

Australian Museum
Annual Report **2002/2003**



To the Hon. Bob Carr MP
Premier, Minister for the Arts and Minister for Citizenship

Sir,

In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983* we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended 30 June 2003, for presentation to Parliament.

On behalf of the Australian Museum Trust,



Brian Sherman
President of the Trust



Professor Michael Archer
Secretary of the Trust



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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 \$19, Child \$3, Adult \$8, Concession card holder \$4
Australian Seniors, TAMS members and children under 5 free
Additional charges may apply to special exhibitions and activities.

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Australian Museum

Annual Report 2002/2003

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About the Australian Museum

The Australian Museum is a leader in natural science and cultural research, community programs and exhibitions. Established in 1827, we are Australia's first museum and have one of the most remarkable and extensive collections of natural and cultural specimens in the country.

Legislative Basis

The Australian Museum is a NSW Government statutory body administered by the Ministry for the Arts. The Museum operates under the *Australian Museum Trust Act 1975* and *Australian Museum Trust Regulation 1998*.

The Australian Museum Trust Act 1975 No 95. (NSW)

Under this act, a corporation with the name 'Australian Museum Trust' is constituted. The objects of the Trust are defined as:

- 1. 'To propagate knowledge about the natural environment of Australia and to increase that knowledge**
- 2. '... the Trust shall give particular emphasis to propagating and increasing knowledge in the natural sciences of biology, anthropology and geology.'**

The powers of the Trust are defined (in part) as:

- > ' ... procure from within or outside the State, and preserve, specimens and scientific data relating to the natural sciences;
- > promote and provide exhibits, lectures, films, publications and other educational instruction relating to the natural sciences;
- > provide scientific information to the public and to any museum or scientific body, whether within or outside the state;
- > undertake scientific research in the natural sciences, including research outside the state, in pursuance of its objects;
- > carry out surveys and other research for statutory bodies ...'

Museum Vision

Sustainable environments and cultures for future generations achieved through documenting and understanding the past and present.

Museum Mission

To research, interpret, communicate and apply understanding of the environments and cultures of the Australian region to increase their long-term sustainability.

Key Objectives

- > To produce excellent research;
- > to respond to identified user and stakeholder needs;
- > to develop cooperative and collaborative programs, both with other government agencies and the commercial sector;
- > to develop the Australian Museum as a 'distributed' organisation;
- > to reach users wherever they may be – main site/s, regional and online;
- > to be sustainable in the way that the museum is managed and in its research focus;
- > to be flexible and responsive to change;
- > to be science and collections-based to achieve three goals: learning from the past, understanding the present and shaping a sustainable future;
- > to be financially viable with a diverse range of funding sources;
- > to focus on the Australasian region;
- > to be an instantly recognisable brand;
- > to provide access to our information and expertise to a wide variety of users/stakeholders,
- > to nurture and develop our staff.

Key Result Areas

- > Corporate and Commercial Services
- > Public Programs
- > Science
- > Strategic Initiatives and Information Management

About the Australian Museum

Our Collections

Our collections form the backbone of all that we do. Their scientific value and content (comprising invertebrate and vertebrate animal specimens, minerals, fossils and anthropological artefacts) are an invaluable and irreplaceable resource.

Providing access to these collections is one of our most important functions. We participate in an active loan program with research and educational institutions around the world. Members of the public experience the collections through exhibitions and community programs, and collection information is available on our website. We also provide access to our collections for cultural reasons (especially for Indigenous people) and have a strong record in undertaking repatriation programs within Australia and overseas.

Our Research

Australian Museum scientists undertake an active and innovative program of ongoing research which focuses on:

- > the origins, development and diversification of Australia's environments and cultures;
- > contemporary biodiversity;
- > geodiversity;
- > cultural diversity;
- > maximising the sustainability of Australia's environments and cultures.

Staff at the Museum collaborate and cooperate with a wide range of groups, including economic and political bodies, universities, agricultural and ecological scientists, and local communities.

Our Communications

The Australian Museum aims to allow greater access to research and knowledge, to encourage learning and to enhance the visitor experience. This is facilitated through the activities of the Public Programs Division, which incorporates all exhibition development, management of front-of-house, travelling exhibitions, services for schools and visitor services; the Publishing Unit, whose output includes *Nature Australia* magazine, *MUSE* magazine, scientific publications, as well as a wide range of corporate and commercial publishing; the Science Communications Group which was established with the express aim of promoting the Australian Museum's research and collections; and Australian Museum online, the Museum's increasingly popular website. The Australian Museum Audience Research Centre (AMARC) monitors visitor responses, which enables us to further improve all forms of interaction with our target audiences.

Our Business

The Australian Museum's commercial initiatives allow people to access a range of unique services and facilities, including our scientific, education and exhibition development expertise, our photographic collections and function venue. Through Australian Museum Business Services (AMBS) Consulting we offer independent environmental and archaeological advice and expertise in exhibition design and production.

Guarantee of Service

The Australian Museum is committed to:

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

The Year in Review **Our Sponsors**

Australian Museum Corporate Partners

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Lexmark Asia Pacific
Lightning Ridge Bowling Club
Network Ten
P & O Nedlloyd
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2002 Australian Museum Eureka Prizes Sponsors

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Mr Kenneth Coles AM (Chairman)
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Mr Vivian King
Mr Raymond Kirby AO
Mr Gordon Moffatt AM
Mr Bill Page-Hanify AM
Mr Robert Purves
Associate Professor Margaret Rose
Mr Charles Shuetrim
Ms Julianna Walton
Dr Charles Warman AM

Major Donors to Lizard Island Reef Research Foundation

Mr Kenneth Coles AM and Ms Rowena Danziger
Ms Ariana Catto and Mr Robert Trethewey
Mrs Sandy Mr Charles Shuetrim
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Mr Robert and Mrs Sarah Whyte
The Raymond E. Purves Foundation
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The Australian Museum is a statutory authority of, and principally funded by, the NSW State Government.



The Year in Review **President's Message**

The year just past will be recognised as an important turning point for the Museum. There were significant achievements in our scientific pursuits, very noteworthy growth in our interaction with the community and the private sector – and we began ensuring the future strength of this most important institution by tackling the critical issues confronting ourselves and all other institutions like ourselves around the world.

Late in the last financial year, we at the Museum began necessary reviews of the strategic direction and structure of the Museum. Reviews and the change they inevitably bring are never easy for all they concern, but in the case of the Museum, our people, our collections and future, it was critical that we worked together to tackle the problems. At the writing of this report, the reviews, while largely completed, are yet to be fully implemented. I would like to take this chance to thank all concerned for their commitment to the ongoing strength of the Museum.

We must also recognise and celebrate some of the very real achievements in the year just past.

It has been the third most successful in terms of visitor figures in the last 10 years. The known record for visitor figures was set in 1983 by *Dinosaurs from China*, and this year our two Chinese blockbusters, *Chinese Dinosaurs* and *Two Emperors: China's Ancient Origins* proved enormously popular. *Chinese Dinosaurs* had total of 176,041 visitors over a 232 exhibition day period, despite very strong competition from the Powerhouse Museum's *Star Wars* exhibition, which was on show for much of the *Chinese Dinosaurs* period. This, we hope, is a positive indication of the continued attractiveness of the Museum in a marketplace crowded with competing attractions.

Perhaps some of the most outstanding achievements of the year have been those encouraged by the Museum through the annual Eureka Prizes. The Prizes grow in scope each year thanks to the unique partnership between the NSW State and Federal Governments, major private sector organisations and institutions. The 2002 Prizes were awarded in 18 separate categories, with prize money totalling \$172,000. The Prizes recognised such diverse achievements as: natural gas technology that promises to build new industries and reduce greenhouse gases, planning tools for resolving conservation disputes, a machine that knows when you're getting sleepy in the car and eco manufacturing – making new office machines from old. The 2003 Eureka Prizes, well underway at the end of the 2002/03 financial year, has three new prizes which recognise excellence in interdisciplinary science research, inspiring science and grain-growing sustainability.

There have been two new appointments to the Australian Museum Trust this year. I would like to welcome Associate Professor Ronnie Harding, who is the Director of the Institute of Environmental Studies at the University of NSW, and Sam Mostyn, who has an extensive background in law, corporate affairs, human resources and politics. Both will bring enormous benefit to the Trust, as their areas of expertise are central to the Museum's core business.

Sadly, the appointment of new members also means the departure of valued Trust members Associate Professor Margaret Rose and Professor Judith Kinnear. Professor Rose was Deputy President of the Trust, and was with the trust for seven years. Professor Kinnear leaves after four years service. I would like to thank both for their service with the trust.

As President of the Trust, I look forward to close participation in the Museum's progress towards a new structure and a certain, strong future.



Brian Sherman

The Year in Review **Director's Report**

The 2002/03 financial year was one of the most successful in terms of visitor numbers in 10 years, with over 386,000 visitors informed and entertained by more than 30 exhibitions and displays. We began the year with *Chinese Dinosaurs*, a blockbuster of an exhibition which attracted record audiences. The year ended with *Two Emperors: China's Ancient Origins*, which was extended for several weeks by popular demand. During the summer months, *Beyond the Reef* invited audiences into the lives of reef fishes, and other exhibitions included the stunning *BG Wildlife Photographer of the Year* competition, art of the outback, life in Bougainville, contemporary Indigenous ceramics and some unforgettable *Images from Science*. The year also saw the climax of our 175th birthday celebrations with a fantastic party in Hyde Park, complete with kids, cake, a dancing dinosaur and 10,000 visitors.

The highlights of the year are many and are related in greater detail in the following Report. The Science in the City program increased in scope again, and made exceptionally good use of its \$30,000 funding. The Australian Museum Eureka Prizes continue to go from strength to strength as Australia's most comprehensive national science awards, and offered 18 prizes in 2002, worth \$172,000. The 2003 prizes will build on this again with a record 21 prizes, worth a total of \$210,000.

The science of the Museum has again produced many outstanding results. Museum scientists participated in the NORFANZ expedition in the Tasman Sea and as a result, our collections and knowledge will be enhanced by specimens – and new species – from previously unknown parts of the ocean. Though announced to the world on 1 July, 2003 and thus technically in the next financial year, the discovery of 15 remote Aboriginal sites with rock paintings, drawings, stencils and engravings in Wollemi National Park is the result of an investigation which began in October 2002. Funding is being sought to continue this work, which will teach us so much more about the cultural heritage of the Blue Mountains World Heritage Area.

The Centre for Biodiversity and Conservation Research (CBCR) has had a particularly good funding year, with a share of \$6 million over five years awarded to it and the American Museum of Natural History, from the US National Science Foundations Planetary Biodiversity Inventory scheme. The CBCR also developed a strategic partnership with Rio Tinto – worth \$1.5 million – for a biodiversity assessment of Australia. All in all, science research programs received external grant funding in excess of \$1.5 million for the 2002/03 financial year. In addition, Lizard Island won support from the Coral Reef and Marine Science Foundation, established in the US in 2001 to support coral reef initiatives elsewhere in the world. The Foundation provided \$80,000 for a six-metre high-speed catamaran, *Kirsty K*. The Station's 30th anniversary occurs in 2003 and, to mark it, the largest building project in the Station's history is planned.

Overlapping the areas of science and Public Programs, a very successful expedition to Canada began to recover tonnes of fossilised Canadian dinosaur bones. These will ultimately form a brand new display that will enable kids and adults to help prepare these gigantic bones. Sponsored by P&O Nedlloyd, 25 square

metres of bone bed will arrive as part of a three-way joint partnership involving the Drumhellar Museum in Dinosaur Provincial Park in Alberta, the Age of Fishes Museum in Canowindra and the Australian Museum.

The Museum continues to work on better access to its knowledge and collections for everyone, from school children, university students, our colleagues in the scientific community and the public. Our Museum on the Road exhibitions visited more than 12 regional NSW locations, and over 50,500 students in 365 schools accessed Museum in a Box. The Museum's websites attracted almost 62% more users than 2001/02, and three new sites were launched.

It must be noted however, that all this has been achieved against a background of some challenging issues for the Museum. We, like all State agencies, are faced with the need to cut costs in relation to an unfunded 6% salary increase which kicks in in 2003/04 as well as a range of structural reviews. Among the latter will be serious appraisals and plans to address the Museum's chronic accommodation problems for staff and collections and the need to revitalise exhibition spaces. An enhancement bid for short-term improvements to Museum staff and collection accommodation was successful with the Museum granted the \$3.5 million it requested from NSW Treasury. Work has commenced on the first half of the project, which includes the refurbishment of more than 1200 m² of space at Dody Street, Alexandria. The second stage, in the 2003/04 financial year, will improve accommodation for many other collections and divisions. The restructure process will look broadly at all issues currently affecting the Museum's accommodation needs.

Towards the end of the financial year, the Museum was delighted to see a long investigation by the ICAC bear fruit in the form of the return of thousands of rare and precious specimens to the Museum's collections. Theft of these specimens, from the mammal, bird and reptile collections, occurred mainly between 1996 and 1998. Some of the material recovered has lost key information through the removal of catalogue numbers, or has sustained physical damage. The eventual discovery and return of these items was followed in the press with reports which often contained more speculation than fact, an issue that will be addressed once the investigation is concluded.

Finally, the long and difficult process of valuing the Museum's collections was completed in 2002/03 and a figure of over \$530 million was calculated. However the financial valuation of the Museum's collections can never truly reflect the cultural and scientific worth of over 175 years of collecting. A very great number of our specimens are invaluable and irreplaceable. It is with this knowledge that the Australian Museum continues to pursue its goals including growth and research of its collections and in so doing enhances its well-earned place among the greatest natural history and cultural museums in the world.



Professor Michael Archer

Corporate Governance

The Australian Museum exists in a framework of corporate governance that includes general public sector statutory requirements and regulations together with the Australian Museum Trust. The Trust is constituted under the *Australian Museum Trust Act 1975* and the *Australian Museum Trust Regulation 1998*. The Act states that the object of the Trust is to propagate and increase knowledge about the natural environment of Australia with particular emphasis on the natural sciences of biology, anthropology and geology (sections 7(1) and (2)).

Trustees

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

A Trustee is appointed for three years and is eligible for reappointment, but is not to hold office for four consecutive terms. The Governor may, on the nomination of the Minister, appoint a person to fill any vacancy that occurs for the remainder of the term of office of his or her predecessor and the appointment takes effect on 1 January of the following year. The President of the Trust is nominated by the Minister and the Director of the Australian Museum is Secretary to the Trust.



Standing left to right – David Handley, Associate Professor Ronnie Harding, Sam Mostyn, Dr Cindy Pan, Associate Professor Stephan Schneirer. Sitting left to right – Brian Schwartz, Deputy Trust President, Brian Sherman, Trust President, Professor Michael Archer, Director of AM and Secretary of Trust, Julianna Walton, missing Andrew Roberts.

Brian Sherman (President) B Comm, CTA, SIA(Aff) is Chairman of Sonic Communications Pty Limited and Pulse International Pty Limited. He is a Director of Channel Ten and a Director of The Sherman Galleries. He is also a Director of a number of investment companies listed on the American, Canadian and Australian stock exchanges and is a member of IIBAB which

advises the NSW Government on policies for IT companies in NSW. Brian Sherman 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 was appointed to the Australian Museum Trust as President in January 2001.

Associate Professor Margaret Rose (Deputy President) is Director of Animal Care for the South Eastern Sydney Area Health Service, and is an Associate Professor of the Clinical School of the University of NSW. She is a veterinarian with over 20 years experience in biomedical research. For most of that time, she has been involved in issues relating to science and public policy, particularly with regard to the use of animals in research and teaching. She is Chair of the Animal Research Review Panel and also serves as a member of the NSW Government Animal Welfare Advisory Council. She has recently been appointed to the NSW Bioethics Advisory Panel. She joined the Trust in January 1995, and resigned in December 2002

Professor Judith Kinnear is a Professor of Biological Sciences and Deputy Vice Chancellor (Academic and International) at the University of Sydney. In that position, she has a leading role in the development of international education and exchange programs, particularly in Asia. She has a BSc in zoology and a masters and PhD in genetics, and is a fellow of the Linnean Society (London). She also has qualifications in computer simulation and education, and has worked on campuses in Melbourne, Sydney, London and in the USA. Professor Kinnear joined the Trust in January 1998, and resigned in December 2002.

Brian Schwartz is Chief Executive of Ernst and Young, Australia. Mr Schwartz is also Oceania Area Managing Partner and a member of the Australian and New Zealand Board of Partners and a Global Executive Board Member. He was Chairman of the Jewish Community Appeal Allocation Committee, Treasurer and Vice President of Moriah College, Trustee of the Israeli Government Maccabi Bridge Disaster Fund, Treasurer of Australian Maccabi and Treasurer and Director of the World Wheelchair Basketball Championships. He is also a Fellow of the Institute of Chartered Accountants, Member of the Institute of Company Directors and the Business Council of Australia. He was appointed to the Trust in March 2001.

David Handley BA, LLB (University of Sydney), LLM (Kings College, University of London) is an Arts Producer. He is the founding director of Sculpture by the Sea and is Managing Director of Bathtub Productions Pty Ltd – an arts, film production and sales company. He was appointed to the Trust in January 2002.

Andrew Roberts BCom, MBA (UNSW) is Deputy Managing Director of Multiplex Constructions Pty Ltd. He holds directorships with various companies within the Multiplex group, MTM Funds Management and Danae Resources NL. Mr Roberts is a member of the Australian Society of Accountants and has undertaken postgraduate studies in property finance at the University of California, Berkeley. He was appointed to the Trust in January 2000.

The Year in Review **Our Organisation**

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

Julianna Walton BA, LLB (Sydney), MT&CP (Sydney) 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 Harbour Projects Manager at the Sydney Harbour Foreshore Authority and a Director of the State Transit Authority. She was appointed to the Trust in January 2000.

Dr Cindy Pan MBBS, FRACGP is a sex and relationships expert and is the author of *Pandora's Box: lifting the lid on life's little nasties*. Dr Pan is a family GP and has made appearances on such shows as *The Panel*, *Big Brother Uncut*, *Beauty and the Beast*, *The Super Debates* and the travel documentary *The Ties that Bind*. She writes regularly on relationships, health and sex in *Good Medicine*, *Girlfriend* and *Big Brother* magazine. Dr Pan was Ambassador for Chinese New Year for the City of Sydney in 2000, 2001 and 2002, is a patron of 'Bonnie Babes Foundation Inc.' (Perinatal Medicine research) and is a member of the Ethics Committee, FPA Health (formerly 'Family Planning Australia'). She is a former Chair of Social and Sports, Education and Publications for the Australian Chinese Medical Association. She was appointed to the Trust in January 2002.

Associate Professor Ronnie Harding BA (Sydney), BSc (Hons)(UNSW), PhD (Zoology)(UNSW) is the Director of the Institute of Environmental Studies at the University of New South Wales. Apart from environmental education, Professor Harding has interests in environmental policy and decision-making including the principles of ecologically sustainable development, especially the precautionary principle; environmental indicators and state of the environment reporting; and environmental management systems and policies for organisations. Professor Harding is Chair of the NSW Council on Environmental Education, Chair of the Orica Botany Environmental Survey (Community Liaison Committee), Chair of the external Advisory Committee for the Centre for Resource and Environmental Studies at the Australian National University, a member of the NSW State of the Environment Advisory Council and a member of the Executive Council of WWF Australia. She was appointed to the Trust in January 2003.

Sam Mostyn BA, LLB, has an extensive background in law, corporate affairs, human resources and politics. She is Group Executive, Culture and Repatriation, 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 Academic Advisory Board of the Australian Institute of Management (AIM) and is on the Board of the State Rail Authority of New South Wales and the Sydney Festival. Previously, she was the Director of Corporate Development and Acting Human Resources Director at Cable & Wireless Optus. Prior to joining Cable & Wireless Optus, she was a senior adviser (communications) to the Prime Minister, The Hon. P J Keating. She was appointed to the Trust in January 2003.

Trust Meetings and Committees

Trust Meetings

The Trust meets every two months. There were six meetings of the Australian Museum Trust in 2002/03. Attendances were as follows:

<i>Trustee</i>	<i>No. of Meetings</i>
Mr Brian Sherman, President	6
Associate Professor Margaret Rose, Deputy President (resigned December 2002)	3
Mr David Handley	5
Professor Judith Kinnear (resigned December 2002)	3
Associate Professor Ronnie Harding (appointed January 2003)	3
Dr Cindy Pan	5
Ms Samantha Mostyn (appointed January 2003)	3
Mr Andrew Roberts	5
Associate Professor Stephan Schnierer	6
Mr Brian Schwartz, Deputy President	5
Ms Julianna Walton	6

Trust Committees

Trust Marketing committee

Brian Sherman (Chair), Brian Schwartz, David Handley, Cindy Pan, Sam Mostyn and Andrew Roberts.

Financial Audit and Review Committee

Ms Vanessa Hudson, (on Maternity Leave) Ms Julianna Walton, Mr Brian Sherman and Mr Brian Schwartz (Chair).

Lizard Island Reef Research Foundation

Associate Professor Margaret Rose and Julianna Walton.

Executive Profiles

Professor Michael Archer BA, PhD

Director

Appointed Director of the Australian Museum in 1999, Professor Archer is a vertebrate palaeontologist, mammalogist and conservationist and maintains a formal appointment at the University of New South Wales. He is a Fellow of the Australian Academy of Science and Royal Zoological Society of New South Wales, Director of the Riversleigh Fossil Interpretive Centre, the Australian Tropical Research Foundation and other environmental organisations.

Patrick Filmer-Sankey
Deputy Director

Patrick Filmer-Sankey is the Deputy Director of the Australian Museum and has a long history of service in scientific and cultural organisations. Prior to joining the Australian Museum in November 2000, Mr Filmer-Sankey was Director of the Museum and Art Galleries of the Northern Territory (MAGNT) from 1998. His achievements at MAGNT included the opening of the Museum of Central Australia. From 1992 to 1998 he was Director of the Newcastle Regional Museum. Mr Filmer-Sankey started his career in museums in 1974 in the Museum of Victoria and has worked at the British Museum of Natural History, the British Museum of Antiquities and, from 1985 to 1988 in the Australian Museum's Marine Invertebrates Division. Educated in the UK and Australia, Mr Filmer-Sankey has published articles concerning both biology and museology.

Gwen Baker BA, ALIA,
Associate Director

Gwen Baker has been employed at the Australian Museum since 1979 when she was employed as Manager, Research Library. Ten years later she became Head of the Division of Information Science at the Museum and maintained that role until May 2001 when she was appointed Associate Director. As Associate Director, Gwen Baker is the head of the Strategic Initiatives and Information Management Division of the Museum. Ms Baker is on the Australian Museum's Board of Management, Budget Committee and Trust Marketing Committee.

Dr Doug Hoese
Head, Science

Appointed to the Australian Museum in 1971 and Head of Science in 2001, Dr Hoese received a PhD from Scripps Institution of Oceanography and Marine Biology. He is a taxonomist interested in the biology of shorefishes of the Australasian region. He has been involved in a management role in the Museum for over 20 years, most recently as the Head of the Division of Vertebrate Zoology. He serves on various state whole-of-government committees (Biodiversity Strategy Implementation Group, Aquatic Biodiversity Strategy Working Group and Natural Resources Information Management Steering Group) and is a member of the Council of the Heads of Australian Faunal Collections. He also has observer status on the Australian Museum's online Working Party.

Jan Barnett Dip. Spec. Ed Grad. Dip. Env. Educ.
Head, Public Programs

Jan Barnett was appointed Head, Public Programs in 2001 and is responsible for exhibitions, education and house services at the Australian Museum. Previously, she was Head, Community Relations Division 1993–2000, which encompassed marketing, public relations, special events and functions, publishing and merchandising. She 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.

Ken Pope
Head, Corporate and Commercial Services

Mr Pope has a background in senior administration with both the State and Federal Governments. He was appointed to the current position in October 2001. Prior to his appointment, Mr Pope

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, he held the position of Director, Corporate Services with the Ageing and Disability Department where he was responsible for a number of corporate reforms including implementation of the Department's Data Rationalisation project, implementing a new finance system and Departmental structural change. Mr Pope also spent six years, from 1986 to 1992 as the Administration Manager with the Civil Aviation Authority. He is a member of the Board of Management and is responsible for financial services, organisational development, multimedia services, facility management, the Museum shop, Museum as a Venue and Australian Museum Business Services.

Senior Executive Service

There are two SES positions within the Museum, the Director (SES Level 3) and Deputy Director (SES Level 2). The Museum's Director, Professor Michael Archer, has occupied this position since January 1999. The Deputy Director, Mr Patrick Filmer-Sankey, commenced in November 2000.

Management Activities

Management achievements included:

- > continued development of the strategic direction of the Museum (see Future Directions),
- > management of the Museum's budget,
- > development of a short-term accommodation strategy with approximately \$3.5 million funding from Treasury over 2002/03 and 2003/04,
- > establishment of several new externally funded science positions,
- > adoption of a revised Code of Conduct and Secondary Employment Procedures,
- > review of the Conflict of Interest Procedures,
- > completion of five internal management audits with the Internal Audit Bureau:
 - shop operations,
 - plant and equipment – fixed assets,
 - purchasing and tendering,
 - compliance with legislative and policy requirements,
 - Australian Museum Business Services.
- > Provision of management support to the Australian Museum Trust and its sub-committees,
- > liaison with staff and middle management via General Staff meetings and Middle Managers' meetings,
- > review of the Network Administration contract, preparation of tender documents and call for tenders;
- > contribution to the Ministry for the Arts corporate services reform program,
- > finalisation of the valuation of the Museum's collections which are estimated to have a replacement cost of over \$530million, although this does not reflect their incalculable scientific worth.

Future Directions

The NSW Government committed to revitalising the Museum in its 1999 Cultural Development policy. In 2001/02, the Ministry for the Arts, the Australian Museum Trust and the Museum's management formed a steering committee to undertake a preliminary review of the strategic direction of the Museum with the aid of a consultant. Efforts in 2003/04 will be directed toward:

- > developing a budget strategy for 2004/05 to accommodate the last tranche of the NSW public sector pay award,
- > reviewing the core functions of the Museum to set the strategic direction,
- > developing an accommodation plan to meet the needs of visitors, collections and staff,
- > a program of changes to the AM (announced by the Ministry for the Arts in early 2003/04) including a review of various functions, a restructure of the senior management and the development of a budget strategy for 2003/04 to accommodate the public sector pay case.

Risk Management

The Australian Museum monitors its program for risk identification and management internally by surveys conducted by the Treasury Managed Fund. It undertakes risk management in ways consistent with government guidelines and policy in order to safeguard the public, staff, collections, buildings and related assets. The control environment includes:

- > 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.

Legal Change & Departures from Subordinate Legislation

Neither the Australian Museum Trust Act (1975) nor the Australian Museum Trust Regulation (1998) were altered during the year and, as a result there were no departures from the Subordinate Legislation Act.

The Australian Museum Society (TAMS)

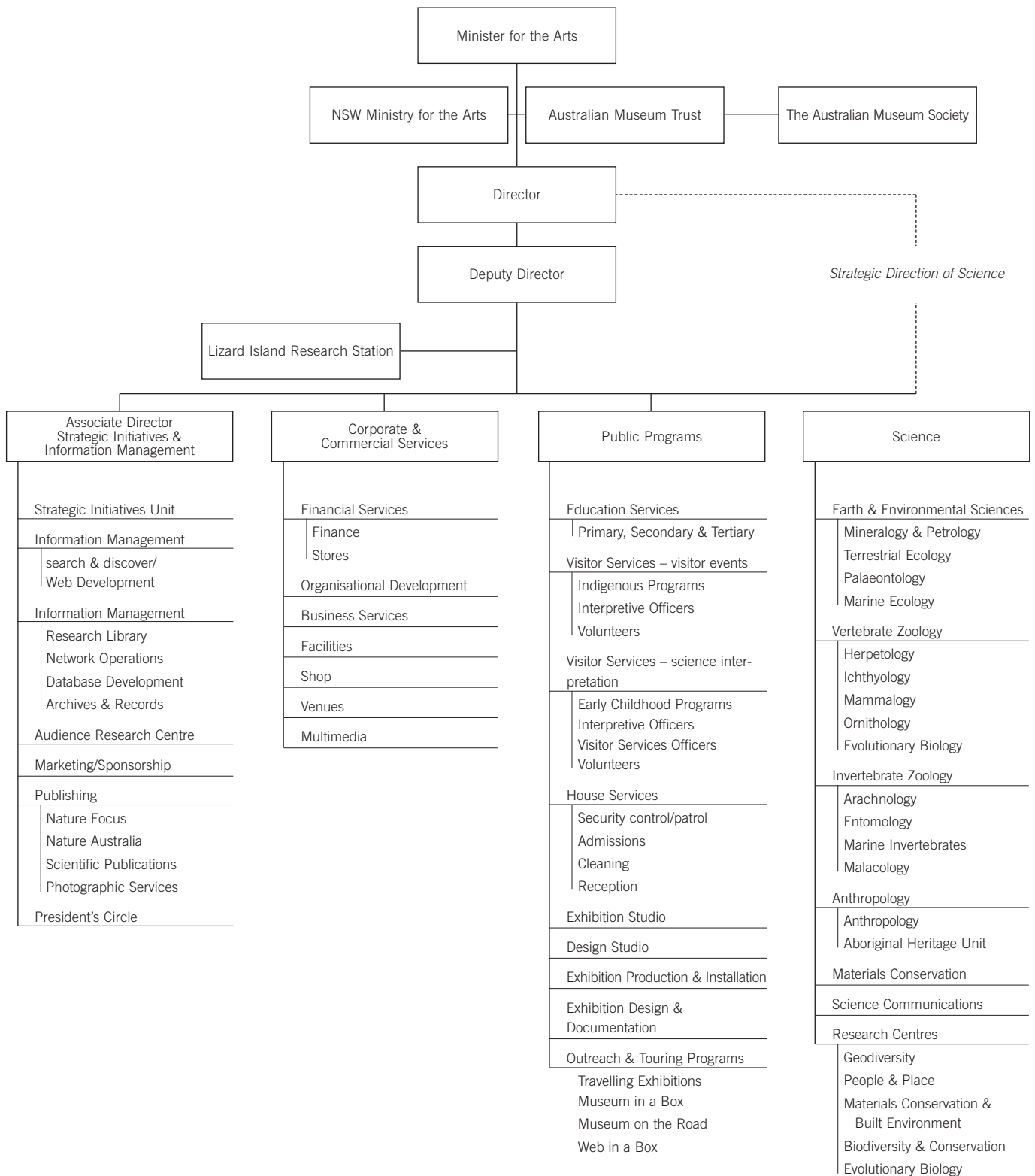
The Australian Museum Society is the membership branch of the Australian Museum. It began in 1972 and its purpose is to support and promote the work of the Museum.

For the 2002/03 financial year, membership of TAMS was at approximately 6463 individuals (2777 memberships).

The TAMS events program featured a number of interesting and educational events including bush walks, lectures, weekend tours, overseas tours, seminars, exhibition viewings, workshops and other special events for members. Over 4512 participants were involved in 75 such events run by the Society this financial year.

Some event highlights of this financial year include:

- > sell out lectures by Professor Colin Blakemore of Oxford University, Prof Ian Plimer, Dr Peter Slezak and Fred Watson;
- > Robert Lanza lecture in celebration of the Australian Museum's 175th birthday;
- > the successful continuation of the Canadian Dinosaur Dig in Alberta;
- > tours to Riversleigh, Queensland where members dug for more fossils;
- > day tours to heritage sights such as Fort Denison and Rookwood Cemetery;
- > a successful series of Scientific Illustration courses taught by Anne Musser.



The Year in Review **Strategic Initiatives and Information Management**

All of the component parts of the Strategic Initiatives and Information Management (SIIM) Division have a role in delivering outcomes that meet the Museum's stated mission and which centre on key themes of information and knowledge management and communication, as well as establishing a strategic focus to fulfil longer term objectives. The users of, and stakeholders in, the products and services generated by SIIM are both internal (across the whole Museum) and external (throughout government, Trust, the general public, the private sector, other government agencies etc.). The component parts of this Division are: the Associate Director's Office, the President's Circle, the Australian Museum Research Centre (AMARC), the Marketing and Sponsorship Unit, the Strategic Initiatives Unit, Publishing and the Information Management Branch. The latter comprises: Wide Area Network, Database Development, the Archives and Records Management Unit, the Research Library, search & discover and the Web Development Unit.

The Strategic Initiatives Unit (SIU)

Continued staff shortages in the Unit again constrained its ability to fully implement its mandate to develop, manage, monitor and coordinate major new and existing strategic initiatives and programs which impact on the development of the Museum. By necessity, the Unit again focused on a limited number of major ongoing initiatives.

The 2002 Australian Museum Eureka Prizes

The Australian Museum Eureka Prizes remain Australia's most comprehensive national science awards. The success of the 2002 Eureka Prizes, which culminated in a gala award dinner for 650 guests at Fox Studios in August 2002 and extensive national publicity for prize winners, led to further growth in the number and value of prizes on offer in 2003. Twenty-one prizes worth \$210,000 will be available in 2003 and represent growth of over 100% in just three years. The Eureka Prizes are made possible through the support of 28 institutions, organisations, companies and individuals in partnership with the Museum to reward outstanding science and science communication.

FATE (Future of Australia's Threatened Ecosystems)

The nature and strategic directions of the FATE project, designed to scientifically test the hypothesis that sustainable use of native resources can produce conservation and economic benefits for rural and regional Australia, were further refined. Consultations continued with relevant agencies and with landholders in NSW, Vic. and Qld, and strong partnerships were forged with a range of stakeholders including the native food industry, the native timber industry, Australian Landcare Management System and CSIRO Sustainable Ecosystems. Four external funding proposals were submitted and await a response.

The Somerville Collection

Working with the Bathurst City Council, Charles Sturt University and the Ministry for the Arts, further significant progress was achieved in the development of the Bathurst Museum to house the Museum's Somerville Collection of fossils and minerals. The museum is expected to open in late 2003.

The President's Circle

In 2003 the employment of an Executive Officer for the President's Circle saw the Australian Museum begin a long-term program of fundraising from philanthropic sources.

The mission of the President's Circle, which will be launched formally in the financial year 2003/04, is to provide funds and advocacy that enable the Australian Museum to carry out its most innovative programs in the fields of scientific research and community outreach.

It is envisaged that approximately 30 individuals or companies will form the inaugural President's Circle, each donating a minimum of \$15,000 per year for three years to further the work of the Museum.

search & discover

The search & discover web content was developed over the past year. Information Officers wrote, updated or collated fact sheets, hot topics and FAQs across the site to improve access for all users. The total number of visitors to search & discover increased to 103,105 and a total of 5113 enquires were dealt with. Channel Ten featured search & discover on the *Totally Wild* show.

Approximately 90 new paper-based resources were added over the year, as well as videos, displays (including furniture) and specimens. New resources include:

- > new displays of live animals and dead specimens and updates to the shell collection and *Nature Australia* display;
- > wall displays to highlight World Wetlands Day, NAIDOC Week, Reconciliation Day, Bird Month etc.;
- > upgrading of the storage facilities for the bird specimens using recycled equipment;
- > new glass lab drawers with a series of changing displays including birds, minerals and most scats;
- > addition of approximately ten museum, environment and science-related articles each week to the media file;
- > new front noticeboard used to highlight current topics, including current research and how to get involved;
- > a procedure for processing digital images received in search & discover. Since the end of November 2002 search & discover have acquired around 50 images, approximately 80% of which can be used on the web.

Web Development Unit

This year, the Web Development Unit has moved toward implementing web standards in validation and cascading style sheets (CSS). The benefits of validation are that all pages in the site use code that will render well on any future standards-compliant browsers. CSS files are accessible to a wider variety of mediums, such as hand-held devices, web TV and printers. The Unit is continuing to research improvements in CSS.

The Unit has also continued to implement accessibility and usability standards across the site using information gathered from surveys and user-testing. Compliance with accessibility and usability standards ensure Australian Museum Online and related sites are accessible to the greatest number of users.

The Year in Review **Strategic Initiatives and Information Management**

The 'Explore' portal was redesigned to give better access to the wide range of resources available on the site. It has a new simplified design and users can now access 295 fact sheets and 46 FAQs from this one portal.

Total site visitors for all domains for the period 1 July 2002 – 30 June 2003 showed a significant increase over the last financial year:

	2001/2002	2002/2003	Increase of
User sessions	3,171,588	5,129,451	61.8%
Page views	11,193,850	16,762,887	66.8%
Hits	99,326,901	165,278,610	60.1%

Twenty-seven major content additions were made to Australian Museum Online this year, including pages for *Two Emperors: China's Ancient Origins*, *Chinese Dinosaurs*, *Death: the last taboo*, *Beyond the Reef*, *Human Evolution* and the Eureka Prizes. The number of domain names has increased from 11 to 15 this year in line with increase in specific online content. Active domain names are:

- > Australian Museum Online: www.amonline.net.au
- > Australian Museum Business Services: www.ambs.com.au
- > Crustacea Net: www.crustacea.net
- > Deathonline: www.deathonline.net (new)
- > Indigenous Australians: www.dreamtime.net.au
- > The Australian Museum Eureka Prizes: www.eureka prize.net (new)
- > Future of Australia's Threatened Ecosystems: www.fate.net.au
- > FaunaNet: www.faunonet.gov.au
- > Living Harbour: www.livingharbour.net (new)
- > Lizard Island Research Station: www.lizardisland.net.au (new)
- > Australia's Lost Kingdoms: www.lostkingdoms.com
- > *Nature Australia* magazine: www.natureaustralia.net
- > Nature Focus: www.naturefocus.com.au
- > Science in the City: www.scienceinthecity.net
- > Sea Slug Forum: www.seaslugforum.net

Information Management

Research Library

The Library continues to introduce and develop services that meet the objectives of increasing user access to its collections while protecting material for future generations of researchers.

Collection evaluation measures undertaken this year have highlighted the rarity and importance of the Library's collections. One-third of the Library's collection listed on the National Bibliographic Database is held by no other Australian library, with a further third held by one or two other libraries in Australia. The most detailed valuation of the collection resulted in a value three times higher than a previous valuation.

The staff and volunteers of the Library continued to provide high-level professional research assistance for Museum staff and the public. In the 2002/03 financial year, the Library catalogued 2833 new items, received 6844 visitors and answered over 1000 in-depth reference enquiries, almost double the figure for 2001/02, and provided 1242 inter-library loans and document delivery items, an increase of 39% on the previous year.

Highlights of the year include:

- > the purchase of an overhead book scanner which will allow greater access to pre-1900 and fragile materials;
- > a donation of \$320 from The Michael and Mary Whelan Trust for the purchase of books;
- > the purchase of a very fine limited edition facsimile of John White's *Journal of a Voyage to New South Wales*, made possible by generous funding from The Australian Museum Society (TAMS) which also enabled work to start on the indexing and abstracting of early Australian Museum publications;
- > identification of many forgotten treasures through a retrospective cataloguing project, such as volumes from the personal library of Ludwig Leichhardt and three original watercolours prepared for Saverio Manetti's *Ornithologia methodice digesta atque iconibus aeneis ad vivum illuminatis ornata*, issued in Florence from 1767 to 1776;
- > preparation of a number of information packages as a result of continued strong interest in rare book displays from staff and visitors. Displays included:
 - 'Certain Property of the late Dr Leichardt': The Library of Ludwig Leichhardt (September 2002)
 - Archive Display Celebrating 175th Anniversary of the Museum (October 2002)
 - *The Rise of Dinomania, 1818–1853* (November 2002)
 - *Caught in the Naturalist's Net: Early Images of Marine Life from the World's Oceans* (December 2002 – January 2003)
 - *Reinventing the Dodo: From Iconic Extinction to DNA Extraction* (February–April 2003)
 - 'A Wonderful Colony...': Charles Darwin in NSW (May–June 2003)
 - *Jakob Sturm... Natural History for the People* (June 2003)

Network

The Museum's computing backbone still maintains an enviable level of reliability (less than 1% unscheduled downtime) despite limited resources. This last year has been a care and maintenance year with the networking staff concentrating on achieving the same levels of service to the near-300 staff as in previous years. This has at times required the recycling of parts in order to maintain the environment and minimise costs. It is hoped that the coming year will see more funds for this vital resource so that the computing infrastructure can adequately support the vital work of the Museum, including research, collections management and access.

Archives and Records

The Archives and Records Management Unit continued to be critically understaffed during 2002/03, as four of the five Unit positions established in the previous Museum restructure remained unfilled. From January to June 2003 the Unit was staffed by two temporary officers.

Over 700 internal and external enquiries were completed with significant archival assistance given to Anthropology staff in their collection databasing project and to a range of external national and international researchers. Images, information and research were provided for Museum exhibitions and displays, including the Museum's 175th birthday celebrations, *Death: the last taboo*, *Showroom* and Research Library displays. Assistance was also given to the National Library's Oral History Collections (Science).

The processing and describing of recently acquired archival material continued, including the initial deposit of a bequest from distinguished zoologist David Fleay and valuable research papers from Dr Ronnie Harding. The preservation microfiche project was also continued with emphasis on the copying of fragile collection registers.

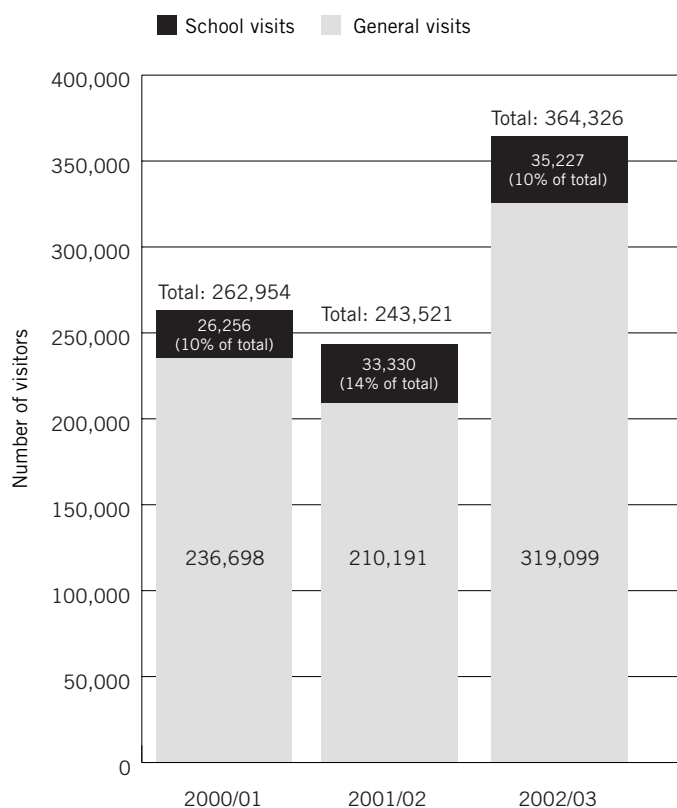
Requests for research into and images from the Museum's Archival Photographic Collection were attended to, including assistance given to a visiting researcher in the identification of rare ethnographic images from Erromanga (Vanuatu). Temporary part-time assistance enabled some continuing work on the Archives photographic database, but the digitising project to preserve historic photographic collections ceased. A significant amount of digital imaging of important anthropological collections remains to be done.

The TRIM records management system was extended to several new divisional areas within the Museum and limited training was provided to these new users. However deficiencies identified in the Museum's records management program by the 2002 Compliance Audit under the State Records Act 1998 were not addressed due to a critical lack of staffing in the Records section.

The Australian Museum Audience Research Centre (AMARC)

The Australian Museum Audience Research Centre released two major reports: *Indigenous Youth and Museums* in partnership with the Australia Council, and *Energised, Engaged, Everywhere: older Australians and museums* in partnership with the National Museum of Australia and Environmetrics Pty Ltd. The AMARC website was launched in March and was listed as site of the month by Adult Learning Australia. AMARC and the Aboriginal Heritage Unit are also collaborating with the University of Technology, Sydney and the NSW Ministry for the Arts to undertake a pilot study to measure the impact of museums, for which a grant was received.

Visitor Figures



Program Evaluation

AMARC conducted a range of evaluation studies during 2002/03 (see also Appendix B). These included an economic impact study looking at how visitors to the Museum contribute to the Sydney economy. Exit surveys were conducted during July, October and January to obtain a visitor profile of and feedback about the *Chinese Dinosaurs* exhibition. A study was also undertaken of Science in the City using both face-to-face interviews and self-complete feedback forms, which generated positive comments about the program and suggestions for future improvements. An evaluation to seek feedback from visitors about their interest levels regarding the *Images from Science* exhibition was also completed in order to assist in deciding whether to repeat the exhibition in 2003/04. Surveys collected from the Museum in a Box program over the past three years were also analysed in detail and fed into discussions regarding future planning.

Marketing, PR and Sponsorship

The Australian Museum Marketing and Sponsorship Unit develops and executes communications strategies utilising integrated publicity, promotions and paid advertising.

The successful marketing of two blockbuster exhibitions *Chinese Dinosaurs* and *Two Emperors: China's Ancient Origins* contributed to the significant increase in Museum visitors in the 2002/03 financial year.

Chinese Dinosaurs generated significant media exposure. A successful strategic communication program, which continually renewed public interest throughout the eight months of the exhibition, resulted in the highest visitor numbers to any exhibition since 1983. Visitor numbers increased from a wider spread of outlying Sydney metropolitan suburbs than in previous years, as did visits from regional NSW and interstate, overseas tourists, ethnic groups and seniors.

Chinese Dinosaurs created cultural partnerships with the Chinese community which were further developed and utilised to help generate multicultural interest in *Two Emperors: China's Ancient Origins*.

Positive progress was made on corporate partnerships with organisations such as Titan Group, P&O Nedlloyd, Network Ten and Lavazza. Sponsorship relationships continued with Australian Skeptics Inc, The British Council, Discovery Channel, Lexmark Asia Pacific, Lightning Ridge Bowling Club and Sydney Water.

Publishing

Access to the research and collections of the Australian Museum is enhanced by the activities of the Publishing Unit which produces a wide range of publications each year. It is possible to access these in the Australian Museum Research Library, the State Library of NSW, and university libraries in Australia. Publications may be purchased through the Australian Museum Bookshop or the Publishing Unit. Access to Scientific Publications is also available through the Museum's website at amonline.net.au/publications.

Publishing achievements during the year include:

- > the publication of a wide variety of corporate and commercial projects including over 70 Museum corporate brochures, flyers, exhibition-based activities, marketing literature and reports (see Appendix K). Of the dozen commercial publications of the year, many received important accolades:
 - *The Evolution of Australia: 110 Million Years of Change* was selected for inclusion in the national collection of the National Library of Australia in Canberra.
 - The Museum picked up two Whitley Awards from the Royal Zoological Society of NSW. These were Best Zoological Publication for *Nature Australia* magazine and Best Children's Series for *Insects and Spiders* – a series of 6 books for upper primary school children published in 2001. The Whitley Awards recognise excellence in zoological publishing.
 - Dr Val Attenbrow (Anthropology) received an Honourable Mention in the individual category of the 2002 Centre for

Australian and Cultural National Awards for her book *Sydney's Aboriginal Past: Investigating the Archaeological and Historical Records*.

- *The Cephalopods: Octopuses, squids and their relatives*, a title from the *Invertebrates* series published in 2002, was nominated for the Children's Book Awards 2003 by the Children's Book Council of Australia. The series was written by Beth Blaxland (Education Services).

> The production of over 200 scientific papers, abstracts, book chapters and books (see Appendix O). These are also available online at the Scientific Publications website. Online scientific publishing also continues to expand with the launch of new pages and sites dedicated to scientific research and information. Bill Rudman estimates his contributions on *Sea Slug Forum* to be 1500 publications.

Photography

During the year, the Photography department was involved in a wide variety of Museum projects and completed 567 individual requests.

Stuart Humphries, Australian Museum photographer, was a finalist in the new Citigroup Private Bank Australian Photographic Portrait Prize, hung at the Art Gallery of NSW. The annual competition was launched in 2003 to coincide with the Archibald Prize, and carries a first prize of \$15,000. Stuart's entry was a portrait of Australian Museum Director Mike Archer 'walking' a thylacine outside the Museum in Hyde Park.

Nature Focus

Access to the Museum's photographic collections for commercial and non-commercial purposes is coordinated by Nature Focus. Over 500 jobs were undertaken during the year and over 13,000 images were sourced and supplied to customers. Nature Focus also provided images for Australian Museum Online, FaunaNet, Science in the City, *Nature Australia* and *MUSE* magazines.

Legal Deposit

In accordance with the requirements of the New South Wales Copyright Act 1879–1952, ss 5–7, copies of all Australian Museum publications are lodged with legal deposit officers at the following institutions: the State Library of New South Wales, the NSW Parliamentary Library, the Fisher Library at the University of Sydney Library, the Ward Library at the University of Western Sydney, the National Library of Australia and the NSW Government Information Service. Copies of all Museum publications are also kept in the Australian Museum Research Library and Archives & Records.

The Year in Review **Corporate and Commercial Services**

The Corporate and Commercial Division consists of Financial Services (see Audited Financial Summary pp 19–35), Facilities Management, Organisational Development, Australian Museum Business Services, the Australian Museum Shop, Museum as a Venue and the Multimedia Unit.

Organisational Development

The Organisational Development unit continued to explore opportunities for improved management controls and associated management information systems. The Museum has continued participation in the Government's Shared Corporate Services Strategy which is being facilitated through the NSW Ministry for the Arts. The final outcome of this participation is still to be determined.

Code of Conduct

The Museum has a Code of Conduct which is available electronically to all staff on its intranet. The Code was reviewed in 2002/03 and a new Code of Conduct was approved by the Board of Management in May, 2003.

Occupational Health and Safety, Disability Action Plan and the NSW Action Plan for Women

The Australian Museum is aware of its obligations with regard to an Occupational Health and Safety, the Disability Action Plan and the NSW Action Plan for Women. Throughout 2002/03 the Museum has been involved in intense planning for further major restructuring in the 2003/04 financial year. As a result, these issues will be examined following restructure, when they can be addressed more fully.

Equal Employment Opportunity

The Museum has continued to implement outcomes identified in its 1999 EEO Plan. Key achievements in 2002/03 include:

- > the inclusion of clear accountability requirements for EEO in all management position descriptions, including accountability measures in SES performance contracts;
- > the continued review and development of Human Resources policies to ensure equity and fairness in employment practices. Copies of relevant policies are available to all staff on the Australian Museum's intranet;
- > the recognition and implementation of EEO requirements in all of the Museum's recruitment activities;
- > regular meetings between the Senior Executive and staff as well as regular meetings of the Joint consultative Committee, providing an effective means to resolve employee and EEO issues.

Staffing, Salaries and Wages Statistics

The Staffing Statistics graph shows correct totals for 1998/99, although due to the museum's restructure numbers for specific divisions are estimates only. 1999/00, 2000/01, 2001/02 and 2002/03 figures are correct as per the new structure.

There were no exceptional movements in salaries and wages this year.

All staff and EEO group figures are correct as at 30 June, 2003.

Staff Numbers by Section (EFT)

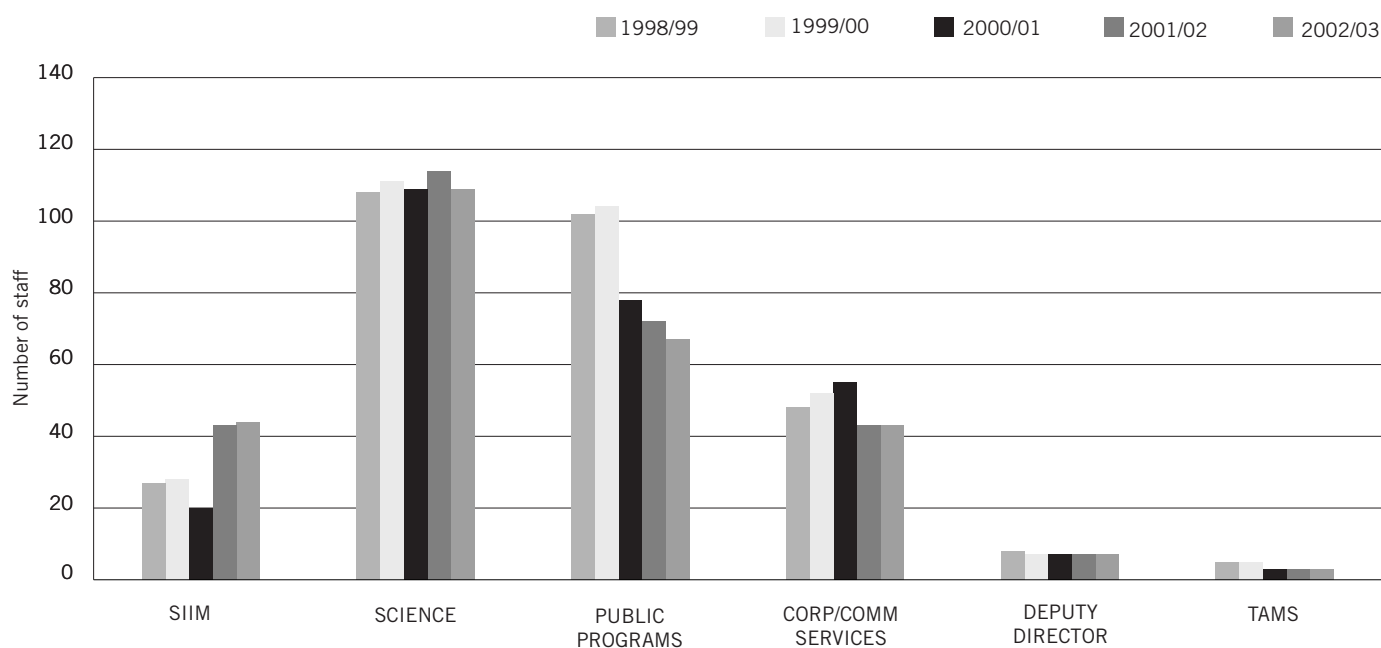


Table A: Trends in the Representation of EEO Groups

EEO Group	Benchmark or target	% of Total Staff (excluding casual staff)			
		2000 ¹	2001	2002	2003
Women	50%		50	52	51
Aboriginal people and Torres Strait Islanders	2%		1	3.2	1.9
People whose first language was not English	19%		9	9	8
People with a disability	12%		7	10	8
People with a disability requiring work-related adjustment	7%		0	0	0

Table B: Trends in the Distribution of EEO Groups

EEO Group	Benchmark or target	Distribution Index ²			
		2000 ¹	2001	2002	2003
Women	100		108	90	94
Aboriginal people and Torres Strait Islanders	100		0	0	0
People whose first language was not English	100		115	93	95
People with a disability	100		94	79	108
People with a disability requiring work-related adjustment	100		0	0	0

Notes

1 Not available

2 A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The distribution index is automatically calculated by the software provided by ODEOPE.

Australian Museum Business Services (AMBS)

AMBS Consulting specialises in a range of cultural management services from audience evaluation and exhibition project management to diorama construction and collection conservation. Its three main units are the Ecology Unit, Heritage Unit and Exhibitions Unit.

Ecology Unit:

The Ecology Unit works closely with Science Division staff, especially in the Marine Invertebrates and Ichthyology Sections.

Some of the more notable projects won this year include:

- > monitoring and management of Green and Golden Bell frogs at Sydney Olympic Park for Sydney Olympic Park Authority,
- > Eastern Creek strategic land use studies for Blacktown City Council,
- > investigation of the impact of roads on koalas for the Roads and Traffic Authority,
- > macroinvertebrate and diatom monitoring in Hornsby for Hornsby Shire Council,
- > advice on Western Sydney Orbital Underpasses for the Roads and Traffic Authority.

Heritage Unit:

The Heritage Unit has input from Anthropology Division staff. Some of the more notable projects won this year include:

- > archaeological assessment for Warkworth West EIS for Coal & Allied,
- > Aboriginal Heritage Study of Mosman LGA for National Parks & Wildlife Services,
- > Plumpton Ridge archaeological salvage for the Roads and Traffic Authority,
- > Indigenous heritage assessment and management, Edmondson Park Master Planning for Liverpool City Council,
- > Orphan School Creek test excavation for the Roads and Traffic Authority.

Exhibitions Unit:

The AMBS Exhibitions Unit is responsible for the touring of all Australian Museum exhibitions internationally and commercial exhibitions throughout Australia and internationally. This activity and all other projects involve substantial input from the Public Programs Division and the Audience Research Centre. Some of the more notable projects won this year include:

- > Australia and New Zealand tour management for *Chinese Dinosaurs*,
- > an instore Opals Museum for Cody Opals,
- > Botany Bay Precinct Plan for Desmond Freeman Associates/National Parks & Wildlife Services,
- > project management of *Belonging* – an exhibition for the State Library of Victoria.

Strategic Alliances

AMBS has fostered close alliances with major Australian and New Zealand museums as a result of the *Chinese Dinosaurs* tour. This exhibition tour has also resulted in close links with Chinese museums and with the Chinese foreign office, in particular, the Chinese consulates in Sydney and Wellington.

AMBS is an active member in the Environmental Agencies Consortium, a NSW state government initiative. The Consortium provides greater opportunities for AMBS to win international environmental consulting projects through its member agency links.

Facilities Management

During 2002/03 significant resources were directed at the certification of the Museum's fire/air conditioning systems to comply with Australian Standards.

Funding of \$3.5 million over two years was also provided to allow a major accommodation upgrade which will address serious Occupational Health and Safety issues and result in improved accommodation for Museum staff and collection material. This work will be completed during 2003/04. Numerous smaller projects were undertaken including:

- > filtration upgrade to the main anthropology collection store, ensuring the highest standards of clean air to this facility;
- > redesign and installation of air conditioning ducting to major plant room to alleviate an intrinsic design fault,
- > replacement of 12 humidifiers to ensure humidity for collection areas meets accepted international limits,
- > removal and replacement of several unreliable fire panels,
- > replacement of carpet in most public areas and galleries of the Museum,
- > refurbishment of the Education Centre with new improved flooring and painting,
- > re-roofing of buildings and other building works on Lizard Island,
- > continuing upgrades to security systems within the buildings,
- > refurbishment of the William Street entry foyer,
- > improvements to the lifts.

Museum Shop

The Australian Museum Shop had record sales during 2002/03, mainly due to the success of the Museum's major exhibitions, *Chinese Dinosaurs* and *Two Emperors: China's Ancient Origins*. Increased sales also resulted from the publication of the Museum Shop Catalogue, which was developed with the involvement and participation of a number of other major natural history Museums in Australia and reached 350,000 people throughout NSW.

Museum as a Venue

The Museum's galleries and public spaces were hired by over 18,000 people for receptions, dinners, conferences and other events, further enhancing the Museum's reputation as one of the premier function venues in Sydney. The income raised from venue hire contributed to the maintenance of exhibition spaces and Museum programs.

Museum as a Venue subsidised community-based organisations, science groups, and charities to the value of \$31,000 in venue hire.

Multimedia Unit

The Multimedia Unit was involved in a wide range of projects throughout the year, with both internal and external clients. They provided computer support for all permanent, temporary and travelling exhibitions. Key achievements during the year include:

- > production of new motion and 3D computer graphics for the 'Big Bang' DVD for *More than Dinosaurs*,
- > script, research, production and software authoring of 'Mummies of the Andes', a new computer interactive for *Death: the last taboo*;
- > development of appropriate multimedia to support the Australian Museum Eureka Prizes,
- > content development, interviews and video recordings of archaeological site investigations in the Wollemi National Park to support the forthcoming *Showroom* exhibition,
- > provision of technical support for a number of travelling exhibitions including *Australia's Lost Kingdoms*, *Colour, Body Art* and the Museum in a Box program.

Financial Review of the Year

The Australian Museum's financial operations for 2002/03 resulted in a surplus of \$529.3 million. This was essentially a result of the inclusion of the valuation of the Museum's collections in the accounts. Admissions to the Museum were significantly up on the previous year. Some 364,326 people were admitted to the College Street site during the year (243,521 in 2001/02) as per page 14. The average number of visitors for the previous five years was 298,536. Revenue from admissions was \$2,525,940, an increase of 117.9% on the 2001/02 return of \$1,159,288. There were two special exhibitions (*Chinese Dinosaurs* and *Two Emperors: China's Ancient Origins*) during 2002-03 for which a supplementary entrance fee was charged.

Smaller exhibitions included *BG Wildlife Photographer of the Year 2002*, *Science in the City*, *Death: the last taboo*, *Images from Science*, and *Beyond the Reef*. These exhibitions were free of charge upon payment of the general admission fee.

The Museum's retail shop achieved sales (net of GST) of \$1,278,325 compared with \$805,943 in 2001/02, an increase of 58.6%. Australian Museum Business Services, which contracts-in environmentally related consultancies and projects, achieved revenue of \$1,600,694, a decrease of 3.1% on the previous year's \$1,652,214.

Capital funding provided by Treasury amounted to \$3,877,000 and allowed the Museum to continue the major upgrading of its fire safety system. A number of minor works relating to buildings, security issues and office and work area refurbishments as well as the acquisition of some minor capital equipment were able to be completed. During the year Treasury provided supplementary funds to allow the Museum to commence work on an accommodation strategy to overcome a number of accommodation issues in the short term.

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

Valuation of Collections

The Museum has completed a valuation in relation to its substantial collections to comply with the Treasury and Audit requirements and the Guidelines on Recognition and Valuation of Cultural Collection Assets. An initial valuation exercise in 1999 identified a preliminary value. However, due to the complexity of the matter and the nature of the collections, negotiations on the aggregate value and the methodology with the Audit Office were protracted. The valuation project was continued into 2002/03 and the final valuation is included in the financial statements.

The true or intrinsic value of the collections cannot be adequately and simply expressed in monetary terms, but rather in terms of their cultural and/or scientific worth. It should be understood that some of the collections cannot be replaced. Specimens have been collected over more than 150 years. Some items are from locations where species are now extinct. Cultural materials may reflect creative techniques that are no longer practiced or the materials may no longer be available. Such specimens are invaluable and irreplaceable.

Material Adjustments to Budgets

During 2002/03 no material adjustments were made to the Museum's Recurrent budget. However, supplementary Capital funds were provided to commence work on the Museum's overall accommodation strategy. The Treasurer approved of supplementation of \$1.807 million in 2002/03 for this project, but due to the timing of the availability of funds only \$0.350 million could be efficiently utilised.

Economic and Other Factors Affecting the Achievement of Operational Objectives

There were 364,326 visitors admitted to the Museum in 2002/03. This was an increase of 120,805 on the previous year. There were two major exhibitions for which a supplementary charge was made in the year, but none in 2001/02. The Museum also put in place an effective program of small exhibitions and activities.

Outline of Budget for 2003/04

Treasury has provided a budget allocation that will allow the Museum to operate throughout 2003/04 at a similar level to 2002/03.

The Museum has been able to plan a reasonable program of exhibitions and activities for 2003/04 by a combination of continued management reforms, efficiencies and an effective allocation of resources.

Anticipated funding for 2003/04 includes:

- > \$22.511m Recurrent appropriation from Treasury;
- > \$6.200m Capital appropriation from Treasury;
- > \$2.362m in grants, contributions and sponsorships;
- > \$6.268m from other revenues; and
- > \$1.034m from Treasury for employee entitlements and liabilities.

The budget also includes one-off funding of \$2.3 million to assist the Museum with the restructuring of its administration and activities.

Financial Review of the Year **Financial Summary**

Accounts Payment Performance Report

Schedule of accounts payable at quarter end

	30/09/2002	31/12/2002	31/03/2003	30/06/2003
	\$'000	\$'000	\$'000	\$'000
Current within due date	6,801	4,353	3,269	5,949
Less than 30 days overdue	153	421	503	285
Between 30 and 60 days overdue	179	105	41	67
Between 60 and 90 days overdue	12	3	12	9
Over 90 days overdue	11	24	14	15
Total	7,156	4,906	3,839	6,325

Schedule of accounts paid on time – actual

	30/09/2002	31/12/2002	31/03/2003	30/06/2003
	\$'000	\$'000	\$'000	\$'000
Percentage of accounts paid on time – Target	95%	95%	95%	95%
Total value of accounts paid on time	6,801	4,353	3,269	5,949
Total value of accounts paid	7,156	4,906	3,839	6,325
Percentage value of accounts paid on time	95%	89%	85%	94%

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

Independent Audit Report



Independent Audit Report AUSTRALIAN MUSEUM TRUST

To Members of the New South Wales Parliament

Audit Opinion

In my opinion, the financial report of the Australian Museum Trust:

- (a) presents fairly the Trust's financial position as at 30 June 2003 and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with sections 41B and 41BA of the *Public Finance and Audit Act 1983* (the Act).

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

The Trustees' Role

The financial report is the responsibility of the Trustees of the Australian Museum Trust. It consists of the statement of financial position, the statement of financial performance, the statement of cash flows, the summary of compliance with financial directives and the accompanying notes.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to Members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Trustees in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that Trustees had failed in their reporting obligations.

My opinion does *not* provide assurance:

- about the future viability of the Trust,
- that the Trust has carried out its activities effectively, efficiently and economically,
- about the effectiveness of its internal controls, or
- on the assumptions used in formulating the budget figures disclosed in the financial report.

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

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

A handwritten signature in black ink, appearing to read 'G J Gibson'.

G J Gibson FCPA
Director of Audit

Sydney, 20 October 2003

Financial Review of the Year

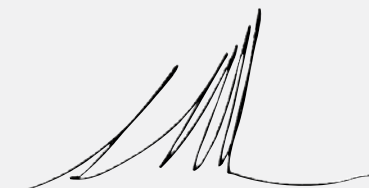
**AUSTRALIAN MUSEUM TRUST
STATEMENT IN ACCORDANCE WITH SECTION 41C(1C)
OF PUBLIC FINANCE AND AUDIT ACT, 1983**

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

- a) The financial statements and notes thereon exhibit a true and fair view of the financial position as at 30 June 2003 and transactions for the year ended 30 June 2003.
- b) The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements, the requirements of the Public Finance & Audit Act 1983, Public Finance and Audit Regulation 2000, and the Financial Reporting Code for Budget Dependent General Government Sector Agencies.
- c) There are no circumstances that would render any particulars included in the financial statements to be misleading or inaccurate.



**MR BRIAN SHERMAN
PRESIDENT OF THE TRUST**



**PROF MICHAEL ARCHER
SECRETARY OF THE TRUST**

17 October 2003

Audited Financial Statements

Start of Audited Financial Statements

AUSTRALIAN MUSEUM TRUST STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2003

	Notes	Actual 2003 \$'000	Budget 2003 \$'000	Actual 2002 \$'000
Expenses				
Operating Expenses:				
Employee related	2 (a)	19,662	19,648	18,246
Other operating expenses	2 (b)	11,332	9,744	10,332
Maintenance	2 (c)	1,823	1,420	1,497
Depreciation	2 (d)	4,770	3,966	4,274
Grants and subsidies	2 (e)	140	20	93
Total Expenses		37,727	34,798	34,442
Less:				
Retained Revenue				
Sale of goods and services	3 (a)	8,189	6,382	6,108
Investment Income	3 (b)	44	22	34
Grants and contributions	5	1,760	1,557	2,096
Other Revenue	3 (c), 7	530,129	–	–
Total Retained Revenue		540,122	7,961	8,238
Gain/(Loss) on disposal of non-current assets	4	13	–	(75)
Net Cost of Services	22 (a)	(502,408)	26,837	26,279
Government Contributions				
Recurrent appropriation	6	20,942	20,942	20,323
Capital appropriation	6	3,877	3,588	4,127
Acceptance by the Crown Entity of employee benefits and other liabilities	8	2,113	989	1,999
Total Government Contributions		26,932	25,519	26,449
SURPLUS/(DEFICIT) FOR THE YEAR		529,340	(1,318)	170
NON-OWNER TRANSACTION CHANGES IN EQUITY				
Net increase/(decrease) in asset revaluation reserve	19	(48,690)	–	–
TOTAL REVENUES, EXPENSES AND VALUATION ADJUSTMENTS RECOGNISED DIRECTLY IN EQUITY		(48,690)	–	–
TOTAL CHANGES IN EQUITY OTHER THAN THOSE RESULTING FROM TRANSACTIONS WITH OWNERS AS OWNERS		480,650	(1,318)	170

The accompanying notes form part of these statements.

Audited Financial Statements

AUSTRALIAN MUSEUM TRUST STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2003

	Notes	Actual 2003 \$'000	Budget 2003 \$'000	Actual 2002 \$'000
ASSETS				
Current Assets				
Cash	9	1,154	1,371	1,051
Receivables	10	1,328	1,440	1,575
Inventories	11	191	210	210
Other financial assets	12	192	186	186
Total Current Assets		2,865	3,207	3,022
Non-Current Assets				
Property, Plant and Equipment				
– Land and Buildings	13(a)	140,398	192,438	192,558
– Plant and Equipment	13(b)	23,671	20,544	20,802
– Collections	13(c)	530,268	–	–
Total Property, Plant and Equipment		694,337	212,982	213,360
Total Non-Current Assets		694,337	212,982	213,360
Total Assets		697,202	216,189	216,382
LIABILITIES				
Current Liabilities				
Payables	15	1,731	2,104	2,104
Interest bearing liabilities	16	–	254	254
Provisions	17	1,748	1,307	1,307
Total Current Liabilities		3,479	3,665	3,665
Non-Current Liabilities				
Provisions	18	356	–	–
Total Non-Current Liabilities		356	–	–
Total Liabilities		3,835	3,665	3,665
Net Assets		693,367	212,524	212,717
EQUITY				
Reserves	19	154,000	202,690	202,690
Accumulated funds	19	539,367	9,834	10,027
Total Equity		693,367	212,524	212,717

The accompanying notes form part of these statements.

Audited Financial Statements

AUSTRALIAN MUSEUM TRUST STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2003

	Notes	Actual 2003 \$'000	Budget 2003 \$'000	Actual 2002 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(17,572)	(18,523)	(16,865)
Grants and subsidies		(141)	(20)	(43)
Other		(15,502)	(12,808)	(13,015)
Total Payments		(33,215)	(31,351)	(29,923)
Receipts				
Sale of goods and services		8,167	6,509	5,929
Interest received		50	22	34
Other		3,961	3,209	3,612
Total Receipts		12,178	9,740	9,575
Cash Flows From Government				
Recurrent Appropriation		20,942	20,942	20,323
Capital Appropriation		3,877	3,588	4,127
Cash reimbursements from the Crown Entity		876	989	729
Net Cash Flows from Government		25,695	25,519	25,179
NET CASH FLOWS FROM OPERATING ACTIVITIES	22 (a)	4,658	3,908	4,831
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of investments		–	–	–
Purchases of Land and Buildings, and Plant and Equipment		(4,331)	(3,588)	(4,466)
Proceeds from sale of Plant and Equipment		36	–	45
Purchases of investments		(6)	–	–
Repayment of borrowings and advances		–	–	–
NET CASH FLOWS FROM INVESTING ACTIVITIES		(4,301)	(3,588)	(4,421)
NET INCREASE/(DECREASE) IN CASH		357	320	410
Opening cash and cash equivalents		797	513	387
CLOSING CASH AND CASH EQUIVALENTS	9	1,154	833	797

The accompanying notes form part of these statements.

Audited Financial Statements

AUSTRALIAN MUSEUM TRUST SUMMARY OF COMPLIANCE WITH FINANCIAL DIRECTIVES

	2003				2002			
	RECURRENT APPROPRIATION \$'000	EXPENDITURE/Net Claim on Consolidated Fund \$'000	CAPITAL APPROPRIATION \$'000	EXPENDITURE/Net Claim on Consolidated Fund \$'000	RECURRENT APPROPRIATION \$'000	EXPENDITURE/Net Claim on Consolidated Fund \$'000	CAPITAL APPROPRIATION \$'000	EXPENDITURE/Net Claim on Consolidated Fund \$'000
ORIGINAL BUDGET APPROPRIATION/ EXPENDITURE								
> Appropriation Act	20,942	20,942	3,588	3,527	20,305	20,305	4,397	4,127
> Additional Appropriations	-	-	-	-	-	-	-	-
> s.21A PF&AA special appropriation	-	-	-	-	-	-	-	-
> s.24 PF&AA – transfers of functions between departments	-	-	-	-	-	-	-	-
> s.26 PF&AA – Commonwealth specific purpose payments	-	-	-	-	-	-	-	-
	20,942	20,942	3,588	3,527	20,305	20,305	4,397	4,127
OTHER APPROPRIATIONS/ EXPENDITURE								
> Treasurer's Advance	-	-	2,077	350	18	18	-	-
> Section 22 – expenditure for certain works and services	-	-	-	-	-	-	-	-
> Transfers to/from another agency (s.25 of the Appropriation Act)	-	-	-	-	-	-	-	-
	-	-	2,077	350	18	18	-	-
Total Appropriations/Expenditure/ Net Claim on Consolidated Fund (includes Transfer payments)	20,942	20,942	5,665	3,877	20,323	20,323	4,397	4,127
Amount drawn down against Appropriation		20,942		3,877		20,323		4,127
Liability to Consolidated Fund		-		-		-		-

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where otherwise identified or prescribed).

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting Entity

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

In the process of preparing the consolidated financial statements for the economic entity consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated.

The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

(b) Basis of Accounting

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

Where there are inconsistencies between the above requirements, the legislative provisions have prevailed. In the absence of a specific Accounting Standard, other authoritative pronouncement of the AASB or UIG Consensus View, the hierarchy of other pronouncements as outlined in AAS 6 "Accounting Policies" is considered.

Except for collection assets, land and buildings and certain plant and equipment that are recorded at valuation, the financial statements are prepared in accordance with the historical cost convention.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(c) Revenue Recognition

Revenue is recognised when the Trust has control of the goods or right to receive, it is probable that the economic benefits will flow to the Trust and the amount of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below.

(i) Parliamentary Appropriations and Contributions from Other Bodies

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

An exception to the above is when appropriations are unspent at year-end. In this case, the authority to spend the money lapses and generally the unspent amount must be repaid to the Consolidated Fund in the following financial year. As a result, unspent appropriations are now accounted for as liabilities rather than revenue.

(ii) Sale of Goods and Services

Revenue from the sale of goods and services comprises revenue from the provision of products or services, ie user charges. User charges are recognised as revenue when the agency obtains control of the assets that result from them.

(iii) Investment income

Interest revenue is recognised as it accrues. Rent revenue is recognised in accordance with AAS 17 'Accounting for Leases'. Royalty revenue is recognised on an accrual basis in accordance with the substance of the relevant agreement.

(d) Employee Benefits and other provisions

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

Liabilities for salaries and wages (including non-monetary benefits), annual leave and vesting sick leave are recognised and measured in respect of employees' services up to the reporting date at the nominal amounts based on amounts expected to be paid when the liabilities are settled.

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

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

(ii) Accrued salaries and wages – reclassification

As a result of the adoption of Accounting Standard AASB 1044 "Provisions, Contingent Liabilities and Contingent Assets", accrued salaries and wages and on-costs has been reclassified to "payables" instead of "provisions" in the Statement of Financial Position and the related note disclosures, for the current and comparative period. On the face of the Statement of Financial Position and in the notes, reference is now made to "provisions" in place of "employee entitlements and other provisions". Total employee benefits (including accrued salaries and wages) are reconciled in Note 18 "Provisions".

(iii) Long Service Leave and Superannuation

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

Long service leave is measured on present value basis. The present value method (which was introduced in the current financial year and was changed from the short-hand method) requires that long service liabilities that are expected to be settled more than twelve months after reporting date, must be measured at the present value of the estimated future cash outflows. This method also takes into account future increases in remuneration rates.

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

(iv) Other provisions

Other provisions exist when the Trust has a present legal, equitable or constructive obligation to make a future sacrifice of economic benefits to other entities as a result of past transactions or other past events. These provisions are recognised when it is probable that a future sacrifice of economic benefits will be required and the amount can be measured reliably.

(e) Insurance

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

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

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

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

(g) Acquisition of Assets

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

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

Fair value means the amount for which an asset could be exchanged between a knowledgeable, willing buyer and a knowledgeable, willing seller in an arm's length transaction.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value at the acquisition date. The discount rate used is

the incremental borrowing rate, being the rate at which a similar borrowing could be obtained.

(h) Plant and Equipment

Plant and equipment costing \$3,000 and above individually are capitalised. Computer related assets costing individually \$3,000 or less but which form part of a network with a cumulative value in excess of \$3,000 are also capitalised.

(i) Revaluation of Physical Non-Current Assets

Physical non-current assets are valued in accordance with the "Guidelines for the Valuation of Physical Non-Current Assets at Fair Value" (TTP 03-02). This policy adopts fair value in accordance with AASB 1041 from financial years beginning on or after 1 July 2002. There is no substantive difference between the fair value valuation method and the previous valuation methodology adopted in the NSW public sector.

Where available, fair value is determined having regard to the highest and best use of the asset on the basis of current market selling prices for the same or similar assets. Where market selling price is not available, the asset's fair value is measured as its market buying price ie the replacement cost of the asset's remaining future economic benefits. The Trust is a not for profit entity with no cash generating operations.

Each class of physical non-current assets is revalued every five years and with sufficient regularity to ensure that the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. The last such revaluation was completed on 30 June 2003 and was based on an independent assessment.

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

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

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

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

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

Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

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

(j) Depreciation of Non-Current Physical Assets

Except for a limited number of heritage assets, depreciation is provided for on a straight line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Museum.

All material separately identifiable component assets are recognised and depreciated over their shorter useful lives, including those components that in effect represent major periodic maintenance.

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

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

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

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

Buildings	1.25% – 6.67%
Plant and Equipment	10% – 33.33%
Vehicles/Vessels	15%

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

(k) Maintenance and repairs

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

(l) Leased Assets

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

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

Operating lease payments are charged to the Statement of Financial Performance in periods in which they are incurred.

(m) Cash

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

(n) Receivables

Receivables are recognised and carried at cost, based on the original invoice amount less a provision for any uncollectable debts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Bad debts are written-off as incurred.

(o) Inventories

Inventories are valued at the lower of cost and net realisable value. The cost is calculated using the weighted average cost or "first in first out" method.

(p) Other Financial Assets

"Other financial assets" are term deposits with the Commonwealth Bank of Australia and are recognised at cost. The interest rate is added to the term deposits every six months and at maturity. Interest revenues are recognised as they accrue.

(q) Other Assets

Other assets including prepayments are recognised on a cost basis.

(r) Payables

These amounts represent liabilities for goods and services provided to the Museum and other amounts, including interest. Interest is accrued over the period it becomes due.

(s) Interest bearing liabilities

All loans are valued at current capital value. An overdraft limit is not exceeded and interest charges are not incurred.

(t) Budgeted amounts

The budgeted amounts are drawn from the budgets as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s 21A, s 24 and/or s 26 of the Public Finance and Audit Act 1983.

The budgeted amounts in the Statement of Financial Performance and the Statement of Cash Flows are generally based on the amounts disclosed in the NSW Budget Papers (as adjusted above). However, in the Statement of Financial Position the amounts vary from the Budget Papers as the opening balances of the budgeted amounts are based on carried forward actual amounts, ie per the audited financial statements (rather than carried forward estimates).

2. EXPENSES

	2003 \$'000	2002 \$'000
(a) Employee related expenses		
Salaries and wages (including recreation leave)	16,036	15,067
Superannuation	1,503	1,301
Payroll Tax and Fringe Benefit Tax	1,225	929
Long Service Leave	524	615
Workers' Compensation Insurance	218	321
Other	156	13
	19,662	18,246

(b) Other operating expenses

Auditor's Remuneration		
– audit and review of financial reports	64	41
Bad and Doubtful Debts	–	4
Operating lease rental expense:		
– minimum lease payments	603	692
Freight	71	70
Motor Vehicles	175	175
Advertising and Promotional	835	859
Electricity	247	281
Gas	48	21
Water	45	19
Consultants	9	66
Contractors	781	1,298
Travel and Accommodation	548	681
Cleaning and Waste Removal	381	370
Cost of Sales	762	474
Insurance	1,636	1,291
Postal and Telephone	492	505
Working Expenses	1,522	1,561
Security Services	357	14
Donations and Contributions	40	69
Hiring Costs	206	49
Books, Journals & Subscriptions	232	258
Licences	178	52
Exhibition Costs	650	416
Minor Plant & Equipment	364	266
Promotion costs	274	45
Staff Training	70	80
Filming & Photography	41	45
Graphics & Design	53	51
Legal & Professional	65	64
Printing	583	515
	11,332	10,332

2003
\$'000

2002
\$'000

(c) Maintenance

Repairs and Routine Maintenance	1,823	1,497
	1,823	1,497

(d) Depreciation

Buildings	118	278
Exhibitions	990	1,162
Plant and Equipment	3,662	2,834
	4,770	4,274

(e) Grants and subsidies

Visiting Fellowships	63	43
Post Graduate Research Grants	5	10
Other Grants	72	40
	140	93

3. RETAINED REVENUE

(a) Sale of Goods and Services

Sale of Goods	4,527	2,825
Rendering of services	3,662	3,283
	8,189	6,108

(b) Investment Income

Interest	44	34
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(c) Other Revenue

Collection assets (Note 7)	530,129	–
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4. GAIN/(LOSS) ON DISPOSAL OF NON-CURRENT ASSETS

Gain/(Loss) on disposal of plant & equipment		
Proceeds from disposal	36	45
Written down value of assets disposed	(23)	(120)
Gain/(loss) on disposal of Non-Current Assets	13	(75)

5. GRANTS AND CONTRIBUTIONS

	2003 \$'000	2002 \$'000
Scientific Research		
– Federal Government Grants	683	629
Scientific Research		
– State Government Grants	226	353
Other Grants	415	534
Donations	282	481
Other	154	99
	1,760	2,096

For conditions on Grants and Contributions see Note 14.

6. APPROPRIATIONS

Recurrent appropriations	20,942	20,323
Total recurrent drawdowns from Treasury (per summary of compliance)		
	20,942	20,323

Comprising:

Recurrent appropriations (per Statement of Financial Performance)	20,942	20,323
Transfer payments	–	–
	20,942	20,323

Capital appropriations

Total capital drawdowns from Treasury (per Summary of Compliance)	3,877	4,127
Less: Liability to Consolidated Fund (per Summary of Compliance)	–	–
	3,877	4,127

Comprising:

Capital appropriations (per Statement of Financial Performance)	3,877	4,127
Transfer payments	–	–
	3,877	4,127

7. INDIVIDUALLY SIGNIFICANT ITEMS

Collections		
At Fair Value	530,129	–
	530,129	–

See Note 13.

8. ACCEPTANCE BY CROWN ENTITY OF EMPLOYEE BENEFITS AND OTHER LIABILITIES

	2003 \$'000	2002 \$'000
The following liabilities and/or expenses have been Assumed by the Crown Entity or other government agencies:		
Superannuation	1,503	1,301
Long Service Leave	524	615
Payroll Tax	86	83
	2,113	1,999

9. CURRENT ASSETS – CASH

Cash at bank and on hand	467	136
Deposits at call	687	915
	1,154	1,051

For the purpose of the Statement of Cash Flows, cash includes cash on hand, cash at bank and bank overdraft. Cash assets recognised in the Statement of Financial Position are reconciled to cash at the end of the financial year as shown in the Statement of Cash Flows as follows:

Cash (per Statement of Financial Position)	1,154	1,051
Bank Overdraft	–	(254)

Closing Cash and Cash Equivalents (per Statement of Cash flows)	1,154	797
-----------------------------------------------------------------	--------------	------------

10. CURRENT ASSETS – RECEIVABLES

Trade Debtors:		
Sale of Goods & Services	1,221	1,289
Accrued Revenue	8	276
Other	105	25

	1,334	1,590
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Less Provision for Doubtful Debts	6	15
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	1,328	1,575
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11. CURRENT ASSETS – INVENTORIES

Shop Stocks		
– At Cost	191	210
	191	210

The value recorded at 30 June 2003 of \$190,634 (\$209,812 as at 30 June 2002) represented finished goods held in the Museum's shop at College Street.

12. CURRENT ASSETS – OTHER FINANCIAL ASSETS

	2003 \$'000	2002 \$'000
Bank Deposits	192	186
	192	186

13. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT

	2003 \$'000	2002 \$'000
a) Land and Buildings		
At Fair Value	143,868	194,497
Less Accumulated Depreciation	3,470	1,939
	140,398	192,558
b) Plant and Equipment		
At Fair Value	53,504	39,307
Less Accumulated Depreciation	29,833	18,505
	23,671	20,802
c) Collections		
At Fair Value	530,268	–
	530,268	–
Total Property, Plant and Equipment at Net Book Value	694,337	213,360

Reconciliation

	Land \$'000	Buildings \$'000	Plant & Equip \$'000	Collections \$'000	Total \$'000
2003					
Carrying amount at start of year	15,870	176,688	20,802	–	213,360
Additions	–	461	3,731	139	4,331
Disposals	–	–	(23)	–	(23)
Net revaluation increments less revaluation decrements	5,130	(57,633)	3,813	–	(48,690)
Depreciation Expense	–	(118)	(4,652)	–	(4,770)
Other Movement	–	–	–	530,129	530,129
Carrying amount at end of year	21,000	119,398	23,671	530,268	694,337

Land and Buildings

The Department of Commerce valued the land at fair value in accordance with AASB1041 having regard to highest and best use that is feasible. The date of valuation was 30 June 2003 for the College Street to Yurong Street site.

The Department of Commerce also valued the Buildings and Plant and Equipment as at 30 June 2003.

The Museum's Heritage Buildings are valued at replacement cost for a building closely resembling the existing facility. As a result of the revaluation there was a significant decrement to the Building valuation of \$57.6M. This was mainly due to the assumption that the existing external sandstone walls would be replaced with a sandstone façade.

Other Museum buildings are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued on an existing use basis, which is market value, subject to the restrictions imposed by the heritage buildings on the site.

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland government. A new lease was negotiated for a nominal value and commenced on 1 July 1998 for a term of twenty years.

Plant and Equipment

The Department of Commerce valued the Buildings and Plant and Equipment as at 30 June 2003 at Fair Value.

Exhibitions

The value of exhibitions of \$12.9M included in Plant and Equipment represents capitalisation of the development and establishment costs of exhibitions that will continue to generate revenue or provide a community service beyond the financial year or years in which these costs were incurred.

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

Collections

The Australian Museum's Collections, valued at \$530.1M, have been recognised following the completion of a valuation exercise which ascribed values based on a combination of both market value and recollection cost. The valuation was calculated with the use of internal and external resources, including professional statisticians and valuers. The Museum's collections are not depreciated.

Acquisition of collection items are recorded at cost when purchased. Valuation of the Collections from an independent assessor will be completed every five years. The last valuation was completed as at 30 June 2003.

14. RESTRICTED ASSETS CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS

The Museum receives grants from various bodies for specific purposes (see note 5). These grants, whilst specific in nature, do not impose conditions as to how the funds are to be expended other than in accordance with the grant's purpose. Funds unexpended at balance date comprise:

	2003 \$'000	2002 \$'000
Scientific Research		
– Federal Government Grants	448	232
Scientific Research		
– State Government Grants	289	344
Other Grants	1,085	850
	1,822	1,426

Application of Trust assets is restricted because conditions of the grants require future allocation of available funds for specified purposes.

15. CURRENT LIABILITIES – PAYABLES

Creditors	751	562
Other Accruals	313	705
Income received in advance	51	278
Borrowings	200	200
Accrued salaries, wages and on-costs	416	359
	1,731	2,104

Borrowings represent a non-interest bearing loan.

16. CURRENT LIABILITIES – INTEREST BEARING LIABILITIES

Secured

Bank Overdraft	–	254
Total Interest Bearing Liabilities	–	254

17. CURRENT LIABILITIES – PROVISIONS

	2003 \$'000	2002 \$'000
Employee benefits and related on-costs		
Recreation leave	1,710	1,307
Long Service Leave	38	–
Total Provision	1,748	1,307

18. NON-CURRENT LIABILITIES – PROVISIONS

Employee benefits and related on-costs		
Employee benefits & related on-costs		
Long Service Leave	356	–
Total Provision	356	–
Aggregate employee benefits and related on-costs:		
Provisions – current	1,748	1,307
Provisions – non-current	356	–
Accrued salaries, wages and on-costs	416	359
	2,520	1,666

19. CHANGES IN EQUITY

	Accumulated Funds		Asset Revaluation		Total Equity	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Balance at the beginning of the financial year	10,027	9,797	202,690	202,750	212,717	212,547
Changes in equity – other than transactions with owners as owners						
Surplus/(deficit) for the year	529,340	170	–	–	529,340	170
– Increment/(decrement) on revaluation of:						
– Land and Buildings	–	–	(52,503)	–	(52,503)	–
– Plant and Equipment	–	–	3,813	–	3,813	–
Total	539,367	9,967	154,000	202,750	693,367	212,717
Transfers within Equity						
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	–	60	–	(60)	–	–
Total						
Balance at the end of the Financial year	539,367	10,027	154,000	202,690	693,367	212,717

Asset Revaluation Reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Trusts policy on the “Revaluation of Physical Non-Current Assets” and “Investments”, as discussed in Note 1.

20. COMMITMENTS FOR EXPENDITURE

(a) Capital commitments

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

	2003 \$'000	2002 \$'000
Not later than one year	–	228
Total (including GST)	–	228

(b) Other expenditure commitments

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

	2003 \$'000	2002 \$'000
Not later than one year	586	842
Total (including GST)	586	842

(c) Operating lease commitments

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

	2003 \$'000	2002 \$'000
Not later than 1 year	649	844
Later than 1 year & not later than 5 years	100	1,627
Later than 5 years	–	12
Total (including GST)	749	2,483

(d) Goods and Services Tax

The total commitments above includes input tax credits of \$121,389 that are expected to be recoverable from the Australian Taxation Office.

21. BUDGET REVIEW

Net Cost of Services

The actual Net Cost of Services was a Surplus of \$502.4M, compared to a budgeted Net Cost of \$26.8M.

This was mainly due to the revaluation of Non-Current Assets that included recognising the valuation of Collections in the accounts (a once-off Revenue of \$530.1M).

Apart from the revaluation effects, Revenue exceeded budget by \$2.0M. The main contributors to the improvement in Revenue were increased Admissions of \$0.7M as a result of two successful supplementary fee exhibitions, increased Shop Sales of \$0.3M and additional Grants of \$0.2M. The value of work carried out on the external stonework of the building (\$0.551M) by the Department of Commerce was also brought to account as a Revenue.

While Total Expenses were \$2.9M above budget, the main components were additional Depreciation (non-cash) charges of \$0.8M, additional Maintenance related expenses of \$0.4M and additional Operating Expenses of \$1.6M.

The higher than anticipated Operating Expenses were caused mainly by expenses related to the development, operation and promotion of Exhibitions and associated commercial activities. Maintenance expenses increased due to accounting for work carried out by Department of Commerce on the fabric of the building.

Assets and Liabilities

Land and Buildings reduced by \$52.0M, and Plant and Equipment increased by \$3.1M, the revaluation being the main cause of the variance. Collections have been recognised in the accounts this year, adding \$530.1M to the Non Current Assets due to valuation.

Payables decreased as a result of efficient payment processing.

Cash Flows

Receipts from Operating activities were up by \$2.4M attributable to increased Admissions revenue and increased shop sales. Total Operating payments increased by \$1.9M as a direct result of the increased revenue associated activities.

Net Cash outflows from investing activities were affected by the Accommodation Supplementation of which \$0.35M had been spent by June.

22. NOTE TO STATEMENT OF CASH FLOWS

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

	2003 \$'000	2002 \$'000
Net cash provided by operating activities	(4,658)	(4,831)
Cash Flows from Government/ Appropriations	24,819	24,450
Acceptance by the Crown Entity of Employee benefits and other liabilities	2,113	1,999
Depreciation	4,770	4,274
Assets recognised	(530,129)	–
Increase/(decrease) in Provisions	797	147
Decrease/(increase) in Receivables	247	(234)
(Gain)/loss on Disposal of Plant & Equipment	(13)	75
Decrease/(increase) in Inventory	19	6
Increase/(decrease) in Creditors	(373)	393
Net cost of services	(502,408)	26,279

(b) Bank Overdraft facility

The Museum has a \$400,000 business bank facility on its operating account for payroll processing purposes. An offset facility of \$100,000 is included as part of this facility.

23. NON-CASH FINANCING AND INVESTING ACTIVITIES

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

Volunteer Services
Ministry for the Arts
Donation of objects for the Collections
Dept of Commerce to repair historic stonework (valued at \$550,963)

24. MEMBERS FEES OR BENEFITS, ETC.

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

25. CONTINGENT ASSETS AND LIABILITIES

The Trust was not aware of any contingent asset or liability relevant to its functions as at 30 June 2003 (\$Nil at 30 June 2002).

26. PROGRAM INFORMATION

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

27. FINANCIAL INSTRUMENTS

Cash

Cash comprises cash on hand, cash at bank and cash deposit account with the Commonwealth Bank of Australia. Interest is earned on daily bank balances and paid quarterly into the Museum's bank account.

Receivables

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectable are written-off. A provision for doubtful debts is raised when some doubt as to collection exists. The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on trade debtors. The carrying amount approximates net fair value. Sales are made on 30 days terms.

Payables

Liabilities are recognised for amounts to be paid in the future for goods and services received, whether or not invoiced. These amounts are normally settled within creditor's terms. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or statement is received in accordance with the policy set out in Treasurer's Direction 219.01. No interest for late payment was paid during the financial year.

Other financial Assets

Investments are brought to account at cost. The face value was \$191,834 as at 30 June 2003 (\$186,241 as at 30 June 2002). Investments were on term deposit with the Commonwealth Bank of Australia. The interest rate for the duration of the investment has been 4.4% (4.1% for 2002) on average deposits payable quarterly.

End of Audited Financial Statements

The Year in Review **Public Programs**

Public Programs encompasses Education and Visitor Services, Exhibition Development and Production, Museum Outreach Services and Security and House Services. Objectives of this division include the progressive development of Museum facilities and enhancing the visitor experience while facilitating research, learning and knowledge. This agenda includes both activities at the Museum site and regional and outreach programs.

The Museum received the third largest number of physical visitors in 10 years, with over 386,000 people attending more than 30 exhibitions, displays and a significant number of targeted visitor and school programs.

As reported last year, 2002 saw the 175th birthday of the Australian Museum. Celebrations in the 2002/03 financial year included an historic photographic exhibition, a website to record past memories and culminated in a giant birthday party on 13 October, 2002. The party was held opposite the Museum in Hyde Park in conjunction with an Open Day at the Museum. Over 10,000 people attended the Museum during the day.

Education Services

Education Services continued to promote Museum resources within schools and presented at a number of professional forums, including Science Teachers' in-services, Earth and Environmental Science HSC Year Modules Workshops and school development days. Teacher open nights were organised to showcase curriculum resources linked to major exhibitions. The Museum's website continues to provide valuable information for teachers about school programs and resources. Further development of this resource was carried out during the year, including a significant re-structure and provision of additional content to the existing website.

More than 35,277 school students and teaching staff visited the Museum for self-guided visits and staffed programs during this financial year. Education Services maintained a significant role within Museum exhibition development teams, including writing text and developing interpretation strategies for a new exhibition, *Human Evolution*.

Programs for Schools

- > There was continued success with the Stage 6 Science 'Evolution of Australian Biota Study Day' program, established last year in collaboration with Taronga Zoo and the Royal Botanic Gardens. More than 760 students attended in 2002/03. The Western Plains Zoo, Dubbo, was added to the outreach extension of this program which aims to support schools not able to visit the Australian Museum.
- > Hands-on activity sessions within the 'Animals Past and Present' and 'Aboriginal Studies' education rooms continue to be very popular with a combined total of 12,119 students attending over the financial year.
- > Programs and materials continue to be developed to support HSC Biology and Earth & Environmental Science syllabus outcomes. *Human Story* and *Learning from Fossils* catered to over 2172 students.

- > *Learning from Fossils* resources were developed and extended to support the interpretation of fossils for K-6. Demand from schools for these resources has been excellent and feedback has shown record high satisfaction with learning outcomes from both teachers and students.
- > Educational resources and activities on dinosaurs were developed for *Newspaper-in-Education*, a 12-page colour supplement published with the *Canberra Times*.
- > Thirty-one work experience students were placed within the Museum, including Public Programs, Ornithology, Anthropology, Marine Invertebrates, Entomology, Mammals, Mineralogy and Ichthyology.
- > A new workshop series for primary students titled 'Museum Magnified' was developed and successfully trialled. These hands-on programs help facilitate further exploration and interpretation of current exhibitions and related topics within the Museum. Current exhibitions and topics include: 'Fossil Detective' (Stages 2-6) in the *Skeletons* exhibition, 'Aboriginal Technology and Knowledge' (Stages 2-3) and 'Social Justice' (Stage 3) in the *Indigenous Australians* exhibition

Visitor Services

The Visitor Services section implemented and developed a number of interpretative programs this financial year, which contributed to further engaging the public with Museum activities. As well as the usual school holiday programs, other extension programs were also provided. These include four scientific illustration workshops, a variety of tours such as behind-the-scenes tours and torchlight tours, a photography competition, temporary exhibition programs and a number of workshops.

Holiday Programs

<i>Period</i>	<i>Activity</i>	<i>Total holiday visitors</i>
2-22 July	Dinosaurs	51,353
18 Sept - 13 Oct	Dinosaurs and their relatives	36,460
2-29 January	Prehistoric playground	43,500
12-28 April	The Emperor's workshop	22,558

Tours

The Australian Museum 'behind-the-scenes' tour is run in conjunction with the AMP Tower. Up to 30 visitors take a one-hour tour of the Museum and then cross Hyde Park for lunch at the AMP Tower. There were 46 tours in 2002/03 with 986 people attending in total. The tours raised a total of \$6704.

During *Chinese Dinosaurs*, the Museum ran 'torchlight tours' after hours. These were aimed at children aged 6-12 and proved very popular. A total of 258 children attended with 279 adults, and the total raised was \$2817. The success of the 'torchlight tours' was such that future tours are being considered.

In 2003, tours were introduced for people with visual impairments.

The Year in Review **Public Programs**

Workshops

The Australian Museum runs a wide variety of workshops for children and adults, often in conjunction with permanent and temporary exhibitions. Workshops during 2002/03 included three Tiwi artists workshops which attracted 2000 visitors. Feedback was very positive, with many visitors enquiring about the exhibition upon their arrival. Scientific Illustration workshops, comprising two half-day sessions and a six-week course, were very popular and quickly oversubscribed. Scientific Illustrator, Anne Musser, taught 15 participants, and the total profit raised was \$1869.

Events

The following days were marked with displays (usually for the entire month) and activities.

National Tree Planting Day: 28 July 2002

Threatened Species Day: 7 September 2002

Ocean Care Day: 1 December 2002

World Wetlands Day: 2 February 2003

Sea Week: 10–17 March 2003

International Day of Biological Diversity: 2 May 2003

World Environment Day: 5 June 2003

In addition to the above, special events were staged for the following:

- > *Science Week:* staff were involved in the planning and delivery of the Australian Museum's *Science in the City* program. They presented *Invertebrate Discovery Workshops* which attracted 175 primary and high school children and *The DNA Show* which attracted 97 students over three sessions.
- > *Australian Museum 175th Birthday Party:* staff participated heavily throughout the day, including presentation of Invertebrates Discovery presentations (modified for a younger audience from Science in the City), Heritage tours, Activity Stations, *Walking with Dinosaurs* film showings and Indigenous didgeridoo performances.
- > *Australia Day:* the Museum offered free entry to visitors on 25 January, and Activity Stations were staffed by volunteers. A total of 5600 visitors attended.
- > *Chinese New Year:* Visitor Services conducted 14 torchlight tours of *Chinese Dinosaurs* on 5 February. A total of 155 people attended the tours, raising \$2550.
- > *Seniors Week:* free guided tours were offered for the duration of Seniors Week (17–22 March). Jean South, artist for the *Sense of Place* exhibition in the *Indigenous Australians* gallery, gave a 'meet the artist' presentation about her work.
- > *Heritage Week:* free heritage tours of the Museum were offered daily during the week (5–13 April).
- > *Archaeology Week:* events for this week (11–18 May) took place in the Atrium and were well attended. They included an Australian Aboriginal sand fossil 'dig', exhibition-based craft activities and an Indigenous dance performance.
- > *International Museums Day:* large crowds were attracted on this day (18 May) by Chinese Youth League dance performances in the Atrium. Two hundred visitors watched the two performances. Indigenous dance performances were also staged, as well as screenings of *The Great Wall of China* and tours of the Museum.

Early Childhood Programs

The 'Time to Play' program, offering hour-long workshops for children from 18 months to 5 years old, has been extremely popular during 2002/03. A total of 2380 children and their carers accessed the eight programs run during the year. Of these, 57% were new users.

The 'Family Day' program, which runs each Thursday morning during school terms, also continues to grow in popularity. A total of 924 children and their carers accessed 33 sessions.

Volunteer Program

There were 186 people actively volunteering across most sections of the Australian Museum over 2002/03. Most were long term volunteers (one year or longer) who volunteered at least once a week. They contributed a total of 57,408 hours of service to the Museum which represents an increase of 146% on the hours recorded for 2001/02. This total reflects the rise in interest in volunteering as a result of the International Year of Volunteers in 2001. The introduction of uniform, Museum-wide benefits to volunteers and registration of volunteers by the volunteer coordinator also resulted in increased reporting by staff of volunteers' attendance. The total hours of volunteer service breaks down to 10,192 hours delivered by 41 volunteers working directly with the public, and 47,216 hours delivered by 145 volunteers working behind the scenes. The value of this service to the Museum can be very conservatively valued at \$1,033,344 (based on an hourly rate of \$18). See Appendix K for a complete list of volunteers.

Overseas Visitors

As a significant icon of Sydney and of Australia, the Australian Museum actively encourages and facilitates visits from overseas. The Museum prints maps for self-guided tours in eight languages (including English). Approximately 5000 students from the US visit the Museum in June, July and August each year for cultural experiences with Contiki Tours. In the 2002/03 financial year, a program to attract Japanese student groups to visit the Museum to learn about opalised fossils and the Museum's Thylacine Project was a significant success, with large groups booking tours in 2003/04.

House Services

In July 2002 House Services introduced a new admission system in time for *Chinese Dinosaurs*. The system consists of three points-of-sale, one at William Street and two others at College Street. The system operates through the Museum's existing network which allows staff to access reports from their own PCs. The system has enabled the Museum to streamline its systems and offers the possibility of introducing a booking system linked to our clients and pre-selling exhibition tickets.

In late 2002 the Independent Commission Against Corruption (ICAC) carried out investigations into thefts from the Museum collections. The House Services Manager was involved with this investigation and assisted in the collection of information and documentation of material. This matter is ongoing.

The Year in Review **Public Programs**

During the past 12 months House Services has introduced and carried out improvements to the Museum's physical security arrangements, including improvements to alarms and CCTV equipment in gallery and collection areas of the Museum. A new database system for recording, tracking and reporting security and other incidents within the Museum was introduced.

Services for People with a Disability

The Public Programs division has recently completed training with the Royal Blind Society to implement an Audio Description Program for the Australian Museum exhibitions. This program entails the provision of specialised 'highlight' tours combined with ongoing guide training, the monitoring and review of disciplines and of training program participants.

The Public Programs division has also made contact with the Deaf Society of NSW for in-house training of staff. This program aims to develop basic sign language skills for front of house staff and to provide tools for exhibition staff which will enable them to assist visitors with a hearing impairment.

Discussions with House Services regarding the improvement of access to the Museum are planned, following an external workshop focused on ideas for providing accessible programs, services and exhibitions.

Exhibitions

Temporary Exhibitions

Chinese Dinosaurs – 6 July 2002 – 23 February, 2003
Images from Science – 7 September – 4 November, 2002
Two Emperors: China's Ancient Origins – 29 March – 20 June, 2003
Beyond the Reef – 7 December 2002 – 30 March, 2003
BG Wildlife Photographer of the Year – 14 December 2002 – 30 March, 2003
Death: the last taboo – 10 May – 2 November 2003

Biodiversity Exhibition Community Space

Clean Harbour Partners: 1–31 July 2002
NSW Fisheries: 1–31 August 2002
Community Biodiversity Network: 1–30 September 2002
Sydney Water: 1–31 October 2002
Placebo: 1–30 November 2002
Coastcare: 1–31 December 2002
Solarch: 1–31 January 2003
Solar Skills Sculpture Project: 1–28 February 2003
Wilderness Society: 1–31 March 2003
Living Trees Nursery: 1–30 April 2003
Keep Australia Beautiful: 1–31 May 2003
Australian Conservation Foundation: 1–30 June 2003

Indigenous Australians Exhibition 'Changing Ways' Space

Eora College permanent collection: 18 May – 18 August 2002
Yilpinji: love, magic and ceremony: 25 August – 24 November 2002

The Levee Bank and Beyond: 30 November 2002 – 10 February 2003

A Sense of Place: 15 February – 11 May 2003

Yikwani: contemporary Tiwi ceramics: 24 May – 24 August 2003

Café Cases/College Street Alcove

Yumi Yet! (This is Us): 28 October – 31 December 2002

Frank Hurley – photographer: January – June 2003

175th birthday of the Australian Museum: July 2002 – 31 January 2003

The Photography of Pavel German: 15 February – April 2003

TAMS Biodiversity Events

The Australian Museum Society ran events each month in 2002/03. The topics were: *Forests, Mammals, Threatened Species, Birds, Frogs, Wetlands, Oceans, Reptiles, Ecosystems, and Conservation of mammals.*

Outreach

Museum in a Box

A new and vastly improved Museum in a Box website was launched in late 2002. The new site was a joint project between Australian Museum staff and a Milan-based design undergraduate, Mr Michele Iebba. The creative results of this collaboration provide a great deal more on-line information for students and teachers and are part of a larger ongoing program of progressive improvement in the quality and scope of the content and services provided by the site. Over 365 Museum in a Box units were loaned during the year, and were used by more than 50,500 NSW primary and secondary school students.

Museum on the Road

The two Museum on the Road exhibitions have visited more than 12 regional NSW locations. *More than Dinosaurs* began the year by travelling to the New England areas of northern NSW. The exhibition visited Wollongong, Bega, Huskisson, Moree, Glenn Innes, Tamworth and Coonabarabran. *Indigenous Australians* went to the north coastal areas of NSW and visited Wallaga Lake, Batemans Bay, Forster, Ourimbah, Maitland, Port Macquarie and Coffs Harbour.

Touring Exhibitions

The Museum's excellent relationship continues with the Natural History Museum in London through the annual tour of the highly successful *BG Wildlife Photographer of the Year*. The 2001 exhibition continued to tour and, late last year, the Australian tour of the 2002 exhibition began at the Australian Museum. Another important UK collaboration was the excellent *Beyond the Reef*, sponsored by the British Council. After closing at the Australian Museum in March 2003, *Beyond the Reef* began its Australian tour in Townsville, Qld. Other Museum exhibitions on tour during the year were *Australia's Lost Kingdoms*, *Chinese Dinosaurs* and the Museum's successful biodiversity photography competition, *Up Close and Spineless*.

The Year in Review **Science**

Science at the Australian Museum is about ideas, discovering and communicating new knowledge, and gaining insights into the world and its cultures. The Science Division achieves these goals through research and the maintenance of collections that are essential to that research. It also strives to communicate knowledge more effectively to government, the community and other stakeholders and to participate in influencing debate about conservation and sustainability. The Division consists of Anthropology, Invertebrate Zoology, Vertebrate Zoology, Earth and Environmental Sciences, Centre for Biodiversity and Conservation Research, Centre for Geodiversity Research, People and Place Research, Centre for Evolutionary Research, Materials Conservation, Centre for Materials Conservation and the Built Environment and the Science Communications Group.

Science Highlights

- > Over 190,000 new specimens, lots and objects were added to the collections. Improvements were made to collection storage and security of the tank store for large specimens, and a considerable amount of outdated equipment was replaced. However, access to collection areas is still poor and storage quality is still substandard for many of the Science collections and the Museum still operates a considerable amount of outdated and substandard equipment.
- > The 2002/03 financial year was dominated by an ICAC (Independent Commission Against Corruption) investigation into the theft of specimens from the mammal, bird and reptile collections that occurred mainly between 1996 and 1998. Thousands of specimens were returned with the assistance of ICAC. Though some specimens are still missing, some of the material recovered has lost key information (through removal of catalogue numbers) or has sustained physical damage.
- > The first data load for the new Integrated Collection Management System (EMu) was completed and testing is underway. All Australian Museum collection databases will be loaded into EMu by the end of June 2004.
- > Science staff published 150 scientific papers, 32 conference abstracts, 8 books and 14 book chapters during the year (see Appendix O). In addition, thousands of comments, pages and discussions were published online. Malacology staff compiled four sections of the online ABRS Fauna Catalogue, CBCR published four lucid keys on faunanet.gov.au and Marine Invertebrates published five keys on crustacea.net. Bill Rudman estimates that he made 1500 contributions to seaslugforum.net.
- > The Museum led a nation-wide collaboration of state and federal natural history collecting agencies to develop a new national facility – On-line Zoological Collections of Australian Museums (OZCAM). OZCAM is presently a research and data exchange tool serving the needs of government, but a public interface is planned.
- > A team from the Australian Museum participated in the NORFANZ expedition in the Tasman Sea. The expedition was jointly funded by Australian and New Zealand federal agencies and involved scientists from Australia, New Zealand, France and the USA. Many new species and distributions will be established and our collections will be enhanced by specimens from previously unknown parts of the ocean.

- > All three levels of the Pacific collection area were affected by water leaking from the Albert Chapman Gallery. A total of 28 objects sustained water damage and were treated by Materials Conservation staff. No significant damage was subsequently reported. The quick response and hard work of staff on the night, together with Fire Department staff present, resulted in minimal damage to the collections. Improvements to Disaster Recovery supplies in the Pacific collection area have since been addressed. Further discussion between Anthropology and Materials Conservation staff will identify any necessary further improvements to collection storage in order to minimise the risk of damage in the future.
- > For the past 3 years, Sydney Grammar School has provided \$30,000 per year for a fellowship supporting Dr Yong Yi Zhen's paleontological research at the Museum. Dr Zhen's project is titled 'Gondwanan biogeographic links between Australia and China during the Ordovician', and he has published several papers during his fellowship, thanks to the support of the school. In return for this support, Dr Zhen interacts with Sydney Grammar students by providing guided tours of the fossil collections and certain Museum exhibitions. He organised a palaeontological trip to China for the students between 30 June and 15 July 2002.

Research Activities and Resource Allocation

Major Projects in 2002/03

<i>Division</i>	<i>Commenced</i>	<i>Ongoing</i>	<i>Completed</i>
Anthropology	3	2	5
Earth and Environmental Sciences	15	21	15
Invertebrate Zoology	13	34	25
Vertebrate Zoology	10	21	22
Materials Conservation	1	0	0
Research Centres	11	22	9

This work was funded by \$396,000 of recurrent operating funds, \$1.42 million in recurrent salaries and \$1.324 million from external grants.

Appendix L of this report provides the details of these projects. A detailed breakdown of funding can be found in the Audited Financial Statement.

Conferences and Workshops

Australian Museum science staff attended over 50 conferences and workshops and presented 35 papers, posters, talks or symposia. Conferences included:

- > The first International Palaeontological Congress (Macquarie University) which included symposia, talks and posters from five Australian Museum representatives;
- > World Archaeology Congress in the United States;
- > World Conservation Union Shark Specialist Group Workshop;
- > The International Ornithological Congress (Beijing) and North American Ornithological Conference (New Orleans), attended by Walter Boles at his own cost;

- > The Museum Building and Environment conference, organised by the Centre for Materials Conservation and the Built Environment;
- > The Austrade/AusHeritage Export Seminar and Conserving Living Cultures at which Vinod Daniel gave the opening addresses;
- > Genetics Society of Australia at the University of NSW, at which five Australian Museum representatives made presentations;
- > the Mineralogical Societies of Australia Annual Conference, which was attended by three Australian Museum representatives presenting two papers;
- > the 5th International Congress of Dipterology in Brisbane; for which Dan Bickel was a member of the organising committee, chaired a symposium and presented two talks;
- > the 5th Crustacean Delta Workshop in the United States at which Jim Lowry and a colleague from the Western Australian Herbarium instructed 10 participants from 5 countries;
- > the International Congress on the Biocontrol of Weeds, Canberra, at which Dan Bickel presented a joint paper describing nine new species of *Thrypticus*, whose larvae feed on water hyacinth – one of the worst invasive aquatic weeds. Work will continue on this project in Argentina, with funds from United States Department of Agriculture (USDA).

Policy Advisory Committees

Australian Museum staff have contributed to a variety of government reports, including the State of Environment Report, Sydney Harbour Catchment Management Blueprint, Aquatic Biodiversity Strategy, Representative Areas Program (Great Barrier Reef) and the Comprehensive Coastal Assessment (NPWS). The Museum had representatives on 20 local, state, national, and international policy advisory committees, including:

- > Australian Biological Resources Study Advisory Committee,
- > Australian Coral Reef Society,
- > Biological Diversity Advisory Council (BDAC),
- > Environmental Consultative Sub-committee,
- > Landscape Conservation Committee,
- > Legal Aid Commission of NSW,
- > Lord Howe Island Recovery Team,
- > Malacological Society of Australasia,
- > National Parks and Wildlife Service (NPWS) Advisory Council and Planning and Management Sub-committee,
- > National Trust,
- > Natural Resources Information Management Strategy (NRIMS),
- > Non-Indigenous Advisory Panel (NIAAC),
- > NSW Advisory Council on Fisheries Conservation,
- > NSW Scientific Committee,
- > Wildlife Incident Advisory Panel (WIAP),
- > Wildlife Issues Advisory Committee.

Anthropology

- > A team led by Paul Taçon and Wayne Brennan (consultant) and including Aboriginal community members, consultants, NPWS staff and university students, identified 15 remote Aboriginal sites with rock paintings, drawings, stencils and engravings across Wollemi National Park. The discoveries were made as part of a wider investigation into the cultural heritage of the Blue Mountains World Heritage Area. None of the sites had previously been scientifically assessed or recorded.
- > A team of staff and students from the University of Sydney, the Australian Museum, Queensland EPA and the local Waanyi Aboriginal community began a series of excavations, site surveys and rock-art recording at Riversleigh, Qld. Preliminary results suggest the history of occupation is both more lengthy and more complex than originally believed.
- > Australian Museum Visiting Fellow, Nina Kononenko, from the Institute of History, Archaeology and Ethnography, Russian Academy of Science, Vladivostok, Russia, visited for seven months. Dr Kononenko collaborated with Robin Torrence on the study of obsidian tools from Papua New Guinea and Russia. The team determined the geological source of the tools and mapped out ancient trading patterns.
- > Robin Torrence was awarded with the Centenary Medal for services to Australian Society and the Humanities for the study of Prehistory Archaeology.
- > Val Attenbrow was awarded life membership of the Australian Archaeological Association at its Annual Conference in December 2002 for her services to the Association and her contribution to Australian Archaeology. Her book, *Sydney's Aboriginal Past* received an honourable mention in the individual category of the Centre for Australian Cultural Studies Awards 2002.
- > Anthropology is two years into a three year project to database its extensive collections. Data entry for the majority of the Asian collection, designated sections of the Pacific and Aboriginal Archaeological collections was successfully completed this year. In addition 1407 object images were digitised and preparation is underway for internet access to the Captain Cook collection. The project will result in improved access to the Museum's vast cultural heritage collections for indigenous communities and stakeholders, and will make collections data available via the internet.
- > The Australian Museum Society (TAMS) funded a study visit for Sophie Nemban, Vanuatu Cultural Centre women's fieldworker from Erromango island, to the Australian Museum. Work during the visit will have major positive impacts on reawakening cultural identity, particularly for younger generations of Erromangans.
- > Through a partnership with the University of Sydney's Music Department, the Australian Museum has made available to the community a large array of gamelan instruments and dance costumes from both Central Java and Bali from the Museum's collections. These instruments are used in the teaching of Music Department and Conservatorium classes, and are in great demand by community groups. Currently more than 150 people access these instruments for practise and regular public performances around Sydney and NSW.

The Year in Review **Science**

- > Anthropology moved temporarily from 70 William St to the 6 College St site. This involved the relocation of 13 staff members and adversely affected a number of significant projects.

Aboriginal Heritage Unit

- > For the tenth year, the AHU secured funding from ATSIC to deliver their Australian Museum Outreach Programs. This funding (\$68,000) allowed the AHU to deliver exhibition development and archival documentation services to Aboriginal Communities in NSW.
- > Six repatriations of Aboriginal ancestral remains were undertaken in the period 2002/03.

Earth & Environmental Sciences

Mineralogy & Petrology

- > A joint geological research venture with Far East Geological Institute, Russian Academy of Sciences, Vladivostok, Russia, was established;
- > An important donation of over 300 well-crystallised mineral specimens (the Ian Hall Collection) was received;
- > the largest faceted pink fluorite (437 carats) in the Southern Hemisphere was cut from gem material from the Australian Museum collection;
- > a slice of rare Martian meteorite from Dar al Gani, Libya, was acquired.

Terrestrial Ecology

- > Dan Faith became coordinating lead author on global biodiversity responses for the United Nation's Millennium Ecosystem Assessment, and was invited to write a chapter on biodiversity for the *Stanford Encyclopedia of Philosophy*.
- > A system was developed for field and lab-based studies of the decomposition of bodies. Insect specimens and photographs featured in the highly-acclaimed exhibition: *Death: the last taboo* and on a new website, 'Decomposition'.
- > Tina Goh and Yong Yi Zhen provided considerable assistance with promotion and translations for the *Chinese Dinosaurs* and *Two Emperors: China's Ancient Origins* exhibitions.

Palaeontology

- > A Scientific Advisory Committee within the Age of Fishes Museum at Canowindra was established to give advice and direction to science and collections for the Age of Fishes Museum. Australian Museum Palaeontology staff on the committee include Robert Jones, Greg Edgecombe, Alex Ritchie and Zerina Johanson.
- > Zerina Johanson published evidence for a dual origin of teeth in jawed vertebrates in the prestigious journal *Science*.

Marine Ecology

- > Two new projects involving sandy-beach amphipods in Botany Bay were started. These will document the effects of beach nourishment which is necessary to counter the unsustainable erosion threatening Towra Beach and Lady Robinson's Beach. These projects are consistent with the Museum's research aim of 'maximising the sustainability of Australia's environments'.

Materials Conservation

- > A new Integrated Pest Management Plan was completed to ensure the regular monitoring of the collection storage areas. A program of periodic treatments was instituted to control pests in sensitive collections.
- > The rehousing project for the bark painting collection was completed. The collection is now housed in plan chests with individual lifting boards for each painting, providing easier access for viewing and safer handling and support for the barks.
- > A large group of artefacts from the Pacific collections was prepared for display at Macquarie University as part of the *Yumi Yet* exhibition.
- > Extensive work was carried out to improve the packing system for many specimens in the *Chinese Dinosaurs* exhibition that had arrived from China with inadequate cushioning.

Science Communications Group

Science in the City (13–22 August, 2002) drew 20,000 visitors and featured 300 timetabled activities. The event is run in partnership with the University of NSW, University of Technology, Sydney, and the University of Sydney. A \$30,000 National Innovation and Awareness Strategy grant has been awarded for Science in the City 2003, which is expected to run for 3 weeks.

Steve Ford presented at the Learning Outside of the Classroom conference and presented at and assisted in the coordination of Science in the Bush.

Science Communication staff gave approximately 45 media appearances and interviews, presented approximately 20 public lectures and talks and responded to approximately 100 natural history enquiries.

Science Communication worked with the NSW division of the Geological Society of Australia to establish a major Earth Science Week event at the Australian Museum. They are also working with Lend Lease to purchase and tour a Giganotosaurus replica in order to raise the profile of Australian Museum palaeontology research and collections.

Invertebrate Zoology

Arachnology

A new spiders website (www.austmus.gov.au/spiders), covering spider morphology, biology, identification and medical significance was completed.

A continuing collaborative study of spider bites and their effects (with the University of Newcastle Department of Medical Toxicology) has resulted in the publication of work involving 750 spiders in 18 families.

A collaborative study with German workers (Ernst-Moritz-Arndt University) on sperm morphology of primitive cribellate spiders has started, with the aim of clarifying basal spider relationships.

Curation of spiders from the CBCR Nandewar project has been completed with the database registration of more than 2000 new specimen records.

Work on the spider section of a check-list of Lord Howe Island fauna by Helen Smith, with Rebecca Harris of CBCR, has been completed.

Malacology

Winston Ponder prepared a 14-page report for the Marine and Freshwater Resources Institute, Department of Natural Resources and Environment, Melbourne, Victoria, entitled 'Taxonomy and distribution of *Pinctada imbricata* with specific reference to historic Victorian records.'

An intensive residential mollusc course was run at the University of Wollongong over two weeks in February, taught by Drs Ponder, Rudman and Middelfart. Twenty-four students attended, including four from overseas. The course was a great success and will be run again in February 2004.

Entomology

Entomology secured two years funding jointly with CSIRO from the ABRIS for a Lucid Key to Australian Diptera families.

Dan Bickel spent three weeks at the Instituto Nacional de Biodiversidad (INBio), San Jose, and in the field on the Nicoya Peninsula, sorting Diptera and assisting with the training of Costa Rican staff in Diptera taxonomy.

Max Moulds announced his retirement and will be replaced by David Britton in August 2003. Max will continue in the Department as a Research Fellow.

A collection of Blue Mountains insects was loaned to Sanda City, Japan, as a cultural exchange with their sister city Katoomba. The collection will be on display at the Sanda Museum for several months.

Marine Invertebrates

Winston Ponder and Pat Hutchings completed a comprehensive report for Environment Australia, entitled 'Overview of the conservation of Australian marine invertebrates' (available in full at www.amonline.net.au/invertebrates/marine_overview).

George (Buz) Wilson acted as the coordinator and organiser of the University of New England Biosystematics course held at the Australian Museum and the Royal Botanic Gardens during 2002. This was held as two residence schools at both institutions with a maximum attendance of 20 students.

George (Buz) Wilson and Penny Berents are collaborating with Dr Alan Millar, Royal Botanic Gardens, Sydney, to study the marine biodiversity of algal substrates in the vicinity of Batemans Bay. To date, three field trips have successfully collected thousands of invertebrates from more than 32 species of macrobenthic algae.

Vertebrate Zoology

Herpetology

Collaborative field and lab research on New Caledonian lizards identified nearly 50% more species on the island than was previously known, identifying the island as a major 'hotspot' for lizard biodiversity in the Pacific region.

Ichthyology

Ichthyology received an ARC grant for \$230,000 over three years for a collaborative project with scientists from the University of Windsor, Canada and the University of NSW. Supplementary funds of \$50,000 over two years were obtained from the Department of Education, Science and Technology.

A major research project has shown that NSW larval fishes are able to swim very well, and have good directional abilities prior to settlement. Therefore they have considerable control over their dispersal.

The Blue Groper, *Achoerodus viridis*, is the official state fish of NSW and one of the most conspicuous reef fishes in our coastal waters. However, its life history has remained a partial mystery because its larvae were unknown. This year, Museum scientists finally identified Blue Groper larvae and have described them.

The larvae of Marsubara's Velvetfish have also been described for the first time. This rare fish was previously known only from one juvenile from One Tree Island.

Mammalogy and Ornithology

The recovery of specimens following an ICAC investigation into thefts from the mammal, bird and reptile collections dominated much of the year. Specimens were siezed from several locations, identified, catalogued, digitised, valued and treated for pest infestation. Since most recovered specimens have had their identification labels removed, considerable time and resources will be required to incorporate these specimens back into the collections and, where possible, to match specimens to their data.

Research Centres

Centre for Biodiversity and Conservation Research (CBCR)

The CBCR has become established as a key research group in NSW and Australia, with increasing international recognition of its work. However, the Centre continues to operate in primitive conditions. This year, there was significant flooding in one of the CBCR laboratories, which caused damage to resources. Damage to collections was only prevented by the rapid response of CBCR staff.

Highlights of the year include:

- > receiving a grant from the US National Science Foundation's Planetary Biodiversity Inventory scheme in partnership with the American Museum of Natural History. This scheme is a new US initiative, developed to tackle the biodiversity crisis, and very few of these awards have been granted. This is an international grant for \$6 million over five years and establishes an international team of investigators from Australia, Germany, Russia, US, Canada, South Africa, China and Japan.

- > Developing a strategic partnership with Rio Tinto, worth \$1.5 million, to determine a biodiversity assessment of Australia;
- > launching FaunaNet, a cutting edge website developed to deliver bioinformatics information to stakeholders;
- > hosting and co-organising an expert workshop on biodiversity hotspots analysis in conjunction with Commonwealth Environment Australia and the Threatened Species Scientific Committee.

Evolutionary Biology Unit (EBU)

Two long term research associates (Prof. Dick Frankham and Dr Mark Eldridge) have begun working in the unit, and the unit received accreditation and certification of its PC2 laboratory for genetic manipulation and the training of all EBU staff.

Centre for Materials Conservation and the Built Environment (CMCBE)

CMCBE Head, Vinod Daniel, was re-elected as Chairman of AusHeritage (Australia's cultural heritage network). He negotiated a memorandum of understanding between Australia and the 10 ASEAN member countries on cultural heritage collaboration and also led a delegation to the 38th ASEAN-COCI meeting in Brunei Darussalam.

The Centre completed environmental monitoring of six Australian tropical rock-art sites and is currently developing site management options in consultation with the Wulgurukaba and Bindal Aboriginal communities. The Centre also developed and installed a satellite telephone-based online monitoring station at Mawson's Hut, Antarctica, to evaluate the effects of partial ice removal on its microclimate.

The Centre assisted in the redesign of the Vanuatu Cultural Centre main storage area. The Australian Museum has a memorandum of understanding with The Vanuatu Cultural Centre.

The Centre is currently completing a project with National Parks and Wildlife Services, NSW, on passive climate control for historic buildings in Hill End.

People and Place Research Centre (PPRC)

See Anthropology.

Geodiversity Research Centre (GRC)

See Mineralogy & Petrology.

Lizard Island Research Station

The LIRS is a non-profit organisation that is run by the Australian Museum to facilitate research into coral reefs. It was established in 1973 to advance knowledge and understanding of the Great Barrier Reef, a World Heritage Area. It is one of the best coral reef research stations in the world, and allows ready access to the reef for up to 28 visiting scientists. It is staffed by two directors and four half-time officers supported by volunteers. Volunteers work at the station two at a time, space permitting, and are often recently-qualified biologists gaining valuable first-hand experience in the running of a research facility. Twenty-two volunteers visited the Station in 2002/03 (see Appendix O).

Projects

The Station's 30th anniversary building project was launched in Sydney on 20 February, 2003 to raise funds to construct new buildings and buy new equipment to improve its research and education facilities. This ambitious project is the biggest in the Station's history. The fundraising target of \$1.2 million was almost at the halfway mark at 30 June, 2003.

A substantial refurbishment project costing \$190,000 was successfully completed in June 2003. It included replacement of several deteriorating roofs, extension and refurbishment of a laboratory, replacing cabinetwork and appliances in visitors' kitchens, extensive painting and other smaller works.

LIRS staff are conducting two ongoing research projects: monitoring potato cod populations at the Cod Hole, Qld, and monitoring coral bleaching at Lizard Island. Around 60 research projects are also conducted during any one year by visiting scientists.

A grant of US\$40,000 from The Coral Reef and Marine Science Foundation was awarded during 2002, allowing the Station to purchase a high-speed catamaran, *Kirsty K*.

Lizard Island Reef Research Foundation (LIRRF)

The Lizard Island Reef Research Foundation is an independent trust established to raise funds for the Lizard Island Research Station and to support research on the Great Barrier Reef. Its major commitments are to the Doctoral Fellowships program and to capital development of the Station. A full list of patrons and trustees can be found on page 4.

Appendix A – Access

The Australian Museum is committed to providing new and improved access to its research, collections and facilities. All Divisions of the Museum have been involved in a great variety of activities to achieve this aim and these are addressed in this report generally. Listed below are key access issues and where in this report further information can be found on these particular areas.

Public Access

- > Public Programs: pages 36–38
- > Science (Science Communications Group): page 41
- > SIIM (Marketing, AMARC, search & discover, Research Library): pages 12–15

Community Access

- > Public Programs (*Biodiversity Community Space*): page 38

Indigenous Access

- > Public Programs (*Indigenous Australians Changing Ways Space*): page 38
- > Australian Museum Online: page 13

Regional and Rural Access

- > Public Programs (Museum on the Road, Museum in a Box): page 38
- > SIIM (Strategic Initiatives Unit): page 12
- > Australian Museum Online: page 13

Access to Collections

- > Science: pages 39–43
- > Australian Museum Online: page 13

Access for Students and Educators

- > Public Programs (Education Services): page 36
- > SIIM (search & discover): page 12
- > Australian Museum Online: page 13

Commercial Access

- > Corporate and Commercial Services (AMBS, The Museum Shop and Museum as a Venue): pages 16–18

Virtual Access

- > Australian Museum Online: page 13

Appendix B – Customer Response

The Australian Museum values comments on its performance. Through these the Museum is able to continue improving the quality of service to its customers. The Australian Museum Audience Research Centre (AMARC) monitors visitor responses, which enables us to further improve all forms of interaction with our target audiences. An easy-to-use feedback section is a permanent feature of Australian Museum Online. Here, users can make comments, ask questions or express difficulties in using the site.

Exit surveys undertaken by AMARC throughout the year have found minimal differences in the visitor profile compared to 2001/02. Visitors to the Museum were Australian born, Sydney-based families, adults educated to graduate/post graduate level and aged between 25 and 49 years who spent one to three hours in the Museum.

An exit survey in January 2003 found 24% were tourists (domestic and international), an increase on the same period in 2002. Visitors were also asked to rate aspects of the Museum's services. On the whole visitors were 'highly satisfied' with staff interactions (both front-of-house and Admission Desk staff), the exhibitions; the variety of things to see and do; the range of shop merchandise and the cleanliness of facilities. Visitors were less satisfied with getting information prior to their visit and the entry price, and were most dissatisfied with the quality of food. Negative comments were passed on to the appropriate sections for review. For details of program evaluation surveys and visitor numbers, see page 14.

Appendix C – Market Testing

The Museum market tests proposed exhibition topics to ensure that only the best topics are included in its exhibition program and also so that the concepts and themes in those exhibitions are consistent with consumer expectations and needs.

Appendix D – Ethnic Affairs Priority Statement

Over the last year exhibitions and public programs have focused on incorporating multicultural content into overall Museum initiatives.

The implementation of programs for the *Two Emperors* exhibition involved liaison with a number of different ethnic communities both in the development of the exhibition content and in programs designed to accompany them. Programs for this exhibition had strong links to the Chinese community focusing on Chinese dance, calligraphy and documentary films.

While conducting research for *Death: the last taboo*, the museum contacted many communities in Australia to locate objects, stories and images and to consult with them about beliefs and rituals surrounding death and dying. Community contacts also provide insight into objects kept in the Australian Museum's collections.

Representatives of the following have been approached:

Tibetan Buddhist community
Balinese community
Torajan (Sulawesi) community
Zoroastrian (Iranian and Parsi) community
Chinese community
Greek Orthodox community
Iraqi Islamic community
Italian Catholic community
Fijian community

Appendix E – Contractors and Consultants

The Museum procures goods and services consistent with Government regulations and guidelines.

Procurement for Operating Purposes

Expenditure on contracted services for operating purposes is approximately \$2.9 million. There are eight contracts over \$100,000 per year which account for approximately \$1.7 million (85%) of the annual contracted expenditure. A further six smaller contracts account for approximately \$192,000 (10%) of the annual contracted expenditure. The Museum continued its program of reviewing these contracts and, during the year, called for tenders for the network administration contract which falls in the first category.

Appendices

The Museum provides a catering concession to Blue Rock Catering that generates approximately \$80,000 in revenue each year, and let a contract to FIT Sponsorship to raise sponsorship funds.

Consultants

Heriglade Cleaning conducted a review of cleaning services for a total cost of \$9225.

Appendix F – Energy Management

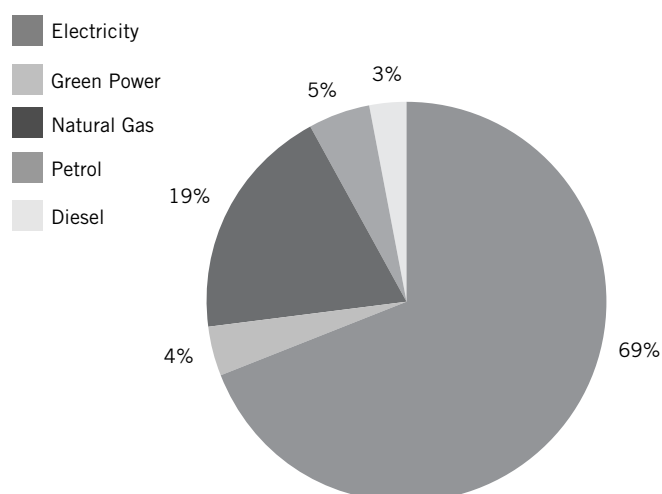
The ultimate aim of the policy is to achieve sustainable energy and cost reduction across the government sector. The following targets are established by the Government Energy Management Policy (GEMP) in terms of energy usage:

- > 15% reduction in energy usage, where cost effectively feasible by 2000/01, against a 1995/96 baseline of 25,107 giga joules;
- > 25% reduction in energy usage, where cost effectively feasible, by 2003/04.

A formal review, as part of the GEMP, indicated that the Museum:

- > achieved a gross saving of 6.2% in energy use between 1998/99 and 1999/00, with a total reduction in energy use of 20% since 1995/96;
- > achieved a 24.4% reduction in greenhouse gas emissions since the GEMP baseline reporting year. This has occurred in part because of the use of green power. This equates to 1399 tonnes of carbon dioxide;
- > achieved a further 4.2% reduction in electricity and natural gas consumption in 2002/03 compared to 1999/00.

Energy Consumption by Fuel



Appendix G – Heritage Management

The Australian Museum has a responsibility to identify and manage the items of heritage, which are in its ownership, care or control. In accordance with Section 170A of the Heritage Act, 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 which are classified as 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, except for the National School Building, which is in fair condition.

Items of regional significance include:

- > Still Addition,
- > Spirit House,
- > Old School Building.

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

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

Appendix H – Waste Reduction and Purchasing Policy (WRAPP)

The Museum continues to implement the recycling and waste system initiated in late April 2001, which aims to reduce the level of waste generated in the public and non-public areas of the Museum. Last year recycling was streamlined to improve separation of recycled waste levels. As a result, a reduction in general waste (in cubic metres) is reflected in the increased collection of recyclable materials (in kilograms). Collection totals are:

Waste type	2000/01	2001/02	2002/03
General	100 m ³	936 m ³	780 m ³
Paper	960 kg	22,660 kg	21,970 kg
Cardboard	1005 kg	9360 kg	9360 kg
Plastic	20 kg	832 kg	24,960 kg
Aluminium	15 kg	1040 kg	1560 kg
Glass	1400 kg	12,480 kg	832 kg

Appendices

In addition, the following biological and chemical waste quantities were collected for the period 31 July 2002 – 30 June 2003:

- > 252 kg biological hazardous waste (molecular waste),
- > 144 L liquid hazardous chemical waste,
- > 6000 L liquid waste (alcohol),
- > 0 kg solid hazardous chemical waste,
- > 7.5 kg sharps containers.

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

Appendix I – Privacy and Personal Information

The Australian Museum is required under the NSW Privacy and Personal Information Protection Act 1998 to prepare and implement a Privacy Management Plan (which outlines what personal information it collects and uses) and assess the collection, storage, use and disclosure of this personal information against the 12 Information Protection Principles outlined in the Act. These Principles establish standards for using personal information in the public sector.

The Museum's Privacy Management Plan outlines how the Museum complies with the Act and its principles, identifies what personal information is collected and held, outlines strategies to address specific issues, and details the review process available to an individual (the right to make a complaint about possible misuse of personal information).

The Plan is published on the Museum's website: www.amonline.net.au or can 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 Australian Museum has sought to be covered by the Draft Code of Practice for Research [2nd draft April 2001], which was developed in consultation with the Museum and the other agencies within the NSW Ministry for the Arts. The Australian Museum's Websites Privacy Statement is published on the website (address above).

Appendix J – 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 2002.

The Australian Museum had its inception as the Colonial Museum in 1827 and was subsequently incorporated by an Act of Parliament as the Australian Museum in 1853. The Australian Museum Trust Act, 1975, No. 95 and the Australian Museum Trust Regulation, 1998, 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 Management Act 1988.

The organisation chart (see page 11) outlines the formal structure and responsibilities of the various Divisions of the Museum. The Australian Museum's strategic directions, its programs and activities are based on 'learning from the past to understand the present and shape a sustainable future':

Learning from the past: research, learning and communication initiatives focused on the origins, early development, diversification and co-evolution of Australia's environments, biotas and cultures.

Understanding the present: research, learning and communication initiatives focused on contemporary biodiversity, geodiversity, cultural diversity and the systems that interrelate these.

Shaping the future: research, learning and communication initiatives focused on maximising the sustainability of Australia's environments and 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 this 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 about the Museum, including its public programs, research work, and current projects and also 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 on-site. 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. However, for various reasons (such as personal privacy and commercial confidentiality) some documents may not be made available informally without the need for a formal FOI application. Requests for access to documents not generally open for inspection 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 developed 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 indexed. In addition, the Archives also holds minute books, reports, files, exhibition files, research notes and papers, newscuttings, photographs, drawings and illustrations, material archives, maps, plans, and publications.

Appendices

A Guide to the Australian Museum Archives (1989) is available for consultation or purchase through the Australian Museum Archives.

Access to items held in the Archives is available through the Australian Museum Archives. The Museum's institutional archives are public records and come under the NSW State Records Act (1998) and are managed in accordance with that Act. 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 Organisational Development 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 divisions include management of the collections, research, contributing to public programs, and disseminating information. The records created and maintained reflect these functions: collection records document the acquisition, registration, use, conservation and management of the collections. Research records comprise notes, data, field trips, pictorial material, manuscripts, conferences and committees, and professional societies. In addition, information files, publications, correspondence files, and administrative records (budgets, corporate plans, grant applications, annual reports and correspondence) are created and maintained.

Public Program records

Records documenting the Museum public programs 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

These documents may all be accessed through the Australian Museum Archives.

Access to Trust Minutes
Alcohol and Drugs Policy
Asset Disposal Policy
Asset Management Guide
AMBS Commercialisation activities
CCTV Code of Practice
Classification Committee Guidelines
Code of Conduct Policy
Collections Development and Maintenance
Collections Security Guidelines
Commercial Publications by Museum Staff
Commercialisation Accounts in Science
Communication Devices
Conflict of Interest
Corporate Sponsorship Guidelines
Corrupt Conduct Reporting
Credit Card Use

Directions for Science
Directions for Science Memo
Electronic Messages (email)
Employee Related Concerns and Grievances
Export of Non-living Specimens
Family and Friends on Field Trips
FOI Statement of Affairs
FOI Summary of Affairs
Guarantee of Service
Guidelines for Environmental Surveys
Guidelines for Public Program Development
Guidelines for Purchasing Goods and Services
Guidelines on Research Practice
Harassment-free Workplace
Homebush Storage Facility
Internet Access and Usage
LAN Network Information and Security Management
Legislative Policy Requirements
Media
Motor Vehicles
NSW Charter of Principles for a Culturally Diverse Society
Occupational Health and Safety
Occupational Health and Safety Guidelines for Safe Field Operations (Draft)
Official Overseas Travel
Payment of Royalties
Payment of Temporary Staff
Policy and Procedures for the Aboriginal Heritage Unit and Related Issues
Post-retirement Fellowships
Privacy Management Plan
Privacy Procedures
Procedures for the Receipt and Opening of Tenders
Procurement Guidelines
Procurement Guidelines Checklist
Procurement Policy and Best Practice Guidelines
Records Management
Remote Access Guidelines
Research Practice Guidelines
Research Associates Privileges
Revenue Sharing with the Australian Museum for AMBS Projects
SEM Unit Policy for New Personnel, Visitors and Volunteers
Schedule of Delegations
Sick Leave Policy
Software Use Policy
Staff Development Policy
Study Time Policy
Submissions to Environmental Enquiries
TAMS Excursions – Leave Provisions for Staff Leaders
Temporary Staff Appointments
Tender Audit
Use of Equipment Outside the Museum
Waste Reduction and Purchasing Policy and Plan
Web Privacy Statement

Appendices

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 may be purchased through the Australian Museum Bookshop or the Publications Unit.

Access Arrangements, Procedures and Points of Contact

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

Personnel files: staff do not need to use FOI to access their personnel files. A request to access one's file should be directed to the Organisational Development Unit.

Policy and Planning Documents: these may all be accessed through the Australian Museum Archives, Monday to Friday, 9am – 12.30pm, 1.30pm – 5pm.

Archives: these may be accessed through the Australian Museum Archives, Monday to Friday, 9am – 12.30pm, 1.30pm – 5pm.

All other documents: to access all other records, applications in writing or in person must be made to the FOI Coordinator, Australian Museum, Archives & Records Unit, 6 College St, Sydney NSW 2010. Phone: 9230 6148. Requests for access under the FOI Act must be accompanied by a \$30 application fee.

Freedom of Information Statistics

The Museum received one new request for information in 2002/03 under the NSW Freedom of Information Act 1989. The original application for information was amended and the revised request was completed and granted in full. The revised request was completed within a 12-day period following receipt of the standard \$30 application fee.

Appendix K – Volunteers

<i>Volunteer</i>	<i>Department</i>
Alliston, Win	Mineralogy
Amos, Snow	Lizard Island
Anderson, Jean	Public Programs
Andrews, Peter	Public Programs
Baer, Karolyn	Exhibitions
Balmer, Betty	Arachnology
Bassett, Les	Public Programs
Batley, Michael	Entomology
Batty, Richard	Exhibitions
Beck, Jim	Malacology
Beechey, Des	Malacology
Beer, Sarah	AMARC
Bell, David	Anthropology
Bennetts, Carole	Public Programs
Bennetts, Warren	Public Programs
Biddle, Ray	Public Programs
Blackwell, Peter	Marine Invertebrates
Bock, Belinda	Ichthyology
Bowen, Cliff	Photography
Bower, Val	Public Programs
Bradney, Patricia	Arachnology
Braune, Marlen	Evolutionary Biology
Brooker, John	Public Programs and TAMS
Brooker, Lyn	TAMS
Brown, Fay	Malacology
Burrell, Sue	Public Programs
Burton, Pat	Malacology
Byres, Levi	Lizard Island
Campbell, Gordon	Ornithology
Cantrell, Carol	Library
Carter, Alice	Mammals
Cham, Douglas	Public Programs
Chapman, Louise	Lizard Island
Charng, Wendy	TAMS
Chipperfield, Jo	Deputy Director's Office and Publishing
	Public Programs
Clark, Helen	TAMS
Clarke, Anthony	TAMS
Clements, Mavis	Public Programs
Colchester, David	Mineralogy
Cox, Kate	Public Programs
Coyle, Margaret	TAMS
Craig, Margaret	TAMS
Crowther, Christine	Mammals
Da Costa, Pam	Evolutionary Biology
Dadswell, Peter	Anthropology
Davis, Lawrie	Ichthyology
De Paoli, M	Mineralogy
Dean, Moira	Mammals
Dean-Jones, Megan	Materials Conservation
Dell'Oro, Margaret	Marine Invertebrates
Denes, George	Materials Conservation
Dicker, Erika	Entomology
Diesner, Marion	TAMS
Docking, Ivo	Exhibitions
Donald, Edith	Entomology
Donnelly, Garrett	Lizard Island
Drinkwater, Mel	Science Communications
Dubost, Agnes	Anthropology
Durston, Lorraine	Mammals
Ellison, Jennifer	AMARC

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<i>Volunteer</i>	<i>Department</i>	<i>Volunteer</i>	<i>Department</i>
Fleischer, Jackie	Lizard Island	Montague, Sandra	Malacology
Fong, Karen	Public Programs	Mudford, Pam	Arachnology
Foord, Maureen	TAMS	Murray, Anne	Terrestrial Ecology
Foster, Des	Public Programs	Murray, Richard	Lizard Island
Foster, Judy	Anthropology	Myatt, Susan	Anthropology
Frede, David	Public Programs	Nancarrow, Jenny	Historian
Freitag, Wolfgang	Lizard Island	O'Donoghue, Margot	Marine Invertebrates
Gargano, Heather	Anthropology	O'Malley Amanda	Lizard Island
Garrigues, Alicia	Lizard Island	Parkin, Natasha	Ichthyology
Geraghty, Pascal	Ichthyology	Pearson, Dorothy	Malacology
Gerke, Douglas	TAMS	Phillips, Nick	Malacology
Gilling, Anne	Entomology	Pichon, Nathalie	Lizard Island
Glass-Van der Beek, I	Mineralogy	Pichon, Phillipe	Lizard Island
Gourlay, Annabelle	Lizard Island	Playoust, Denise	Public Programs
Gregory, Valerie	Public Programs	Poerschmann, Ulrich	Lizard Island
Gustavsson, Christina	Research Library	Price, Elizabeth	Mineralogy
Hackett, Dennis	Mineralogy	Pryor, Rosemary	Malacology
Harris, Jill	TAMS	Pyke, Margery	Terrestrial Ecology
Harvey, Barbara	Ichthyology	Pymble, Karen	Research Library
Haydon, Maureen	Marine Invertebrates	Rath, Pip	Anthropology
Hayward, Felicity	Lizard Island	Riley, Jill	Library
Hearne, Sue	Anthropology	Robertson, John	TAMS
Hewson-Smith, Sheridan	Public Programs	Ronay, Hazel	Malacology
Hicks, Libby	Lizard Island	Rose, Sharn	Malacology
Hobbs, Sebastian	Lizard Island	Routh, Janet	Public Programs
Hoerhager, Aliana	Evolutionary Biology	Ryan, Fay	TAMS
Hood, Renie	Lizard Island	Sakker, Libby	Public Programs
Hoyer, Dorothy	TAMS	Schonell, Margaret	Marine Invertebrates
Hughes, Mary	Public Programs	Schori, Melanie	Lizard Island
Hunt, Amanda	Evolutionary Biology	Shackleton, Moira	Public Programs
Hutt, Val	TAMS	Siehl, Katjuscha	Evolutionary Biology
Hyam, Gerald	Entomology	Simms, Colleen	Research Library
Joyes, Heather	Materials Conservation	Sinclair, Arch	Marine Invertebrates
King, K	Mineralogy	Smith, Fran	Research Library
Kokot, Iris	Malacology and Marine Invertebrates	Smith, Joyce	Public Programs
Kosh, Norma	Publishing	Smith, Susen	Public Programs
Langley, Rosie	Public Programs	South, Jean	Anthropology
Langsworth, Roger	Public Programs	Speechley, Betty	Entomology
Leigh, Julia	Malacology	Sproule, Hazel	Public Programs
Leonard, Gary	AMBS	Stevenson, Ian	Mineralogy
Lindsay, Kurtis	Ornithology	Stewart, Ailsa	Public Programs
Lisney, Tom	Lizard island	Strauss, Lesley	Public Programs
Lobb, Lawson	TAMS	Sweica, Peter	Ichthyology and Finance
Lorner, Robert	Entomology	Syriatowicz, Alex	Lizard Island
Louis, Vallerie	TAMS	Szybinski, Lala	Public Programs
Low, Angela	Marine Invertebrates and Public Programs	Tao, Kim	Anthropology
Lucas, Dot	Public Programs	Taylor, Stewart	Exhibitions
Luijterink, Joan	Public Programs	Thomas, Angela	Public Programs
Macallister, Wendy	Public Programs	Towner, Greg	Marine Invertebrates
Manefield, Nan	TAMS	Vleeskens, Frances	Arachnology
Manuel, Laura	Evolutionary Biology	Walker, Wendy	Marine Invertebrates
Marsh, Robin	Marine Ecology	Ward, Helene	Marine Invertebrates
McAlpine, Peter	Public Programs	Watt, Emma Lucy	Science Communications
McCormick, Katrina	Exhibitions	Webb, Ailee	Ornithology
McEwin, Betty	Public Programs	Weiner, Jean	Entomology
McGahey, Michael	Marine Invertebrates	Wellington, Jill	Public Programs
McHale, Lyn	Public Programs	White, Peter	AHU
McKellar, Margaret	Malacology	Willis, Robert	CBCR
Meers, Helen	Public Programs	Wise, Jess	Malacology
Merrick, Mim	Museum in a Box	Wong, Benjamin	CBCR
Middenway, John	Terrestrial Ecology	Wood, Chris	Public Programs
Migdal, Anna	Lizard Island	Wood, Peter	Lizard Island
Milford, Diana	TAMS		

Appendices

Appendix L – Research Projects

Projects Started

<i>Division</i>	<i>Department</i>	<i>Project</i>
Anthropology		Volcanic hazard assessment of The Krummel-Garbuna-Welker Complex, PNG
		Use-wear residue analysis of stemmed tools from PNG
		Prehistoric landscapes on Unea Island
Earth & Environmental Sciences	Marine Ecology	Effects of beach nourishment on the sandy-beach amphipod <i>E. fossor</i> at Towra Pt, Botany Bay
	Marine Ecology	Ecological health: concepts and issues
	Palaeontology	Arthropod systematics and palaeontology
	Palaeontology	Gene expression in the shoulder girdle of the Port Jackson Shark (<i>Heterodontus</i>)
	Terrestrial Ecology	Soft-part preservation in Cambrian arthropods from Utah, USA
	Terrestrial Ecology	Millennium ecosystem assessment
	Terrestrial Ecology	Working group on conservation planning tools at the National Center for Ecological Analysis and Synthesis (NCEAS)
	Terrestrial Ecology	Biodiversity map of Australia
	Terrestrial Ecology	Conservation planning and museum collection data
	Terrestrial Ecology	Bush auctions for conservation
	Terrestrial Ecology	Profile parsimony for phylogenetic inference
	Terrestrial Ecology	Australian biodiversity hotspots
	Terrestrial Ecology	Decomposition of piglets
	Mineralogy & Petrology	New antimonate mineral
	Mineralogy & Petrology	Kulnura zeolite study
	Mineralogy & Petrology	Yarrowitch gem study
Invertebrate Zoology	Entomology	Biodiversity survey of Kosciusko National Park, NSW
	Entomology	Systematic revision of two new genera from Australia and New Caledonia
	Entomology	Review of ironic flies (Diptera: Ironomyiidae)
	Entomology	Phylogeny of Australian Telephlebiidae
	Entomology	Preliminary keys to the larvae of Australian Cordulephyidae, Oxygastridae, Corduliidae, Hemicorduliidae, Urothemistidae, Libellulidae (Odonata)
	Entomology	Study of the family Peripsocidae
	Malacology	Revision of Assimineidae of Australia
	Malacology	Description of a remarkable radiation of cave snails in Precipitous Bluff, SW Tasmania
	Marine Invertebrates	Interstitial amphipod fauna of the Lord Howe Island Lagoon
	Marine Invertebrates	Description of new species of anchor tube Cerapus
	Marine Invertebrates	Biodiversity of Algal substrates
	Marine Invertebrates	Systematics of sabellariids, ampharetids
	Marine Invertebrates	Reboursia new genus
	Marine Invertebrates	The Eophreatoicus species flock in Kakadu
	Marine Invertebrates	Deep-sea Asellota of the North Atlantic
	Marine Invertebrates	The Isopoda, Treatise on Invertebrate Palaeontology
Arachnology	Sperm morphology in primitive cribellate spiders	
Materials Conservation		Mould on bark painting research
Vertebrate Zoology	Ornithology	Research on previously unstudied bird fossils from Late Oligocene deposits of central Australia
	Herpetology	Skinks of Pakistan: Genus Mabuya
	Herpetology	Skinks of Madagascar: description of new species and observations on previously described species
	Herpetology	Loss of the parietal eye in skinks
	Herpetology	New species of Ctenophorus from western NSW
Centres	CBCR	The impact of introduced rodents on the invertebrates of Lord Howe Island

Projects Ongoing

<i>Division</i>	<i>Department</i>	<i>Project</i>
Anthropology		Landscape Archaeology in west New Britain, PNG
		PIXE-PIGME characterisation of PNG obsidian artefacts
Earth & Environmental Sciences	Marine Ecology	Recovery of amphipod populations following oil pollution on sandy beaches, Sydney Harbour
	Marine Ecology	Life-histories of exoedicerotid amphipods in the Sydney region.
	Marine Ecology	Spatial and Temporal Patterns of Abundance of Exoedicerotids on Beaches near Sydney
	Marine Ecology	Future of Australia's Threatened Ecosystems (FATE)
	Marine Ecology	Relationship of ecological sustainability to human population
	Palaeontology	Genetic variation in a centipede morphospecies
	Palaeontology	Anopsobiine centipedes of Australia
	Palaeontology	Devonian trilobites of NSW
	Palaeontology	Ordovician trilobites of Tasmania
	Palaeontology	Gene expression in the vertebral column and shoulder girdle of the Queensland lungfish
	Palaeontology	Evolution of dentition in placoderm fishes
	Palaeontology	Structure of the pectoral fin of rhizodont fishes
	Palaeontology	Phylogeny of Dipnoi (Lungfishes) based on fossil and extant taxa
	Terrestrial Ecology	Foundations for systematics and conservation
	Terrestrial Ecology	Environmental diversity (ED) as surrogate information for species-level biodiversity – project 2: new methods with NSWNPWS
	Terrestrial Ecology	TARGET software and applications for conservation planning
	Terrestrial Ecology	Phylogenetic diversity and conservation
	Terrestrial Ecology	Integrating economics and biodiversity – case study 1: biodiversity planning in Costa Rica
	Terrestrial Ecology	FATE and biodiversity
Terrestrial Ecology	Ecology of birds in urban environments	
Terrestrial Ecology	Effect of habitat fragmentation on spiders	
Terrestrial Ecology	Frog ecology	

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<i>Division</i>	<i>Department</i>	<i>Project</i>
	Mineralogy & Petrology	Argonaught time
	Mineralogy & Petrology	Hepburn lagoon xenoliths
	Mineralogy & Petrology	Genetic fluids in sapphire
	Mineralogy & Petrology	Geodiversity guide book
Invertebrate Zoology	Entomology	Dolichopodidae of Costa Rica
	Entomology	Review of genera of Australian cicadas
	Entomology	Phylogeny of Cicadoidea
	Entomology	Molecular phylogeny of the Cicadettini
	Entomology	Bibliography of the world Cicadoidea
	Entomology	Review of wombat flies (Diptera Borboroidini)
	Entomology	Review of Australasian surge flies (Diptera: Zaleinae)
	Entomology	Psocoptera of Epping
	Entomology	Review of the Psocoptera of the Seychelle Islands
	Malacology	Phylogeny of gastropod molluscs and a major clade, the Caenogastropoda
	Malacology	Freshwater molluscs of Australia
	Malacology	Aquatic fauna of Queensland's Great Artesian Basin Springs
	Malacology	The Sea Slug Forum – an interactive website
	Malacology	Biology and taxonomy of the Chromodorididae (Nudibranchia)
	Malacology	The Opisthobranchs of New Caledonia
	Malacology	A Revision of the Gymnodorididae, a family of predatory nudibranchs
	Malacology	Taxonomy and biology of the Australian and Indo-West Pacific Nudibranchia – miscellaneous projects
	Marine Invertebrates	The families of the lysianassoid amphipods
	Marine Invertebrates	A revision of the world lysianassoid genera
	Marine Invertebrates	Amphipod family nomenclature
	Marine Invertebrates	Amphipod bibliography
	Marine Invertebrates	Dulichella taxonomy
	Marine Invertebrates	Amphipoda: world families, illustrated, interactive keys for www.crustacea.net
	Marine Invertebrates	Scavenging guilds of eastern Australia
	Marine Invertebrates	Systematics of Eusyllinae
	Marine Invertebrates	Revision of the Polycirinae
	Marine Invertebrates	Midwater Asellota
	Marine Invertebrates	Marine biodiversity of algal substrates
	Marine Invertebrates	Isopod diversity of the Gulf of Mexico
	Marine Invertebrates	Revision of Paramunna
	Marine Invertebrates	Revision of the Phreatoicoidea
	Marine Invertebrates	Peracarid phylogeny
	Marine Invertebrates	Molecular phylogenetics of the Phreatoicoidea
	Arachnology	Revision of the genera Storenosoma and Otira
	Arachnology	Cribellate spider taxonomy (Stiphidiidae and Desidae)
	Arachnology	Molecules vs morphology
	Arachnology	Medical arachnology
	Arachnology	Spider fauna of Lord Howe Island
Vertebrate Zoology	Ornithology	Systematics and osteology of giant megapodes (Progura)
	Ornithology	Checklist of Tertiary and named fossil birds
	Ornithology	New taxon of dromornithid bird from Riversleigh
	Ornithology	Photographic identification key to bones of Australian birds
	Ornithology	Production of new taxonomic list of Australian birds
	Ichthyology	Life history integration
	Ichthyology	Larval fish taxonomy
	Ichthyology	Larval fish ecology and behaviour
	Herpetology	Systematic review of the genera of scincid lizards
	Herpetology	Three new species of the scincid lizard genus Lobulia
	Herpetology	Five new species of the scincid lizard genus Prasinohaema
	Herpetology	Monophyly of the genus Tropidophorus
	Herpetology	New species of Proablepharus from the Northern Territory
	Herpetology	New species of Strophurus from western NSW
	Herpetology	Lizard fauna of New Caledonia

Projects Finished

<i>Division</i>	<i>Department</i>	<i>Project</i>
Anthropology		Prehistoric landscapes on Unea Island
		Use-wear residue analysis of stemmed tools from PNG
		Ancient starch research project
		PIXE-PIGME analysis of obsidian artefacts from Russia
Earth & Environmental Sciences	Marine Ecology	Recovery of Benthic macrofauna following dredging in the Parramatta River Estuary, New South Wales
	Palaeontology	Phylogeny of centipedes based on morphology and four molecular markers
	Palaeontology	Shoulder girdle development in the Queensland lungfish
	Palaeontology	Pharyngeal denticles and the origins of vertebrate dentition
	Palaeontology	Late Devonian sarcopterygian fishes from Australia and Antarctica: phylogeny and biogeography
	Terrestrial Ecology	Systematics of the centipede Henicops
	Terrestrial Ecology	New henicopid centipedes from Chile, South Africa, New Caledonia, and south-eastern Australia, and phylogeny of Henicopidae
	Terrestrial Ecology	Comparative morphology of arthropod mandibles
	Terrestrial Ecology	Environmental diversity (ED) as surrogate information for species-level biodiversity, project1: methods/debates
	Terrestrial Ecology	Complementarity, biodiversity viability analysis, and policy-based algorithms for conservation

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<i>Division</i>	<i>Department</i>	<i>Project</i>
Terrestrial Ecology	Phylogenetic diversity, complementarity, and endemism	
	Terrestrial Ecology	Biodiversity chapter, Stanford Encyclopedia of Philosophy
	Terrestrial Ecology	Effect of habitat fragmentation on insects
	Mineralogy & Petrology	Dunedin NZ zeolites
	Mineralogy & Petrology	Rose Atoll basalts
	Mineralogy & Petrology	Walcha diamond study
	Mineralogy & Petrology	Wellington NSW rubies
Invertebrate Zoology	Mineralogy & Petrology	Jenolan Caves K-Ar clay dating
	Entomology	Diptera of Mesoamerica
	Entomology	Key to Thrycticus associated with water hyacinth
	Entomology	Taxonomic revision of three genera of Australian Empididae
	Entomology	Revision of the cicada genus Psaltoda
	Entomology	Encyclopedia of Insects: Cicadas
	Entomology	Catalogue of world Psocoptera
	Entomology	Review of the Psocoptera fauna of Lord Howe Island
	Malacology	Revision of Australian Bithyniidae
	Malacology	Revision of Austropyrgus
	Malacology	Overview of the conservation of marine invertebrates in Australian waters
	Malacology	Narrow range endemism in the sea
	Marine Invertebrates	The Family Pachynidae n.fam. (Crustacea: Amphipoda: Lysianassoidea)
	Marine Invertebrates	The amphipod genus Arcitalitrus in what remains of New South Wales forests (Crustacea: Amphipoda: Talitridae)
	Marine Invertebrates	The Mysinae of Australia
	Marine Invertebrates	New and little-known melitid amphipods from Australian waters (Crustacea, Amphipoda, Melitidae)
	Marine Invertebrates	ABRS Catalogue – Crustacea: Malacostraca: Peracarida. (Amphipoda, Cumacea, Mysidacea)
	Marine Invertebrates	Crustacea: monographs and interactive identification keys to world families
	Marine Invertebrates	Amphipod monographs and interactive keys: Aoridae, Hyalidae, Ischyroceridae, Melitidae
	Marine Invertebrates	Phylogeny and new classification of the corophiidean amphipods
	Marine Invertebrates	Genera of the Amphipoda
	Marine Invertebrates	Interactive CD key to the polychaetes
	Marine Invertebrates	Molar hooks
	Marine Invertebrates	Revision of Protamphisopus wianamattensis
	Arachnology	Revision of the genera Sphodropoda, Trachymantis and Zopheromantis
	Arachnology	Generic reviews of cribellate spiders
	Arachnology	Medical arachnology
Arachnology	Hunting spiders	
Vertebrate Zoology	Ornithology	A review of the Australian fossil storks of the genus Ciconia (Aves: Ciconiidae)
	Ornithology	A flightless gallinule (Rallidae: Gallinula) from the Oligo-Miocene of Riversleigh, northwestern Queensland, Australia
	Ornithology	Fossil honeyeaters (Meliphagidae) from the Tertiary of Riversleigh, north-western Queensland
	Ornithology	Identification of putative spoonbill Platalea subtenuis De Vis
	Ornithology	Key to the families of Australasian birds
	Ornithology	The avian fossil record of Australia: an overview
	Ichthyology	Coral sea midwater fauna
	Herpetology	Biology of scincid lizards
	Herpetology	New species of scincid lizard from New Guinea
	Herpetology	A new scale character in scincid lizards
	Herpetology	Weight vs body length in an endangered New Zealand skink
	Herpetology	Re-discovery of a rare south-east Asia skink
	Herpetology	Loss of the external ear opening in scincid lizards
	Herpetology	Body shape in scincid lizards
	Herpetology	Fieldguide to Reptiles of NSW
	Mammalogy	Biochemical studies of the systematic and biogeographic relationships of Fijian bats
	Mammalogy	Allozyme characterisation of Solomon Islands populations of Nyctimene and Rousettus

Appendix M – Overseas Travel

<i>Name</i>	<i>Division</i>	<i>Purpose</i>	<i>Country</i>	<i>Dates</i>
Archer, M	Director	Excavation of large dinosaur specimen for the AM permanent collection	Canada	13–30 Jul, 2002
Bauer, A	Non-Museum	staff support for field work	New Caledonia	15–29 May 2003
Barnett, Jan	Public Programs	Sourcing new exhibitions, developing partnerships and researching new developments in exhibition preparation	UK, Denmark, Holland, France and Italy	12 May–7 Jun 2003
Belov, K	EBU	Latsis Symposium 2003 Evolution, Immunity and Infectious Disease	Switzerland	May 2003
Berents, P	Invertebrate Zoology	1 st Global Taxonomy Initiative Workshop in Asia	Malaysia	9–14 Sep, 2002
Berents, P	Invertebrate Zoology	Conducted a tour to PNG for TAMS members to explore coral reefs	Papua New Guinea	4–14 Oct, 2002
Berents, P	Invertebrate Zoology	NORFANZ expedition	New Zealand	22 May–8 Jun, 2003
Bickel, D	Invertebrate Zoology	Instituto Nacional de Biodiversidad (INBio)	Costa Rica	4–21 Dec, 2002
Bohdanowicz, B	SIU	Excavation of large dinosaur specimen for the AM permanent collection	Canada	13–31 Jul, 2002
Boles, W	Vertebrate Zoology	Testify as expert witness in court case	New Zealand	2–3 Dec 2002
Boles, W	Vertebrate Zoology	International Ornithological Congress	China	9–18 Aug, 2002
Boles, W	Vertebrate Zoology	North American Ornithological Conference; visit American Museum of Natural History, Academy of Natural Sciences and University of Kansas Museum of Natural History	USA	17 Sep – 10 Nov, 2002
Buhler, R	Corporate & Commercial	Chinese Export Commodities Fair	China	26 Oct–10 Nov 2002
Buhler, R	Corporate & Commercial	48 th Museum Retail Conference, 57 th US Stationery Show, purchase of Peruvian merchandise	USA, Peru	2–31 May 2003
Cassis, G	CBCR	Expert advice	USA	Jul 2002
Cassis, G	CBCR	Conference, museum study Russia,	Finland and UK	13 Jul–4 Aug 2002
Connors, S	Public Programs	World Indigenous Peoples Conference on Education	Canada	29 Jul–16 Aug, 2002

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<i>Name</i>	<i>Division</i>	<i>Purpose</i>	<i>Country</i>	<i>Dates</i>
Cunkelman, A	Non-Museum	staff support for field work	New Caledonia	15–29 May 2003
Daniel, V	CBEMC	4 th ASEAN-COCI Sub-committee Meeting	Myanmar	30 Jul – 6 Aug, 2003
Daniel, V	CBEMC	13 th International Council of Museums: Committee on Conservation Conference; Getty Conservation Institute Brazil	USA	20 Sep – 4 Oct, 2002
Daniel, V	CBEMC	38 th ASEAN-COCI Meeting	Brunei	19–24 Mar, 2003
Daniel, V	CBEMC	ASEAN workshop	Brunei	4–12 Apr, 2003
Edgecombe, G	Palaeontology	Centipede research at Harvard University; examining fossil arthropods at University of Kansas	USA	Sep–Oct 2002
Edgecombe, G	Palaeontology	Centipede collecting in New Zealand	New Zealand	4–14 Feb, 2003
Edgecombe, G	Palaeontology	Attend and present paper at International Congress of Myriapodology	South Africa	18 Jul – 4 Aug, 2002
Faith, D	Earth & Env. Sciences	Present papers at three conferences	Norway, Finland, USA	4 Jun–6 Jul, 2002
Faith, D	Earth & Env. Sciences	The 6 th International Congress of Systematic and Evolutionary Biology	Greece	7–19 Sep, 2002
Faith, D	Earth & Env. Sciences	Meeting of Lead Authors for paper (part of the Millennium Ecosystem Assessment)	UK	5–9 Mar, 2003
Faith, D	Earth & Env. Sciences	Workshop on biodiversity planning funded by the Norwegian Government	Kenya	18–25 May, 2003
Faith, D	Earth & Env. Sciences	The A. Watson Armour III Spring Symposium	Costa Rica	16–22 Mar, 2003
Faith, D	Earth & Env. Sciences	The annual meeting of the Society for Systematic Biology, Working group on conservation planning tools at (NCEAS)	USA	5–13 May, 2003
Ferguson, G	Public Programs	Meetings and negotiation of exhibition exchanges	USA	20 Jun–9 Jul, 2003
Firestone, K	EBU	Society for Conservation Biology and 6 th International Conference of Ancient DNA and Associated Biomolecules	UK	11–24 Nov, 2002
Firestone, K	EBU	Society for Conservation Biology and 6 th International Conference of Ancient DNA and Associated Biomolecules	UK and Israel	8–28 Jul, 2002
Geneva, A	Non-Museum	staff support for field work	New Caledonia	15–29 May 2003
Hutchings, P	Invertebrate Zoology	1 st International Workshop on Global Monitoring Systems for Introduced/Invasive Marine Species	Brazil	26 Jul–5 Aug 2002
Hutchings, P	Invertebrate Zoology	Taught international workshop on polychaetes and presented conference paper	Italy, Germany	6–30 Sep, 2002
Hutchings, P	Invertebrate Zoology	Globalast Water meeting	Brazil	11–18 Apr, 2003
Johanson, Z	Palaeontology	Studied fossil fish collections at Harvard University and Cleveland Museum of Natural History and Attended Society of Vertebrate Palaeontology meeting	USA	18 Sep–28 Oct 2002
Kelly, L	AMARC	Presentation of paper, focus groups, lectures	USA, Canada	26 Apr–21 May, 2003
Lowry, J	Invertebrate Zoology	5 th Crustacean Delta Workshop	USA	7–13 Oct 2002
McGrouther, M	Vertebrate Zoology	NORFANZ expedition	New Zealand	8–22 May, 2003
Parkinson, K	Vertebrate Zoology	NORFANZ expedition	New Zealand	22 May – 7 Jun, 2003
Ponder, W	Invertebrate Zoology	Workshop on electronic types at Smithsonian Institute	USA	10–18 May, 2003
Sadlier, R	Vertebrate Zoology	Field research and collecting	Noumea	17 Sep–1 Oct 2002
Sadlier, R	Vertebrate Zoology	Field research and collecting	Noumea	1–16 Jan 2003
Sadlier, R	Vertebrate Zoology	Field research and collecting	New Caledonia	15–29 May 2003
Smith, D	Public Programs	World Indigenous Peoples Conference on Education	Canada	29 Jul–16 Aug 2002
Smith, S	Non-Museum	staff support for field work	Noumea	17 Sep–1 Oct 2002
Sutherland, F L	GRC	18 th International Mineralogical Association meeting	Scotland	1–6 Sep, 2002
Taçon, P S C	Anthropology/ PPRC	University of Paris workshop and 9 th International Conference on Hunting and Gathering Societies	France, Scotland	7–19 Sep, 2002
Torrence, R	Anthropology/ PPRC	Present two papers on research in	PNG Taiwan	8–16 Sep 2002
Torrence, R	Anthropology/ PPRC	World Archaeological Congress	USA	20–26 Jun, 2003
Wilson, G	Invertebrate Zoology	Collaboration with Karen Osborne, MBARI	USA	Sep–Oct 2002
Wright, K	Non-Museum staff	– conference	USA	18 May–13 Jun, 2003
Zhen, Y Y	Palaeontology	Student excursion to fossil sites	China	30 Jun–15 Jul, 2002

Appendix N – Museum Publications

<i>Title</i>	<i>Author</i>	<i>ISBN/ISSN</i>	<i>Year of Publication</i>	<i>Publisher</i>	<i>Type</i>
Admit one 50% off tickets	Australian Museum		2003	Australian Museum	Stationery
Admit tickets (reprint)	Australian Museum		2002	Australian Museum	Stationery
Australian Museum Annual Report 2001/2002	Australian Museum	1039-4141	2002	Australian Museum	Report
Australian Museum Calendar July–December 2002	Australian Museum		2002	Australian Museum	Flyer
Australian Museum Calendar January–June 2003	Australian Museum		2002	Australian Museum	Flyer
Australian Museum Calendar July–December 2003	Australian Museum		2003	Australian Museum	Flyer
Australian Museum highlights self-guided tour: English (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Australian Museum highlights self-guided tour: French (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Australian Museum highlights self-guided tour: German (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Australian Museum highlights self-guided tour: Japanese (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Australian Museum self-guided tour: English (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Australian Museum self-guided tour: Chinese (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Beyond the Reef	Australian Museum		2003	Australian Museum /Avant Card	Postcard

Appendices

<i>Title</i>	<i>Author</i>	<i>ISBN/ISSN</i>	<i>Year of Publication</i>	<i>Publisher</i>	<i>Type</i>
Beyond the Reef exhibition opening invitation	Australian Museum		2002	Australian Museum	Flyer
BG Wildlife Photographer of the Year	Australian Museum		2003	Australian Museum /Avant Card	Postcard
Chinese Dinosaurs: Dragon Bones & Dragon Birds	Australian Museum/ James W Laverack (ed.)	0 7347 2310 5	2002	Riversleigh Society/Australian Museum	Magazine
Death: the last taboo	Australian Museum		2003	Australian Museum	Flyer
Death: the last taboo opening invitation	Australian Museum		2003	Australian Museum	Flyer
Education Services eNewsletter	Australian Museum		2002	Australian Museum	Flyer
Education Services for Aboriginal Studies (reprint)	Australian Museum		2003	Australian Museum	Leaflet
Energised, Engaged, Everywhere: older Australians and museums	Lynda Kelly, Gillian Savage, Peta Landman, Susan Tonkin/AMARC	0 7347 2311 3	2002	National Museum of Australia/ Australian Museum	Book
Eureka Prizes 2003 direct mail	Australian Museum		2003	Australian Museum	Flyer
Eureka Prizes 2003 A4 flyers	Australian Museum		2003	Australian Museum	Flyer
Eureka Prizes 2003 award dinner invites	Australian Museum		2003	Australian Museum	Brochure
Eureka Prizes 2003 cocktail invitation	Australian Museum		2003	Australian Museum	Flyer
Eureka Prizes 2003 envelopes	Australian Museum		2003	Australian Museum	Stationery
Eureka Prizes 2003 letterhead	Australian Museum		2003	Australian Museum	Stationery
Eureka Prizes 2003 media lunch Invites	Australian Museum		2003	Australian Museum	Brochure
Eureka Prizes 2003 schools flyer	Australian Museum		2003	Australian Museum	Flyer
Exhibitions as contested sites bookmark	AMARC		2003	Australian Museum	Flyer
Field Guide to Tasmanian Birds	Dave Watts/ Australian Museum	1 8763 3460 6	2002	New Holland/Australian Museum	Book
Free Nature Australia magazine	Australian Museum		2002	Australian Museum	Flyer
Happy Birthday Australian Museum!	Australian Museum		2002	Australian Museum	Flyer
Happy Birthday Australian Museum! – TAMS lecture	Australian Museum		2002	Australian Museum	Flyer
Images from Science: A Skink's Tale	Australian Museum		2002	Australian Museum /Avant Card	Postcard
Images from Science: Caridophthalmus	Australian Museum		2002	Australian Museum /Avant Card	Postcard
Images from Science: Sydney Coral	Australian Museum		2002	Australian Museum /Avant Card	Postcard
Images from Science: Thylacine Jaws	Australian Museum		2002	Australian Museum /Avant Card	Postcard
Images from Science opening invitation	Australian Museum		2002	Australian Museum	Flyer
Indigenous Youth and Museums: A Report on the 'Indigenous Youth Access' Project	Lynda Kelly, Allison Bartlett, Phil Gordon/AMARC	0 7347 2312 1	2002	Australia Council for the Arts/ Australian Museum	Report
Invitation to the release of: Energised, Engaged, Everywhere: older Australians and museums, & the 'Indigenous Youth Access' Project	Australian Museum		2002	Australian Museum	Flyer
Lizard Island Research Station Newsletter 2002	Lizard Island Research Station		2003	Lizard Island Research Station	Report
Lizard pop-out	Australian Museum		2003	Australian Museum	Activity
MARVEL: Museums Actively Researching Visitor Experiences and Learning	AMARC		2002	Australian Museum	Flyer
Media release template	Australian Museum		2002	Australian Museum	Stationery
More than Dinosaurs teachers' resource booklet	Australian Museum		2003	Australian Museum	Brochure
MOTR Indigenous Australians letterhead	Australian Museum		2003	Australian Museum	Stationery
MOTR More than Dinosaurs letterhead	Australian Museum		2003	Australian Museum	Stationery
MUSE August–Sept–Oct 2002	Australian Museum	1445-310X	2002	Australian Museum	Magazine
MUSE February–March–April 2003	Australian Museum	1445-310X	2003	Australian Museum	Magazine
MUSE May–June–July 2003	Australian Museum	1445-310X	2003	Australian Museum	Magazine
MUSE Nov–Dec–Jan 2002/03	Australian Museum	1445-310X	2002	Australian Museum	Magazine
Museum in a Box information and booking form	Australian Museum		2002	Australian Museum	Flyer
Nature Australia 27:6 (Spring 2002)	Australian Museum	1324-2598	2002	Australian Museum	Magazine
Nature Australia 27:7 (Summer 2002)	Australian Museum	1324-2598	2002	Australian Museum	Magazine
Nature Australia 27:8 (Autumn 2003)	Australian Museum	1324-2598	2003	Australian Museum	Magazine
Nature Australia 27:9 (Winter 2003)	Australian Museum	1324-2598	2003	Australian Museum	Magazine
October holidays 2002 dinosaur head pop-out	Australian Museum		2002	Australian Museum	Activity

Appendices

Title	Author	ISBN/ISSN	Year of Publication	Publisher	Type
October holidays 2002					
TREXcellent trail	Australian Museum		2002	Australian Museum	Activity
October holidays activities	Australian Museum		2002	Australian Museum	Flyer
October holidays dot-to-dot	Australian Museum		2002	Australian Museum	Activity
Places Young Kids					
Love to Visit (Reprint)	Australian Museum		2002	Australian Museum	Flyer
Programs for under 5s					
2003 fridge magnet	Australian Museum		2003	Australian Museum	Flyer
Records of the Australian Museum 54:2	Australian Museum	0067-1975	2002	Australian Museum	Periodical
Records of the Australian Museum 54:3	Australian Museum	0067-1975	2002	Australian Museum	Periodical
Records of the Australian Museum 55:1	Australian Museum	0067-1975	2002	Australian Museum	Periodical
Records of the Australian Museum, Supplement 28	Australian Museum	0 7347 2303 2	2002	Australian Museum	Periodical
Technical Report of the Australian Museum 17	Australian Museum	0 7347 2303 2	2002	Australian Museum	Periodical
School holiday activities July 2002	Australian Museum		2002	Australian Museum	Flyer
Science in the City 2003 high school program	Australian Museum		2003	Australian Museum	Brochure
Science in the City 2003 primary school program	Australian Museum		2003	Australian Museum	Brochure
search & discover					
publicity bookmarks x 4	search & discover		2003	Australian Museum	Flyer
Sydney's Aboriginal Past	Val Attenbrow	0 8684 0585 X	2002	UNSW Press/Australian Museum	Book
The Australian Museum Society – Join Now	TAMS		2003	Australian Museum	Leaflet
The Evolution of Australia: 110 million years of change	Australian Museum	0 7347 2308 3	2002	Australian Museum	Book
The Museum Shop catalogue	Australian Museum		2002	Australian Museum	Catalogue
The Museum Shop catalogue launch	Australian Museum		2002	Australian Museum	Flyer
Two Emperors Avant Card sword	Australian Museum		2003	Australian Museum /Avant Card	Postcard
Two Emperors Avant Card warriors	Australian Museum		2003	Australian Museum /Avant Card	Postcard
Two Emperors Bookmark	Australian Museum		2003	Australian Museum	Activity
Two Emperors Complimentary Passes (child/adult/family)	Australian Museum		2003	Australian Museum	Stationery
Two Emperors DL Flyer	Australian Museum		2003	Australian Museum	Flyer
Two Emperors fold up warrior	Australian Museum		2003	Australian Museum	Activity
Two Emperors Opening Invitation	Australian Museum		2003	Australian Museum	Flyer
Two Emperors paper kite	Australian Museum		2003	Australian Museum	Activity
Up Close and Spineless entry flyer	Australian Museum		2003	Australian Museum	Flyer
What Went Wrong in the Billabong?	Australian Museum		2003	Australian Museum	Activity
With compliments slips: 175 years	Australian Museum		2002	Australian Museum	Stationery
Yikwani: contemporary Tiwi ceramics	Australian Museum		2003	Australian Museum	Flyer

Web Publications

Title	URL	Date
Death Online – building a site using web standards	www.webboy.net/presentation/sit/	26 June, 2003
Ideal line length for content	www.webboy.net/presentation/em/	3 May, 2003
Tables to full CSS – a case study	www.webboy.net/presentation/hhmc.cfm	9 April, 2003
Heading alignment blues	www.webboy.net/presentation/headings/	3 March, 2003
Information and Communications Technology (ICT) Forum	www.webboy.net/presentation/ict2003/	19 February, 2003
Styling abbreviations, acronyms and definitions	www.webboy.net/presentation/abbreviations.cfm	16 February, 2003
Validating Australian Museum Online	www.webboy.net/presentation/validation.cfm	15 February, 2003
Styling font family names	www.webboy.net/presentation/fontfamily.cfm	25 November, 2002
Styling the HR tag	www.webboy.net/presentation/hr.cfm	23 November, 2002

Appendix O – Staff Publications

Staff Publications

In addition to the following publications, Australian Museum staff and associates edit or are on the editorial panel of or referee papers for a vast number of national and international scientific journals, including Australian Museum publications *Nature Australia and Records of the Australian Museum*. Others include: *The Journal of Applied Ecology*, *Apea Journal*, *Austral Ecology*, *Australian Entomologist*, *Australian Geographic*, *Australian Journal of Earth Sciences*, *Australian Journal of Mineralogy*, *Australian Mammalogy*, *Biological Journal of the Linnean Society London*, *Canadian Journal of Zoology*, *Corella*, *Earth Science Reviews*, *General and Applied Entomology*, *Iberus*, *Invertebrate Biology*, *Invertebrate Reproduction and Development*, *Invertebrate Taxonomy*, *Journal of Crustacean Biology*, *Journal of Marine and Freshwater Research*, *Journal of the Marine Biological Association of the UK*, *Lithos*,

Malacologia, *Memoirs of the Museum Victoria*, *Mineralogical Magazine*, *Molluscan Research*, *Proceedings of the Biological Society of Washington*, *Proceedings of the Linnaean Society of New South Wales*, *Records of the Western Australian Museum*, *Systematic Biology*, *Systematics and Biodiversity*, *Tropical Zoology*, *Zoologica Scripta*, *Zoological Journal of the Linnean Society*, and *Zootaxa*.

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Key

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ARSBR Annual Reports (Statutory Bodies) Regulation 2000
ARSBAR Annual Reports (Statutory Bodies) Amendment Regulation 2003
FOIA Freedom of Information Act 1989
PF&AA Public Finance & Audit Act 1983
PPIP Privacy and Personal Information Protection Act 1998
PM Premier's Memorandum
PC Premier's Circular
TC Treasury Circular

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