - 20 booked groups into *Kids' Island*.
- 1,446 overseas students visited the Museum as part of their Contiki *People to People* tours.

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Customer Response

Monthly surveys undertaken over the 12 months (n=1,218) show that visitors to the Museum were generally Australian-born, Sydney-based families and educated at graduate/post-graduate levels. Twenty percent were aged between 20 and 29 years and 24 percent aged 30 to 44. Half were new visitors, and of those who were repeat visitors, 34 percent had visited in the previous 12 months.

The exhibitions visitors most liked were *Who Dunit? Mystery at Menagerie Park* and *How to Make a Monster: The Art of Animatronics*; followed by the *Indigenous Australia* gallery, *Skeletons* gallery and *Wildlife Photographer of the Year*. They wanted to see improvements to the way they moved around the Museum. From March 2006 visitors were asked to rate the shop and food services, with 68 percent generally satisfied with the food and 73 percent the shop. Seventy-five percent were generally satisfied with their overall visit and 77 percent with value for money. Ninety-five percent would recommend the Museum to others.

The three main reasons given for visiting the Australian Museum were general visit (31%), for a special exhibition (24%) and as a tourist destination (15%).

Visitors learn about the Australian Museum through word of mouth (17%), tourist brochures (16%), our external billboards (16%) and general knowledge (14%). A mix of advertising/media, internet, tourist guidebooks and outdoor marketing make up the remaining average percentages.

PUBLIC PROGRAM EVALUATION

The Australian Museum Audience Research Centre conducted a range of evaluation studies during 2005–2006, including an evaluation of the Museum's new magazine and several studies about the website (educational website user needs analysis; online membership and a usability study of *Birds in Backyards*). Evaluations were conducted for four exhibitions: *Whodunit? Mystery at Menagerie Park*; *How to Make a Monster: The Art of Animatronics*; *Pearls: Opulence and Obsession* and *Six Strands: Woven Vessels from the Collection*. A long-term study was undertaken with students and teachers who had visited *Science in the City*, which generated positive comments about the program, suggestions for future improvements and feedback about how the program contributed to participants' interest in, and understanding of, science. A study of audiences with disabilities and museum visiting was undertaken

in partnership with the National Museum of Australia and Accessible Arts, NSW.

A front-end evaluation was also undertaken of the planned *Surviving Australia* exhibition to see what visitors liked about the concepts generated to date and their feelings about *Surviving Australia* as a general concept for the Museum. As well, a two-day Kids' College was held with 30 K-12 school students throughout NSW to provide feedback about the Museum generally, and the concepts for the *Surviving Australia* and the *Dinosaurs of Gondwana* exhibitions specifically. The results were fed into the planning for these exhibitions and the exhibition tender document. The non-visitor study looked at potential visitors to the Museum, as well as the branding and new visual identity that are being used in the branding roll-out.

We received over 1,790 (90%) positive comments in our Visitors Book throughout the year, with approximately 62 percent coming from international visitors, 33 percent from NSW residents, and 5 percent from interstate visitors. Fewer than 10 percent of visitor comments offered improvement advice. The 196 'improvement' comments were varied and included offering better service/products, increasing seating, reducing the number of noisy school children, avoiding gallery closures and improving lighting levels.

Outreach

The Museum delivers a range of services, using physical and virtual delivery processes, to serve the community in regional and rural NSW. Virtual delivery, via the web, means such programs also serve national and international customers.

WEB

The Museum's websites served over 17 million virtual visitors (up 42% on last year), with May 2006 seeing a record of over 2 million virtual visitors. Around 2,100 online enquiries were answered via the website, ranging from scientific questions to children's school projects. New websites included:

- *Birds in Backyards*, which provides information on Australian birds and their habitats and how to create bird-friendly spaces in urban areas.
- *Bugwise*, which focuses on invertebrates and offers a portal to biodiversity information. *Bugwise* aims to develop simple, community friendly, scientific methods to monitor habitat improvement projects.

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- *BioMaps*, which is Australia's first fully interactive national biodiversity mapping system. Developed with support from Rio Tinto, *BioMaps* provides innovative tools for accessing and analysing biodiversity data.

Visitors to Website (for the year ending 30 June)

	2003	2004	2005	2006	Increase
User sessions (M)	5.13	8.31	12.21	17.15	+42%
Page views (M)	16.76	24.27	37.98	50.72	+34%

MUSEUM IN A BOX

Museum in a Box was used by more than 60,000 NSW primary and secondary school students during the year.

A new *Possums Box* was launched in October 2005 for Stages 1 to 4 of the primary school curriculum. The material discusses well known and unfamiliar types of possums, their relationships with each other and with other marsupials, and how they survive in different habitats.

Another new box called *Evolution of Australian Biota*, a box for senior biology students, is about to be released to schools. It has been produced in collaboration with the Royal Botanic Gardens in Sydney and covers the fauna and flora since the break-up of the super-continent, Gondwana.

A revamped *Spiders Box* will be released early in the coming school year and will incorporate a large model of a Red-back Spider as one of the teaching tools.

The themes of Night and Day, Skeletons, Sea Creatures and Lizards have been chosen for the four new preschool boxes being planned to fulfill the ever-expanding requirements of the under-five age group.

Workshops have been given to nearly 200 student teachers at the University of New England at Armidale, introducing them to the *Museum in a Box* program and museum visits. A staff member from the Royal Botanic Gardens also presented lessons on the *Evolution of Australian Biota Box* with the secondary science student teachers. This provided us with valuable feedback on this new box.

Museum in a Box also displayed materials at the annual conference of the Science Teachers Association, NSW.

TOURING EXHIBITIONS

The Australian Museum produced and managed the exhibition *Life Beyond the Tomb*, which has toured successfully throughout the 2005–2006 year. The exhibition was enjoyed by 270,000 visitors during its seasons at the Melbourne Museum, South Australian Museum and Queensland Museum. The exhibition's tour will continue to New Zealand in 2006–2007.

Wildlife Photographer of the Year (2004 edition) continued its 2005 tour hosted by the Western Australian Museum during June and July. It went to Geraldton Museum during August and September and the Newcastle Regional Library between September and November 2005. The 2005 exhibition edition began its tour at the South Australian Museum in April 2006.

Up Close and Spineless was hosted by the Australian Fossil and Mineral Museum, Bathurst, during July and August 2005.

Publishing

The Museum produced two issues of *Nature Australia* and four issues of *Muse* magazines.

In 2005–2006 a decision was taken to close *Nature Australia* and *Muse* and rationalise publishing activity by amalgamating news for Australian Museum Members (formerly TAMS, The Australian Museum Society) with coverage of our science research and public programs. The first edition of the new *Explore* magazine will be available in August 2006. *Explore* is free to Australian Museum Members.

Explore begins a new chapter in a cycle of continuous publication that spans 85 years. Over this period, the Museum's magazine has evolved in response to changing times and has appeared in five different incarnations. The founding principle, however, of 'science for all' has remained constant.

The Museum's publications can be accessed in the Museum's Library, the State Library of NSW and university libraries in Australia. Publications can also be purchased through the Museum's Shop.

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OPERATIONS

The Operations Division delivers services to external customers, as well as providing corporate support for the whole Museum. The Division delivers archives and library services to external customers as well as to the whole Museum, it provides corporate support services to the whole Museum and delivers a range of commercial services to external customers.

Knowledge Services

The services of the Archives and Records Unit and the Library are delivered to external customers and the whole Museum. Services to external customer are generally free, with only minimal charges on a cost-recovery basis, such as for photocopying.

ARCHIVES AND RECORDS

The Archives and Records Unit manages the records management, archives and photograph archives programs of the Museum.

The renewed records management program has seen the decentralisation of records registration and creation to identified TRIM coordinators in each branch. In addition, an extensive training program was carried out, providing a general session on recordkeeping responsibilities and the Museum's file titling thesaurus, followed by individual TRIM inquiry training. Nearly 90 staff have completed the training.

Over 1,200 records were registered in TRIM during the year. TRIM system procedures and the user manual were reviewed and revised. A document registration and tracking procedure was developed in TRIM for senior management executive assistants and implemented in June. TRIM coverage was extended with the import and registration of all AMBS project files (over 2,000).

In the archives, a major achievement was the approval by the State Records Authority of five Access Directions governing access to museum records that are over 30 years old, as required under the *State Records Act*, and their publication on the State Records website.

The Museum's archives date from the 1830s and are regularly accessed by Museum staff and external researchers. Archives staff handled over 440 reference enquiries, from both staff and external researchers. Topics included documentation for the repatriation of skeletal remains, thylacine exchanges, images of the Museum's galleries and buildings over time, images for the *Birds in the Backyard* website, many collections enquiries and nineteenth century natural history photographs.

The archives acquired some early family papers relating to Ellis Troughton, Curator of Mammals from the 1930s to the 1950s.

Visitors to the archives included the family of Tom Iredale, a conchologist from the 1920s to the 1940s. Conchology is the study of the shells of molluscs. Two external archives students carried out student projects in the Archives Unit.

The microfiche program continued with the copying of additional Trust agenda papers and a series of early committee minutes. Conservation phase-boxing and the covering and cleaning of 80 archive items, especially of volumes with red-rot, were carried out. Two refrigerators were installed to provide cold storage for deteriorating photographic film and negatives.

The Archives Unit participated in the *Drawing Connections* public program in July, displaying the fish drawings of Allan McCulloch in two atrium cases. An archives catalogue was loaned to the Art Gallery of NSW. Staff gave a talk to Australian Museum Members on the early history of the Museum in September, with archival items on display. Archives staff researched and located images of all the Museum's directors, producing a series that has now been hung in the boardroom. Staff also participated in Open Day giving heritage talks and displaying some early archives.

LIBRARY

In December 2005, a new Library Manager was appointed.

This financial year was dominated by preparation for the installation of a new lockable compactus running down the south side of the library, approximately 29 metres long and 2 metres wide. This compactus will house the rare book collections.

The older and fragile journals were boxed and fixed shelving was removed to create space for the new compactus. These journals will be shelved in an existing compactus. Reorganising the library space will begin in the new financial year. A substantial part of the collection, which is currently distributed around the Museum in Divisional libraries, will be returned to the Library within the next two years.

The new Reference Manager System (RMS) is up and running but needs fine tuning before it is launched. This system will help the staff of the Library manage incoming research requests and interlibrary loans. Best of all, it will generate reports on how the Library is used.

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Service Delivery

The Library presented the following exhibits:

- *Rare Books for Drawing Connections – Sydney festival of drawing!* held at the Museum from July 2005 – September 2005.
- Plates from *Icones Animalium* by Conrad Gesner, 1560.
- *Metamorphosis insectorum Surinamensium* [Translated Title: *Metamorphoses of the insects of Surinam*] by Maria Sybilla Merrian, 1705.
- *Les Pigeons* by Madame Knip and C.J. Temminck, 1811.

The Library responded to a range of research enquiries including:

- Acquiring interlibrary loans for 246 internal requests and 381 external requests
- Accessing serials for 2,926 requests
- Acquisition of 256 new books
- Completing 408 in-depth reference queries
- Responding to 196 rare book queries.

Students

A group of 20 Charles Sturt University students paid a professional study visit from the School of Information Studies. In addition, two TAFE library technician students undertook their professional placement at the Library.

Significant Donations

The Library received the following significant donations:

- The Michael and Mary Whelan Trust donated \$350.00.
- Nine books were received from the late John Brooker, a museum volunteer.
- Dr L.A. Ivanova from the Russian Academy of Sciences donated a copy of the Cook Collection in the St. Petersburg Kunstkammer.
- Mrs Enid Wylie donated books from her late brother Clarence Chadwick's library to the Research Library's entomology book collection.
- Donated books were received from the library of the late Dr Darryl Mason of Queensland.

Corporate Services

FACILITIES MANAGEMENT

During 2005–2006, work continued on Stage 2 of the Museum's Fire Safety Strategy, with funding of \$1.005 million being provided to complete the project. The project focused on the minimisation of smoke hazard risks in the Museum. These works include the provision of new mechanical, fire and electrical services throughout the Museum's main building complex, aimed at providing an operational integrated smoke exhaust system.

The Fire Safety Strategy also addresses the deficiencies in the integrity of the fire compartments within the building complex. This work involves the installation of fire - resistant materials, together with fire and smoke dampers where there are penetrations between adjacent fire compartments.

In addition to the major fire activities, the Facilities Management Unit undertook many smaller projects associated with health and safety, building maintenance and plant upgrades.

HUMAN RESOURCES

The restructure of the Australian Museum, which commenced in 2004–2005, was completed in the 2005–2006 financial year.

All employees were advised by individual letter of their employment status and the appointment process that would apply to them, with priority assessment for new positions offered to any displaced employees in accordance with arrangements contained within Premiers Memorandum No.96–5.

On 1 July 2005, the second instalment of 4 percent salary increases agreed to in the 2004 Public Sector Pay Award was paid to all staff. Other major activities for the year included:

- Completion and submission of the workforce profile and annual EEO report.
- Ongoing review of HR policies and preliminary discussion held with all Ministry for the Arts agencies, with the view to standardising policies across the Arts portfolio.
- Ongoing training and development of staff.

A skill gap analysis was conducted, which identified training requirements in areas such as change management, team participation, report writing, time management and leadership and culture. Subsequent courses were tailored and offered to 116 staff.

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Ongoing training of staff in areas such as diving, first aid and occupational health and safety (OH&S) was also provided. Mandatory refresher training in bullying and harassment awareness was delivered to all available staff by the Anti-Discrimination Board of NSW.

The Joint Consultative Committee (JCC) continued to meet regularly to provide an effective means of resolution of employee-related issues. A new Flexible Working Hours Agreement was endorsed and implemented successfully in January 2006. The JCC also endorsed the Premiers Department/Unions NSW Charter of Dignity and Respect in the Workplace. This charter deals with issues such as bullying and work overload.

The Action Plan for Women aims for a whole-of-government approach to dealing with the concerns and interests of women. Consistent with this approach, the Australian Museum promotes a workplace that is safe and responsive to all aspects of women's lives. It maintains a diverse and skilled workforce and gender equity through consistently meeting the EEO population benchmarks and Government targets of 50 percent of women across all salary levels in the workforce. The Australian Museum will continue to promote appointments to and active participation on Committees and Boards, while ensuring equitable access to training and career development opportunities.

A new OH&S committee was installed and necessary training provided to the new members and Chairperson as required. The committee has continued to conduct OH&S inspections of all areas of the Museum in accordance with the *OH&S Act 2000* and *OH&S Regulations 2001*.

Accountability measures included in Senior Executive Service performance contracts ensure a commitment to Equal Employment Opportunity (EEO), Occupational Health and Safety and the Ethnic Affairs Priorities Statement. The Corporate Strategic Plan also includes equity and diversity strategies and contains an ongoing commitment to EEO.

Appendix B provides details on Senior Executive Service officers, staffing, EEO trends and the Museum's occupational health and safety performance.

INFORMATION TECHNOLOGY

The focus of the Information Technology Unit changed during the year with the cessation of externally provided network support and the recruitment of a new Systems Administration Officer. This increased the Information Technology Unit's staffing to three positions.

Additionally, the Museum moved to increase both hardware and system capacity as part of a longer-term Information Technology Strategic Plan. Specifically, the Unit:

- Installed a new Microsoft Exchange 2003 email environment. All staff were migrated from the old Cobalt system to Outlook.
- Implemented a multiple-blade chassis server environment, with connectivity to the SAN environment. This allowed for consolidation of a number of older servers down to six blade servers, including two file servers, an application server, an SQL server, an anti-virus gateway and a new Intranet server.
- Expanded the existing SAN environment with an additional 1.4TB of space.
- Created the Active Directory environment and migrated all staff from the multiple NT domain environment across to a single Active Directory.
- Implemented systems management software to assist in IT support. Functionality includes remote control, remote software delivery, hardware asset management and remote software inventory capabilities.

Commercial Services

The services below are delivered to external customers on a for-profit basis.

AUSTRALIAN MUSEUM BUSINESS SERVICES (AMBS)

Overall Financial Position		
Income	Ecology	\$462,289.72
	Archaeology	\$692,422.84
	Exhibitions	\$217,995.66
<hr/>		
	Total Income	\$1,372,708.22
<hr/>		
	Operating Profit	(\$72,174.00)

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Business Plan

AMBS's structure and operations have been reviewed, resulting in the closure of AMBS Exhibitions. Rates have been increased. TRIM records management and a new database have been introduced. Further marketing and strategic work will take place in 2006–2007 to grow revenue and profit further.

Quality Assurance Certification

AMBS operates under a Quality Management System that has been certified as complying with the requirements of the quality system standard AS/ISO 9001. AMBS has retained certification following the February 2006 audit.

AMBS Ecology Unit

The AMBS Ecology Unit specialises in the assessment and management of the natural environment, including specialist knowledge in the fields of flora and fauna and their habitats. AMBS Ecology works closely with Research and Collections Division staff to maximise the use of Museum expertise. A selection of key projects undertaken during the financial year included:

- Flora and fauna assessment of the proposed Emirates Luxury Resort in the Wolgan Valley.
- An investigation of the use of the road overpass at Wakehurst Parkway by arboreal mammals for the NSW Roads and Traffic Authority.
- Ongoing monitoring and management of the Green and Golden Bell Frog population at Sydney Olympic Park for the Sydney Olympic Park Authority.
- Ongoing investigation of the impact of roads on koalas for the Roads and Traffic Authority.
- Survey of lizards in special reserves in the vicinity of the proposed Goro nickel mine site, New Caledonia.

AMBS Archaeology Unit

The AMBS Ecology Unit specialises in all aspects of Aboriginal archaeological assessment and management. AMBS Archaeology works closely with the staff of Anthropology. A selection of key projects undertaken during the financial year included:

- Willandra Lakes Fossil Trackway archaeological management plan for the Department of Environment and Conservation.
- Wolgan Valley archaeological assessment for Emirates Luxury Resorts.
- Renwick Sustainable Village Aboriginal heritage assessment, Mittagong for Landcom.

- Excavation of the West Dapto Release Area for Wollongong City Council.
- Excavation of Aboriginal midden Royal National Park for the Department of Environment and Conservation.

AMBS Exhibitions Unit

AMBS Exhibitions has two main functions: exhibition and cultural management for commercial clients and management of the international touring exhibitions program for the Australian Museum. Following a review of the Unit in November 2005, KPIs and objectives were set to assess its viability in the current market place. As a result, the Unit was closed at the end of June 2006.

SHOP

The Museum Shop had a profitable year despite fewer visitors to the Museum. Sales net of GST were \$0.902 million and the average spent by shop customers was \$2.71. This performance was largely due to the success of the exhibition shop for the exhibition *Pearls: Opulence and Obsession*, which attracted high average spending per visitor. The Shop benefited from some overseas purchasing and some stock trading activities with other Australian museums. A business plan will be introduced in 2006–2007.

MUSEUM AS A VENUE

Museum as a Venue manages the hiring of galleries and public spaces for events and other activities, like commercial filming. In 2005–2006 over 15,000 people used the Museum's galleries and public spaces for events, further enhancing the Museum's reputation as one of the premier function venues in Sydney. The Museum acted as the setting for 'Metropolis Museum' from the major motion picture *Superman Returns* (released June 2006). In February 2006 a new three-year catering contract was awarded to Laissez-faire. The Museum has worked closely with Laissez-faire on the introduction of new products and the development of quality menus. An instant marked improvement has been seen. As part of the Museum Revitalisation Project, the Diner was refurbished while the Café has been restyled to reflect the era of the Parkes/Farmer wing. A business plan in collaboration with Laissez-faire will be introduced in 2006–2007.

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APPENDICES

- A Corporate Governance
- B Staff, EEO and OHS Statistics
- C Ethnic Affairs Priority Statement
- D Use of Consultants
- E Energy Management
- F Heritage Management
- G Waste Reduction and Recycling
- H Privacy and Personal Information
- I Freedom of Information
- J Overseas Travel
- K Code of Conduct
- L Credit Card Certification

Appendix A - Corporate Governance

THE AUSTRALIAN MUSEUM

The Australian Museum is a statutory body of, and is principally funded by, the NSW Government. The Museum operates under the powers vested in the Australian Museum Trust. During 2005–2006, the Museum operated within the Arts portfolio and its Minister was the Hon Bob Debus MP, Attorney General, Minister for the Environment and Minister for the Arts.

THE AUSTRALIAN MUSEUM TRUST

The Australian Museum Trust was established under Section 5 of the *Australian Museum Trust Act 1975* and operates under that Act and the *Australian Museum Trust Regulation 2003*. The legislation defines the objects, powers and functions of the Trust.

The objects of the *Australian Museum Trust Act 1975* are set out under Section 7:

- (1) To propagate knowledge about the natural environment of Australia and to increase that knowledge.
- (2) When acting in pursuance of its objects, the Trust shall give particular emphasis to propagating and increasing knowledge in the natural sciences of biology, anthropology and geology.

The Australian Museum Trust consists of nine trustees appointed by the Governor on the recommendation of the Minister for a term of up to three years. 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. Trustees are eligible for reappointment, but may not hold office for four consecutive terms. Vacancies may be filled by the Governor on the recommendation of the Minister. The President of the Trust is recommended by the Minister. The *Australian Museum Trust Act 1975* defines the Director of the Australian Museum as Secretary to the Trust. The Director's Executive Officer is minute secretary and the Director's Personal Assistant keeps the common seal.

Trustees do not receive remuneration. However, they are reimbursed for expenses such as travel to attend meetings.

TRUSTEES

Members of the Australian Museum Trust are Brian Sherman AM (President), Brian Scwhartz AM (Deputy President), David Handley, Dr Ronnie Harding, Samantha Mostyn, Dr Cindy Pan, Michael Seyffer, Associate Professor Stephan Schnierer, Julie Walton OAM. Profiles of the Trustees appear under Our Trustees, in this report.

TRUST MEETINGS

The Trust generally meets every two months and there were 7 meetings during the year. The attendance record of Trustees was Brian Sherman AM (President) 7, Brian Schwartz AM (Deputy President) 6, David Handley 4, Dr Ronnie Harding 7, Samantha Mostyn 5, Dr Cindy Pan 6, Michael Seyffer 6, Associate Professor Stephan Schnierer 4, and Julie Walton OAM 4.

TRUST COMMITTEES

Finance and Audit Committee

The Committee ensures the sound financial position of the Museum through regular reviews of its financial position, budget, finance and business decisions and policies that have an impact on these areas. The Committee also has an important role in risk management and audit through the endorsement of internal and external audit plans, the review of audit reports and the review of risk assessment and management. Trustees on the Committee at 30 June were Brian Schwartz AM (Chair), Brian Sherman AM and Dr Cindy Pan.

Project Review Group

The Project Review Group was formed in 2004 to oversee the Museum's Revitalisation Project. The Group meets approximately quarterly and endorses

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major decisions and monitors progress of the Revitalisation Project. At its meeting in February 2005, the Trust agreed that, with the withdrawal of the only external member of the Group (a representative of the NSW Ministry for the Arts), the Group would normally meet during and as part of deliberations of Trust meetings. Members of the Group at 30 June were Michael Seyffer (Chair), Brian Sherman, Brian Schwartz, Julie Walton, Sam Mostyn (Trustees) and Frank Howarth (Director).

Research and Collections Advisory Committee

The Committee was formed in December 2004 and advises on the direction of research and collections management in the Museum. The Committee's members at 30 June were:

Dr Ronnie Harding (Chair)

Associate Professor Maria Byrne (School of Biological Sciences, University of Sydney)

Dr Leslie Christidis (Assistant Director, Research and Collections, Australian Museum)

Dr Hal Cogger (John Evans Emeritus Curator, Australian Museum)

Associate Professor Lesley Head (School of Geosciences, University of Wollongong)

Dr Klaus Koop (NSW Department of Environment and Conservation) (from October 2005)

Frank Howarth (Director, Australian Museum)

Richard Moorecroft (Media Management)

Associate Professor Margaret Rose (Director, Animal Care, South East Sydney Area Health)

Associate Professor Stephan Schnierer (Director, College of Indigenous Australian Peoples, Southern Cross University)

Brian Sherman (President, Australian Museum Trust)

Dr Brett Summerell (Director, Science and Public Programs, Botanic Gardens Trust)

Professor John Talent (Department of Planetary Sciences, Macquarie University)

Dr Shane McEvey (Secretary) (Editor, *Records of the Australian Museum*)

Marketing Committee

The Committee meets on an as-needs basis to consider and provide feedback to the Museum on marketing and development of the Museum's profile and brand name. Trustees on the Committee at 30 June were Brian Sherman AM (Chair), David Handley, Dr Cindy Pan and Brian Schwartz AM.

Australian Museum Members

The Australian Museum Society was established in 1972 as a committee of the Australian Museum Trust to support and promote the work of the Australian Museum. During the year the Society Council decided to change the name to Australian Museum Members (AMM).

AMM is administered by a Council of 14, made up of nine elected by the membership, four appointed representatives of the Australian Museum and the Executive Officer of AMM. Council's elected members at 30 June were Bill Templeman (President), David Priddel (Vice President), Barry Wilson (Treasurer), Mark Andrews, Bob Beale, Derril Greenway, Estelle Lazer, Mary-Louise McLaws and Andrew Nelson. The Museum's appointed representatives at 30 June were Frank Howarth (Museum Director), Penny Berents, Glenn Ferguson and Shane McEvey. The Executive Officer of AMM at 30 June was Kate Murray.

TRUST REPRESENTATION

Lizard Island Reef Research Foundation

The Trust has two members on the Lizard Island Reef Research Foundation. At 30 June, the Trust's representatives were Dr Ronnie Harding and Associate Professor Stephan Schnierer.

LIABILITY

Trustees and employees of the Trust are covered by the Treasury Managed Fund for any legal liability, so long as the action they take is not illegal or criminal and is not outside the scope of their duties.

LEGISLATIVE CHANGE

The *Australian Museum Trust Act 1975* was amended by the *Statute Law (Miscellaneous Provisions) Act 2005* (assented to on 1 July 2005). The amendments updated references to redundant legislation such as the *Public Sector Management Act 1988* and the *Stamp Duties Act 1920*, repealed redundant annual report and financial year provisions to better reflect current practice and requirements, and introduced minor renumbering and rewording and included provisions to permit the Trust of the Australian Museum to conduct its business outside of meetings or by telephone.

The *Public Sector Employment Legislation Amendment Act 2006*, which commenced on 17 March 2006, made amendments to the definition of Director and the employment arrangements for the Director and staff of the Australian Museum.

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There were no amendments to the *Australian Museum Trust Regulation 2003*.

RISK MANAGEMENT

The Museum's Executive actively monitors its programs for risk identification and management. Risks are managed in ways consistent with government guidelines and policy in order to safeguard the public, staff, collections, buildings and related assets. The risk control environment includes:

- Surveys undertaken by the Treasury Managed Fund.
- Corporate risk assessments and management audits undertaken by the Internal Audit Bureau.
- Ongoing risk-management functions, including maintenance of asset registers for various classes of assets.
- Discrete risk management activities, including fire and safety audits.
- Valuation of the collections and building assets, development of risk strategies for public exhibitions and spaces as well as fire drills.
- Constant monitoring of Museum buildings and site by full-time security staff and security support systems.
- Appropriate insurance cover with the Treasury Managed Fund covering all classes of risk.

Appendix B – Staff, EEO and OH&S Statistics

SENIOR EXECUTIVE SERVICE

There are currently three Senior Executive Service (SES) positions within the Museum. The Director, Frank Howarth, commenced duties in February 2004. The Assistant Director, Public Programs and Operations, Janet Carding, commenced duties in August 2004. The Assistant Director, Research and Collections, Dr Les Christidis, commenced duties in June 2004.

The number of SES positions as at 30 June is shown below:

	2003	2004	2005	2006
SES 4	0	1	1	1
SES 2	1	0	1	1
SES 1	1	1	1	1

The number of female executive officers as at 30 June is shown below:

	2003	2004	2005	2006
Female SES Officers	0	0	1	1

STAFF STATISTICS

TABLE 1: COMPARISON OF STAFF BY SALARY AS AT 30 JUNE

Level	2002	2003	2004	2005	2006
Level 1	53		0	3	29
Level 2	24	No	15	14	28
Level 3	49		31	25	77
Level 4	86		76	62	52
Level 5	91	Data	79	77	26
Level 6	23		29	27	8
Level 7	16		15	15	13
SES	2		2	3	3
Total	344		247	226	201

Notes:

1. Salary levels are defined in Table 2.
2. Staff means individuals and is not equivalent to EFTs as some staff do not work full-time.
3. Table 1 does not include casual employees.

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TABLE 2: STAFF BY SALARY LEVEL AS AT 30 JUNE

Level	Total Staff (Number)	Respondents	Respondents		Aboriginal People & Torres Strait Islanders	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 Work-related Adjustment
			Men	Women					
< \$31,352	11	11	2	9	0	3	0	2	0
\$31,352 – \$41,177	13	13	5	8	0	3	0	1	0
\$41,178 – \$46,035	20	20	6	14	1	5	3	1	0
\$46,036 – \$58,253	63	63	25	38	1	11	0	1	0
\$58,254 – \$75,331	58	58	26	32	1	10	0	1	0
\$75,332 – \$94,165	22	22	13	9	0	2	0	0	0
> \$94,165 (non SES)	11	11	8	3	0	4	0	2	0
> \$94,165 (SES)	3	3	2	1	0	0	3	0	0
Total	201	201	87	114	3	38	6	8	

Note: Does not include casual employees

TABLE 3: STAFF BY EMPLOYMENT BASIS AS AT 30 JUNE

Employment Basis	Total Staff (Number)	Respondents	Respondents		Aboriginal People & Torres Strait Islanders	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 Work-related Adjustment
			Men	Women					
Permanent Full-time	113	113	64	49	2	25	0	4	0
Permanent Part-time	20	20	3	17	0	3	0	3	0
Temporary Full-time	56	56	16	40	1	7	3	1	0
Temporary Part-time	9	9	2	7	0	3	0	0	0
Contract – SES	3	3	2	1	0	0	3	0	0
Contract – Non SES		0	0	0	0	0	0	0	0
Training Positions		0	0	0	0	0	0	0	0
Retained Staff		0	0	0	0	0	0	0	0
Casual	20	20	7	13	0	3	0	0	0
Total	221	221	94	127	3	41	6	8	

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TABLE 4: TRENDS IN THE REPRESENTATION OF EEO GROUPS AS AT 30 JUNE
Percentage of Total Staff

EEO Group	Bench mark or	2002	2003	2004	2005	2006
	Target					
Women	50%	52%	51%	51%	50%	57%
Aboriginal people and Torres Strait Islanders	2%	3.2%	1.9%	1.6%	1.8%	1.5%
People whose first language was not English	20%	9%	8%	8%	29%	3%
People with a disability	12%	10%	8%	15%	7%	4%
People with a disability requiring work-related adjustment	7%	n/a	n/a	1.2%	0.0%	0.0%

TABLE 5: TRENDS IN THE DISTRIBUTION OF EEO GROUPS AS AT 30 JUNE
Distribution Index

EEO Group	Bench mark or	2002	2003	2004	2005	2006
	Target					
Women	100	90	95	90	87	86
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a	n/a
People whose first language was not English	100	93	92	n/a	97	n/a
People with a disability	100	79	106	99	n/a	n/a
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	0	n/a

Notes:

1. Staff numbers are as at 30 June.
2. Excludes casual staff.

DISABILITY ACTION PLAN

The Museum's Disability Plan was submitted to the Department of Ageing, Disability and Home Care in June 2000. The Museum progressively reviews physical access issues with a view to improving the level of access for the disabled. The Museum provides free parking for disabled groups, free admission to carers and physical ramping where appropriate.

OCCUPATIONAL HEALTH & SAFETY

In 2005–2006 there were thirteen (13) lost time injuries. Most employees have successfully returned to work. The types of injuries sustained were mainly strains/sprains. The cause of four (4) sprains/strains were trips and falls. Seven (7) occurred from incorrect manual handling procedures such as lifting heavy objects. One (1) officer developed tinnitus from continual loud noise in the work area. One (1) was injured in a car accident on the way to work.

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Appendix C – Ethnic Affairs Priority Statement

Over the last financial year, the Exhibitions and Creative Services and the Learning and Visitor Services Branches have continued to focus on incorporating multicultural content into the Museum’s initiatives. The implementation of programs for the Pacific Patterns exhibition involved liaison with members of the Pacific Island community in the development of the exhibition content and programs designed to accompany the exhibition. In order to allow Pacific Islanders to participate in the exhibition and give their own cultural perspective on the objects, images of each object were sent to individuals and cultural institutions in seven island nations in addition to Pacific Island communities in Sydney. The outcome of this process was a link that connected these communities with their ancestry and history and for the Museum, a flood of wonderful narratives to be shared with those who viewed the Museum. Over a thousand school students visited the exhibition and took part in accompanying learning programs.

Members from the Sydney Cook Island cultural dance group were approached to give performances in the Museum to entertain and give added insight to Pacific culture at a celebratory morning tea during the stay of the Pacific Patterns exhibition. This was very well received, with all who were present showing appreciation for the performances. The event helped to strengthen the association and interests of Museum visitors with Pacific cultures and communities.

Appendix D – Use of Consultants

There were no consultants engaged during 2005–2006.

Appendix E – Energy Management

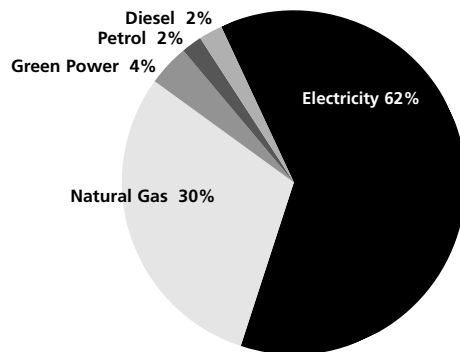
The aim of the Government Energy Management policy is to achieve sustainable energy and cost reduction across the NSW Public Service. The policy uses energy use and greenhouse gas emissions in 1995–1996 as a baseline against which savings are assessed.

	1996 ⁽¹⁾	2004	2005	2006	Reduction ⁽²⁾
Energy use (Gj)	25,107	20,085	21,519	22,915	8.7%
Greenhouse gas (tonnes)	5,128	3,877	4,037	4,209	17.9%

Notes:

1. Base year
2. Reduction compared to base year

ENERGY CONSUMPTION BY FUEL TYPE (GJ)



Appendix F – Heritage Management

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

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

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

These buildings are maintained in good condition. The National School Building is considered in fair condition.

Items of regional significance include:

- Still Addition
- Spirit House
- Old School Building.

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These buildings are in good condition, except for the Old School Building, which is in fair condition.

All other buildings on the site are considered to be of local significance. They are considered to be in fair condition.

Appendix G – Waste Reduction and Recycling

The Museum continued its commitment to waste reduction and recycling. Its recycling and waste system was implemented in April 2001. The Museum aims to reduce the level of waste generated in both public and non-public areas of the Museum. Some improvements to the collection of recyclable material were introduced during the year with the assistance of the contracted cleaning and catering companies. The following quantities of waste were collected for recycling during the 2004–2005 year.

Waste type	2002	2003	2004	2005	2006
Paper	22.6	22.0	23.7	21.8	20.2
Cardboard	9.4	9.4	9.4	8.6	9.2
Plastic	0.8	0.7	0.3	0.2	0.2
Aluminium	1.0	1.0	0.9	0.9	0.5
Glass	12.5	12.5	12.5	11.0	13.5
Total (tonnes)	46.3	45.4	46.7	42.4	43.6
General (m³)	936	936	936	936	1090

The Museum's Waste Reduction and Purchasing Policy was drafted in 1998 in liaison with the NSW Environment Protection Authority.

Appendix H – Privacy and Personal Information

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

The Plan is available to staff on the Museum's Intranet. Copies may be obtained by contacting the Privacy Contact Officer, Archives & Records Unit, Australian Museum, 6 College Street, Sydney NSW 2010, tel: 02 9320 6148 fax: 02 9320 6050. The Museum's website privacy statement is published on the website.

There were no applications for internal review in the period 2005–2006.

Appendix I – Freedom of Information

STATEMENT OF AFFAIRS

The following Statement of Affairs for the Australian Museum is presented in accordance with the *Freedom of Information Act 1989*, Section 14 (1) (b) and 3. The Museum's Statement (FOI Agency No 377) is correct as at 30 June 2006.

The Australian Museum had its inception as the Colonial Museum in 1827 and was subsequently incorporated by Act of Parliament as the Australian Museum in 1853. *The Australian Museum Trust Act 1975, No.95* and the *Australian Museum Trust Regulation 2003* define the powers, authorities, duties and functions of the Australian Museum Trust. All officers and employees of the Museum are appointed or employed under the *Public Sector Employment and Management Act 2002*.

The Organisational Chart outlines the formal structure and responsibilities of the divisions and branches of the Museum.

The purpose of the Museum is 'to inspire the exploration of nature and cultures'. Its vision is 'a beautiful and sustainable natural world with vibrant and diverse cultures'.

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

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

DOCUMENTS HELD BY THE AUSTRALIAN MUSEUM

As might be expected from an institution of its age and nature, the Australian Museum holds many documents, mainly onsite. The categories of documents held are described below, as are the ways in which they may be accessed, and whether or not a charge is involved. Some of the documents listed below are freely available. For various reasons, such as personal privacy, commercial confidentiality or cultural restrictions, some documents may not be made available informally without the need for a

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formal FOI application. These documents are not generally open for inspection and requests for access to them should be made to the FOI Coordinator.

ARCHIVES

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

In conjunction with the acquisition of large specimen and artefact collections, there is a correspondingly large group of supporting documentation, such as accession schedules, purchase and exchange records, correspondence, minutes of various committees, personal papers etc, all of which are part of the archives holdings.

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

Access to items held in the archives is available through the Australian Museum Archives. *A Guide to the Australian Museum Archives* (1989) is available for consultation. The Museum's institutional archives are public records and come under the *NSW State Records Act 1998*, and are managed and accessed in accordance with that Act. The Museum's five Access Directions are published on the State Records' website: www.records.nsw.gov.au Acquired archives are accessed in accordance with donor conditions.

STAFF RECORDS

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

ADMINISTRATIVE RECORDS

These records cover all aspects of the Museum's decision making and administrative functions, and are registered in the central records system or held in local office areas.

SCIENTIFIC RECORDS

The functions of the scientific division include management of the collections, research, contributing to public programs and disseminating

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

PUBLIC PROGRAM RECORDS

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

PLANNING AND POLICY DOCUMENTS

The following planning and policy documents may be accessed through the Australian Museum Archives:

Alcohol and Drugs

Asset Disposal

Asset Management Guidelines

Australian Museum Business Accounts Policy

Code of Conduct

Collections Acquisitions Capitalisation Policy

Collections Development and Maintenance

Communications Devices

Conflict of Interest

Corporate Sponsorship Guidelines

Corporate Strategic Plan 2005–2008

Corporate Strategic Plan 2006 Update

Corrupt Conduct Reporting

Corruption Prevention Policy and Procedures

Credit Card Use

Draft OH&S Guidelines for Field Trips

Emergency Response Procedures

Employee Related Concerns and Grievances

Evacuation Diagram

Exhibitions Strategy 2006–2016

Family and Friends on Field Trips

Financial Delegations

Flexible Working Hours

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Guidelines for Purchasing Goods and Services
Guidelines for Research Practice
Harassment Free Workplace
Image and Photographic Management
Information Technology Security Policy
Integrated Pest Management Plan
Legislation and External Policy Requirements
Media
Motor Vehicles
Occupational Health and Safety
Payment of Royalties
Policy and Procedures for the Aboriginal Heritage Unit and Related Issues
Privacy Management Plan
Privacy Procedures
Procedures for the Receipt and Opening of Tenders
Procurement Guidelines
Procurement Policy and Best Practice Guidelines
Records Management
SEM Unit Policy for New Personnel, Visitors and Volunteer
Sick Leave
Staff Development
Study Time
TAMS excursions - Leave Provisions for Staff Leaders
Tender Audit
Use of Equipment Outside the Museum
Volunteers and Field Trips
Waste Reduction and Purchasing Policy and Plan
Web Privacy Statement
Workplace Surveillance by Use of CCTV Equipment within the Australian Museum

PUBLICATIONS

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

ACCESS ARRANGEMENTS, PROCEDURES AND POINTS OF CONTACT

Documents published by the Australian Museum

All of the Museum's published books, serials and reports may be accessed through the Australian Museum Research Library, open by appointment. Tel: 9320 6152

Personnel files

Staff do not need to apply FOI to access their personnel files. A request to access one's file should be directed to the Human Resources Unit.

Policy and Planning Documents

These may all be accessed through the Australian Museum Archives, open by appointment. Tel: 9320 6148

Archives

These may be accessed through the Australian Museum Archives, open by appointment. Tel: 9320 6148

All other documents

To access all other records, applications in writing or in person must be made to the FOI Coordinator, Australian Museum, 6 College St, Sydney NSW 2010, Phone: 9320 6224. Requests for access under the *FOI Act* must be accompanied by a \$30 application fee.

Freedom of Information Requests

The Museum received no requests for information in 2005–2006 under the *NSW Freedom of Information Act 1989*. One application, which was the subject of an appeal to the Ombudsman's Officer under s.52A, has been carried forward and is being re-determined.

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Appendix J – Overseas Travel

Name	Division	Purpose	Country	Dates
Bickel D	Research & Collections	Survey insects and other Arthropods as part of the NSF Biotic Surveys and Inventories Program	Fiji, USA	11–27 Jul 2005
Brazier J	Operations	Attend the Australian Society of Archivists conference	New Zealand	4–9 Oct 2005
Britton D	Research & Collections	Attend Georeferencing Training Workshop	USA	14–21 May 2006
Buhler R	Operations	Source merchandise for Pearls exhibition	China	16–22 Feb 2006
Carding J	Public Programs	Attend annual meeting of the American Association of Museums; attend meetings with potential exhibitor in New York and view major exhibition in Tokyo which is under negotiation	USA, UK, Japan	22 Apr–29 May 2006
Cassis G	Research & Collections	Attend meeting and present progress report on his project and lead workshop on online taxonomy and web-mapping technologies	USA	7–25 Mar 2006
Christidis L	Research & Collections	Attend the inaugural workshop of the Avian Barcode of Life Initiative at Harvard University	Canada, USA	28 Aug–12 Sep 2005
Christidis L	Research & Collections	Work with Vanuatu Cultural Centre on the logistical and operational issues of the project	Vanuatu	16–21 Jan 2006
Christidis L	Research & Collections	Attend official ceremony celebrating the return of four Lapita pots to the Vanuatu Cultural Centre, sign Memorandum of Understanding and meet key research staff at the New Caledonia Institute of Research for Development	Vanuatu, New Caledonia	27 Jun–5 Jul 2006
Cowell E	Public Programs	Meet with museums and similar organisations who have recently completed redevelopment projects	USA, Canada, UK	17 Mar–4 Apr 2006
Daniel V	Research & Collections	Present refereed paper at the 14th Triennial Conference of the International Committee of Museums - Conservation Committee (ICOM-CC)	Netherlands	10–18 Sep 2005
Daniel V	Research & Collections	Negotiate an agreement for an exhibition on <i>Homo floresiensis</i>	Indonesia	14–18 Nov 2005
Daniel V	Research & Collections	Teach and coordinate the workshop 'Building for the Future: Designing new Museums for the Pacific'. Return reconstructed Lapita pots and collaborate on their storage and display	Vanuatu	25 Jun–2 Jul 2006
Edgecombe G	Research & Collections	Attend Assembling the Tree of Life research workshop and present keynote address to 13 th International Congress of Myriapodology	Denmark, Norway	16 Jul–10 Aug 2005
Edgecombe G	Research & Collections	Participate in Assembling the Protostome Tree of Life annual meeting and research workshop	USA	21–27 Feb 2006

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Elliot M	Research & Collections	Attend Georeferencing Training Workshop	USA	14–21 May 2006
Faith D	Research & Collections	Present paper at the 1 st DIVERSITAS Open Science Conference: Integrating biodiversity science for human well-being and continue collaborative research at Chicago Field Museum	Mexico, USA	7–23 Nov 2005
Faith D	Research & Collections	Attend 8 th Ordinary Meeting of the Conference of the Parties to the Convention on Biological Diversity	Brazil	14–23 Mar 2006
Flemons P	Research & Collections	Attend Taxonomic Data Working Group (TDWG) Annual Meeting and workshops for the BioGeomancer Project	Russia	9–23 Sep 2005
Flemons P	Research & Collections	Attend Global Biodiversity Information Facility workshop focusing on distributional data	USA	8–16 Jan 2006
Flemons P	Research & Collections	Attend Global Biodiversity Information Facility meeting focusing on distributional data	South Africa	1–11 Apr 2006
Howarth F	Directorate	Negotiate an agreement for an exhibition on <i>Homo floresiensis</i>	Indonesia	14–18 Nov 2005
Kelly L	Public Programs	Present paper at Museums: A World Forum, University of Leicester and attend American Association of Museum's International Conference	UK, USA	24 Apr–6 May 2006
Main S	Public Programs	Attend the Natural History Museum, London and to participate in the Atelierista Study Group on the development of museum staff working with children	UK, Italy	19 Feb–4 Mar 2006
McDonald P	Directorate	Meet with museums and similar organisations who have recently completed redevelopment projects	USA, Canada, UK	17 Mar–4 Apr 2006
Miller L	Public Programs	Represent the Australian Museum at the 2006 Museums and the Web Conference in Albuquerque	USA	22–25 Mar 2006
Reid C	Research & Collections	Study insect diversity and biogeography in collaboration with Bishop Museum and Hawaii Museum	Fiji	14–28 Nov 2005
Sadler R	Research & Collections	As project leader, undertake field work to survey areas identified from previous research as critical to understanding the Pacific region's biodiversity	New Caledonia	16–29 Jan 2006
Torrence R	Research & Collections	Chair session and present paper to 5 th International Lapita Conference	Tonga	31 Jul–8 Aug 2005
Torrence R	Research & Collections	Chair session and present a paper at the 18 th Congress of the Indo-Pacific Prehistory Association	Philippines	19–30 Mar 2006
Wilson G	Research & Collections	Present research results on the biota of the Arafura Sea at the 11 th Deep-Sea Biology Symposium	UK, Portugal	7–22 Jul 2006

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Appendix K – Code of Conduct

The Museum amended its Code of Conduct in 2003–2004 to comply with recommendations of the Independent Commission Against Corruption's (ICAC) Report on investigation into the theft of zoological specimens from the Australian Museum between 1997 and 2002 and related matters.

There were no amendments to the Code of Conduct in 2005–2006.

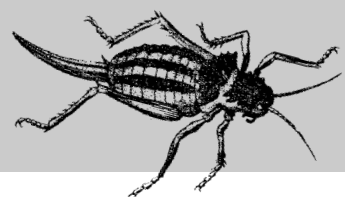
Appendix L – Credit Card Certification

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

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

Accordingly, I certify to the best of my knowledge and belief, that credit card use for the Australian Museum Trust has been in accordance with the Premier's Memoranda and the Treasurer's Directions.

Frank Howarth
Director



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AUSTRALIAN MUSEUM

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Internet: www.amonline.net.au

The Australian Museum is open from 9.30am to 5pm seven days a week (except Christmas Day).

Business hours are 9am to 5pm Monday to Friday.

General Admission Charges:

Family (2 adults, 2 children)	\$25
Family (2 adults, 1 child)	\$17.50
Extra child (each)	\$2.50
Adult	\$10
Child (5-15 years)	\$5
Children under 5	FREE
Schools (per student)	\$5
Concession card holders:	
• Government Concession Card Holders	\$5
• Australian Student Card Holders	\$5
• Seniors Card Holders NSW Government Issue	\$5
Members of The Australian Museum Society (TAMS)	FREE
Australian Age Pensioners	FREE

Additional charges may apply to special exhibitions and activities.

Availability

This report is available at www.amonline.net.au/about/report. Further information on the research and education programs and services of the Australian Museum can be found at www.amonline.net.au.

