

Australian Museum
Annual Report 2008–2009

nature culture **discover**



Australian Museum
Annual Report 2008–2009

The Hon. Nathan Rees, MP
Premier and Minister for the Arts

Sir,

In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983* we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended 30 June 2009 for presentation to Parliament.

On behalf of the Australian Museum Trust,

A stylized, handwritten signature in black ink, appearing to read 'Brian Sherman'.

Brian Sherman, AM
President of the Trust

A handwritten signature in black ink, appearing to read 'Frank Howarth'.

Frank Howarth
Secretary of the Trust

MINISTER

The Hon. Nathan Rees, MP
Premier and Minister for the Arts

GOVERNANCE

The Museum is governed by a Trust established under the *Australian Museum Trust Act 1975*. The Trust currently has eleven members, one of whom must have knowledge of, or experience in, science, one of whom must have knowledge of, or experience in, education and one of whom must have knowledge of, or experience in, Australian Indigenous culture. Trustees are appointed by the Governor on the recommendation of the Minister for a term of up to three years. Trustees may hold no more than three terms. Vacancies may be filled by the Governor on the recommendation of the Minister. The President of the Trust is appointed by the Governor on the recommendation of the Minister. The Director of the Australian Museum (see [Appendix A, Organisation Chart](#)) is Secretary to the Trust and is responsible for the common seal. Trustees do not receive remuneration but may be reimbursed for expenses. (See [Appendix B for Trustee profiles and activities](#).)

This annual report is published in four parts: Our year in review, Performance reports, Financial statements and Appendices. All of the Museum's annual reports since 1998–99 are available at www.australianmuseum.net.au/Annual-Reports.

Further information on the research and education programs and services of the Australian Museum can be found at www.australianmuseum.net.au.

AUSTRALIAN MUSEUM

6 College Street Sydney NSW 2010
Open daily 9.30 am – 5.00 pm
(except 25 December)
t 02 9320 6000 f 02 9320 6050
info1@austrmus.gov.au
www.australianmuseum.net.au

ADMISSION CHARGES

General Museum entry	
Adult	\$12
Child (5–15 years)	\$6
Concession	\$8
Family (one adult, two children)	\$18
Family (two adults, two children)	\$30
Each additional child	\$3

Children under five years, Australian Government DVA Gold Cardholders, Australian Government 'Blue' Pensioner Concession Cardholders and Australian Museum Members FREE. Additional charges may apply to special exhibitions and activities.

© Australian Museum Trust 2009
6 College Street Sydney NSW 2010
ISSN 1039-4141.

Project management: Wendy Rapee
Editing: Ainsley Morrissey
Proofreading: Brendan Atkins
Design and production: Australian Museum Design Studio
Printed by SOS Print + Media Group

This annual report has been designed for accessible online use and distribution. A limited number of copies have been printed for statutory purposes.

2008–09 Annual Report cost: \$915

Australian Museum
6 College Street Sydney NSW 2010
Open daily 9.30 am – 5.00 pm
t 02 9320 6000 f 02 9320 6050
info1@austmus.gov.au
www.australianmuseum.net.au

Availability

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

Images

Front cover and page 5

The Collections & Research Building opened in November 2008. The design incorporates elements inspired by the scale pattern and iridescence of a butterfly's wing. Photo Carl Bento.

page 2

Visitor events coordinator David Bock prepares geological specimens for use in the *Search & Discover* interactive area. Photo Stuart Humphreys.

page 16

Exhibition production staff Albino Gimenez and Colin Johnston assemble an exhibit for the *Dinosaurs* exhibition. Photo Stuart Humphreys.

page 36

Conservation manager Colin Macgregor uses a laser scanner to produce a digital 3D image of an artefact. Photo Carl Bento.

page 72

Conservator Kate Brotherston assesses an artefact from the Pacific collection store. Photo Stuart Humphreys.



Communities

Contents

PART 1 – Our year in review	2	PART 4 – Appendices	72
Where the past meets the future	3	Appendix A – Organisation chart	73
Our Vision	4	Appendix B – Trustee profiles and activities	74
2008–09 highlights and snapshots	5	Appendix C – Executive profiles and management activities	76
President’s report	11	Appendix D – Guarantee of service	81
Director’s report	12	Appendix E – Staff, EEO and OHS statistics	81
Performance snapshot	13	Appendix F – Australian Museum Volunteers	85
Revenue generation	13	Appendix G – Key acquisitions and donations to research and collections	86
Delivering to the community	14	Appendix H – Recognising Research and Collections Division staff achievements	89
Authoritative research	15	Appendix I – Honorary appointments 2008–09	92
PART 2 – Performance reports	16	Appendix J – Overseas travel	93
Objectives and actions	17	Appendix K – Publications, conference papers, chaired sessions and presentations	97
Results and Services Plan	19	Appendix L – Grants	110
Key result area 1 – Delivering services	20	Appendix M – Disability Action Plan	114
Key result area 2 – Developing relationships	30	Appendix N – Ethnic Affairs Priority Statement	114
Key result area 3 – Building capabilities	32	Appendix O – Use of consultants	115
Key result area 4 – Increasing resources	33	Appendix P – Energy Management	115
PART 3 – Financial statements	36	Appendix Q – Heritage management	115
Financial commentary	38	Appendix R – Waste reduction and recycling	116
		Appendix S – Privacy and personal information	116
		Appendix T – Freedom of information	116
		Appendix U – Code of conduct	118
		Appendix V – Credit card certification	118
		Appendix W – Benefactors and Sponsors	119
		INDEX	120

Our year in review



WHERE THE PAST MEETS THE FUTURE

The Australian Museum is a leading cultural attraction and scientific research institution located in Sydney's CBD.

We are on a mission to inspire the exploration of nature and culture.

Within our sandstone walls and online, people discover the stories of indigenous cultures and life on Earth, told through exhibitions, displays and websites that provide the latest in digital interactivity.

At the heart of the Museum is an irreplaceable collection of more than 16 million objects – specimens of creatures large and small, samples from the mineral kingdom, and cultural artefacts from Indigenous Australia and the Pacific.

The collection represents a physical timeline of environmental and cultural history. It is accessed daily by research staff at the Museum, scientists in other institutions worldwide, students, and local community groups reconnecting with their material cultural heritage.

All are linked in the search for answers to pressing environmental and social challenges – the loss of biodiversity, a changing climate and the search for cultural identity.

To continue our critical mission, we rely on funding not just from the NSW State Government but increasingly from Museum supporters.

In fact, more than a third of our annual budget is now raised through admission charges, commercial operations such as venue hire, and hard-won research grants.

As Australia's first museum, we have inspired many generations. But in one sense our work is only just beginning. The future beckons.

CHARTER

The Australian Museum is a statutory body established under the *Australian Museum Trust Act 1975*. The Museum is principally funded by the NSW Government operating within the Department of the Arts, Sport and Recreation (2008–09). The objectives of the Act are to propagate knowledge about the natural environment of Australia and to increase that knowledge, particularly in the natural sciences of biology, anthropology and geology.

SERVICES

The Museum delivers services to clients and stakeholders in three main fields:

- ▶ **collection management** – the Museum maintains and develops the largest natural history and cultural collection in Australia with over 16 million registered items or lots
- ▶ **scientific research** – the Museum undertakes scientific research on its collection of objects and in the field to expand our understanding of the biota and indigenous cultures of Australia and the Pacific region
- ▶ **public programs** – the Museum presents a wide array of exhibitions, programs and events to raise community awareness of the biota and indigenous cultures of Australia and the Pacific region.

The outcomes of the Museum's service delivery are detailed within [Part 2. Performance reports](#).

The Museum's guarantee of service is shown in [Appendix D](#).

CUSTOMERS AND STAKEHOLDERS

The Australian Museum's main customers are:

- ▶ the community of NSW, which benefits from our public programs and research, and seeks knowledge and understanding of our cultural and natural worlds
- ▶ NSW Government agencies that rely on our knowledge of our cultural and natural worlds.

In collaboration with other museums, the Australian Museum reaches audiences across Australia and New Zealand with touring exhibitions. In collaboration with other scientific research institutions in Australia and internationally, the Museum contributes to our knowledge of our natural and cultural worlds. In addition, the Museum's website reaches an international audience.

Our key stakeholders are the NSW Government and organisations engaged in natural resources management or working with indigenous cultures.

Our other important stakeholders include:

- ▶ visitors from Australia and overseas
- ▶ donors, sponsors and partners, and Australian Museum Members
- ▶ our volunteers and our staff.

OUR VISION

A beautiful and sustainable natural world with vibrant and diverse cultures.

OUR PURPOSE

Inspire the exploration of nature and cultures.

OUR CONTEXT

As the Australian Museum, we seek to explore the tensions that characterise our Australian context. We recognise that we are:

- › a modern culture of European heritage, now multicultural, imposed on one of the oldest continuous cultures in the world
- › one of the most sparsely populated and most urbanised countries in the world
- › geographically isolated with a unique biodiversity, now challenged by a range of human impacts
- › able to access freely a wide array of knowledge while respecting the intellectual property rights of its owners.

As a natural history museum and scientific research institution, there are a range of challenges and opportunities that inform the Australian Museum's strategic direction. These include:

- › the goals and objectives of the NSW State Plan
- › the need to remain relevant in a rapidly changing world
- › a range of environmental and cultural issues, many of national and international significance, which are addressed through the Australian Museum's Research Strategy
- › building a representative collection of objects that provide a timeline record of culture and nature across NSW, Australia and the Australasian-Pacific region
- › meeting the access, learning and enjoyment needs of the communities with whom we engage
- › maintaining and building corporate capabilities in the face of declining Government funding.

OUR VALUES

As the Australian Museum, we seek to be:

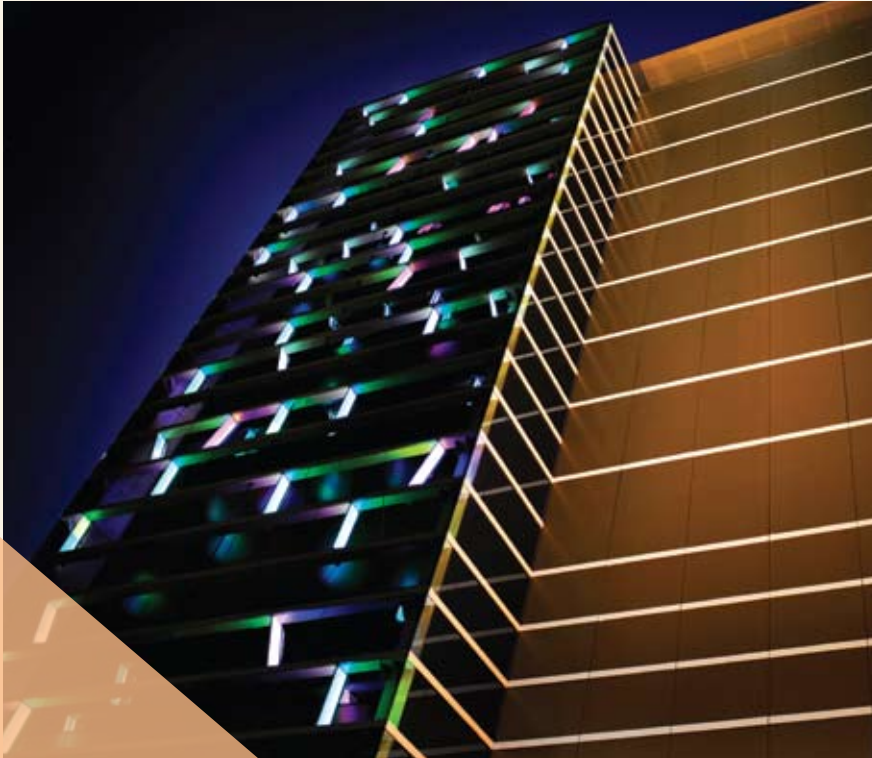
- › egalitarian and fair-minded
- › willing to use humour and not take ourselves too seriously
- › inquisitive and explorative
- › creative and innovative
- › truthful and authoritative
- › outgoing
- › respectful of the rights and views of others
- › engaged in a dialogue with all our audiences.

OUR GOALS

The Museum aspires to:

- › build a targeted time series of objects defining our natural and cultural world
- › unlock and share the knowledge in our natural and cultural collections
- › ignite enthusiasm for the skills that explorers and collectors use
- › find new connections across nature, culture and our lives
- › capture the imagination of young, old and all those in between
- › provide a safe work place for visitors and staff
- › build an environmentally sustainable workplace to promote and demonstrate sustainability values.

2008–09 highlights and snapshots



Delivering on promises

Change, they say, is never-ending. So too is the need to reinvent, renew and revitalise the Australian Museum.

The year to June 2009 has seen several projects reach fruition. Without doubt, the most significant is the completion and commissioning of the Collections & Research Building, followed closely by a complete overhaul of the Museum website to enable greater interaction with our online audiences.

There is a renewed sense of vitality about the Museum as we continue to fulfill our mission of inspiring the

exploration of nature and culture. But, like change and revitalisation, the work is never done.

A CONCRETE COMMITMENT TO SCIENCE

The Collections & Research Building provides a secure and sustainable environment for much of the Museum's zoology collection of some 10 million specimens. It also provides a safe working environment for up to 90 staff with contemporary offices and new laboratories.

Moving specimens and staff into the new building has been an enormous but very satisfying logistical task. It has freed up our space-starved site to create new areas for Australian Museum Members, volunteers and archival storage.

ENGAGING ONLINE

Taking the Museum's popular website to new levels of engagement has presented some major challenges. But we've done it – a revamped website that's now better equipped to meet interactive minds of all ages with:

- ▶ the latest event information
- ▶ improved functionality
- ▶ news, blogs, videos and comments.

1 The Museum's revamped website has many new features that allow users to customise their experiences.

2 Dr Rebecca Johnson heads the Museum's DNA laboratory in the Collections & Research Building. The new DNA lab plays a critical role in taxonomic and wildlife research, and it undertakes forensic studies for government authorities. *Photo Stuart Humphreys.*

Engaging with communities

The Museum and its collections attract people from Sydney, rural Australia and internationally with more than 320,000 visitors in 2008–09. Museum visitors come to make cultural connections, interact with Museum science and engage with the Museum's displays and exhibitions.

CREATING SPECIAL EXHIBITIONS

Museum staff designed and created two special exhibitions in 2008–09:

- ▶ *Frank Hurley: Journeys into Papua* presented selected items from the Museum's extensive Hurley photographic collection and Papuan artefacts from the Pacific collection.
- ▶ *Climate Change: Our Future, Our Choice* (jointly with Scitech, Perth) examined future world scenarios and what actions we can take. The exhibition design employed low-energy projectors and screens, and recyclable materials.

The Museum presented several special exhibitions from other museums, including:

- ▶ *Papunya Painting: Out of the Desert*, from the National Museum of Australia, Canberra
- ▶ *Wildlife Photographer of the Year*, from the Natural History Museum, London
- ▶ *When Mammoths Roamed*, from the National Museum of Natural History, Paris.

REACHING OUT TO KIDS OF ALL AGES

Our younger audiences know how to enjoy themselves at the Museum. This year has seen:

- ▶ a new puppet show featuring Winnie, the life-sized Muttaborrasaurus
- ▶ a revitalised program for the under 5s
- ▶ mammoth and dinosaur-themed sleepovers attracting almost 400 people.

ENGAGING WITH REGIONAL SCHOOLS

The Museum continues to develop programs for older students and those in regional areas of New South Wales with:

- ▶ BugWise for Schools, which has extended biodiversity research work by Australian Museum entomologists to schools across New South Wales
- ▶ Science in the City, Suburbs and Bush, which increased participation to 12,000 students in 2008–09
- ▶ Museum in a Box® and Department of Education and Training (DET) Connected Classrooms programs, which delivered teaching resources to around 69,000 students across New South Wales.

ONLINE COMMUNITIES

The Virtual Museum of the Pacific will feature 400 objects once completed. More than just an online catalogue, it will include stories about the cultural objects.

1 Richard Campbell returned to the Museum as the *Indigenous Australians* studio artist in June 2009 following a similar 3-month stint in 2008. *Photo Stuart Humphreys.*

2 Winnie the dinosaur puppet played to packed houses during the January 2009 school holidays. *Photo Carl Bento.*

3 A group of boys of Tongan, Fijian, Maori Samoan and Niuean descent from Granville Boys High School visited the cultural collections at the Museum in April 2009 and discovered many poignant and life-changing connections to their cultural heritage. *Photo Finton Mahoney.*

4 Australian Museum Members organised a series of events for Members, including behind-the-scenes tours of the Museum. *Photo Stuart Humphreys.*

5 Museum in a Box® and DET Connected Classrooms extend the Museum's reach to regional New South Wales. *Photo Stuart Humphreys.*

6 Museum staff dance on the renewable energy dance floor in the *Climate Change: Our Future, Our Choice* exhibition. *Photo Helen Wheeler.*

7 International visitation to the Museum increased by 11% in 2008–09, thanks to a successful tourism marketing program. *Photo Stuart Humphreys.*



Transforming science into outcomes

Museum scientists are striving to better understand the critical environmental and cultural issues facing our region.

Museum research is organised under eight program areas to ensure a strategic approach. Central to our research work is the largest natural science and cultural collection in Australia – more than 16 million registered items to be preserved, catalogued and accessed for research purposes.

PUBLISH OR PERISH

Scientists measure their success by the number of articles published in scientific journals – hence the maxim ‘publish or perish’. Australian Museum researchers produced 170 scientific publications in 2008–09, much of it in leading peer-reviewed journals. Each publication represents new knowledge of the natural world or better understanding of living cultures – vital knowledge that counts.

RESEARCH AND COLLECTIONS GRANT SUCCESS

The Museum’s Research and Collections Division received grants totalling \$806,760 in 2008–09 (up from \$698,418 in 2007–08), an important part of our funding. The Museum administered 21 grants and participated in a further 16 funded projects administered by other institutions.

CARING FOR COLLECTIONS

The centrepiece of the Museum’s revitalisation program is the new Collections & Research Building to house much of the Museum’s zoology collections and the skilled people who research them. The purpose-built facility includes new laboratories, workspaces and collection storage areas.

In May 2009, the Mineralogy and Palaeontology sections moved into refurbished offices and collection areas in the Parkes Farmer wing of the Museum.

BIODIVERSITY CONSERVATION AND MANAGEMENT

Museum scientists participated in 26 research projects into human impacts on biodiversity. These investigated:

- ▶ groups having limited geographical distribution that are at risk from mining
- ▶ connectivity of coral reef systems and populations
- ▶ potential impacts of climate change on species distributions and ecological processes
- ▶ development of innovative tools for biodiversity assessment and monitoring.

AUSTRALIAN MUSEUM BUSINESS SERVICES

The commercial arm of the Australian Museum, Australian Museum Business Services (AMBS), relocated to the Museum’s College Street site in December 2008. AMBS undertakes ecological, archaeological and heritage studies for a range of clients – and made a surplus for the 2008–09 financial year.

1 The Museum acquired many significant objects for the collection, such as this 12-faced slit drum, purchased with the support of the Australian Museum Foundation. *Photo Carl Bento.*

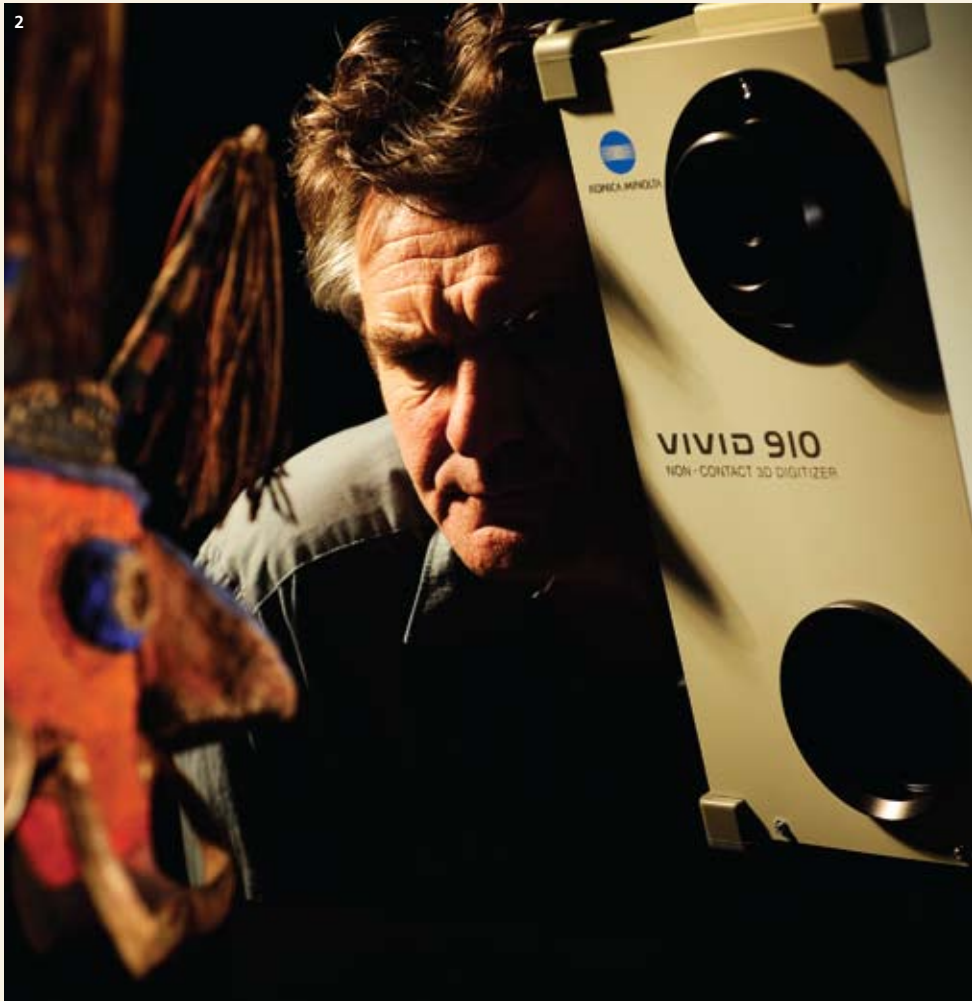
2 Materials Conservation Manager Colin Macgregor operates a laser scanner, bought with generous support from the Australian Museum Foundation. The scanner creates a detailed digital record of objects – an invaluable tool for Museum research and materials conservation. *Photo Carl Bento.*

3 Bird Collection Manager Dr Walter Boles moving specimens into the Collections & Research Building. *Photo Stuart Humphreys.*

4 We’ve spent 200 years accumulating valuable information about the environment. The Atlas of Living Australia project is now linking databases globally to make the information readily accessible. *Photo Brooke Carson-Ewart.*

5 Museum staff published descriptions of more than 80 new species – an average of one new species every four days – like this one, *Sigaloseps ruficauda*, from New Caledonia. *Photo Ross Sadlier.*

6 The Australian Museum Lizard Island Research Station continues to provide world-class facilities for coral reef research. In 2008–09, the station upgraded accommodation for visiting scientists, updated marine laboratories and aquarium facilities, and replaced some of its boat fleet thanks to funding provided by the Lizard Island Reef Research Foundation. *Photo Bob Lamb.*



Sustaining the Museum

The Museum aims to maintain a healthy triple bottom line of financial performance, cultural awareness and environmental responsibility in everything it does.

In 2008–09 the Museum continued to raise a larger share of its own revenue through:

- ▶ **venue hire, which attracted over 15,000 people to 214 functions**
- ▶ **launch of a new giving program**
- ▶ **new Museum-branded products such as sweets, clothing and souvenirs.**

The Museum launched Science Morning Teas, a social inclusion project with the Salvation Army's Oasis Centre. These special morning events support homeless parents in parent–child relationships and parenting literacy.

For our visitors, we also implemented new way-finding signage throughout the Museum and rolled out green initiatives such as waste watch and new bicycle racks.

REVITALISATION, CONTINUED

The opening of the Collections & Research Building in November 2008 has freed up areas for renovation and restoration. Many staff and collections have now been relocated to refurbished and contemporary work spaces.

Other revitalisation work included upgrading the ever-popular *Skeletons* exhibition with upgraded displays, new lighting and a complete facelift.



1

1 & 2 Just some of the growing range of Museum-branded products released in 2008–09. Photos Australian Museum.

3 Heritage buildings such as the Museum's have special maintenance requirements such as the use of copper roofing on the Barnet Wing, built in the 1860s. Photo © Greg Bradley, Dynamic Roofing.

4 New way-finding signage has allowed visitors to undertake self-guided tours. Photo © Mark Tatarinoff, Dot Dash.



2



3



4



PRESIDENT'S REPORT

It is a great pleasure to look back on the Museum's achievements for the year to June 2009, and to make what will be my last annual report as President of the Australian Museum Trust. Having served three 3-year terms, the maximum possible for a Trustee under the governing legislation, it is with some sadness that I will retire from the Trust at the end of December.

This year our new Collections & Research Building, the first major new building to be constructed at the Museum for 20 years, was finished according to plan. Providing safe, modern laboratories and offices for up to 90 staff, the new building also brings together much of the Museum's zoology collection in purpose-built storage facilities for 10 million scientific specimens.

This year has seen the launch of the Museum's new website, the centrepiece of which is a new content management system which allows for much greater interaction between and among the Museum and the public. The Museum maintained its vibrant public programs through the year, including temporary exhibitions such as *When Mammoths Roamed*, *Papunya Painting: Out of the Desert*, and *Climate Change: Our Future, Our Choice*. The last was a particular highlight for the Museum, featuring innovative new media and a uniquely sustainable approach to design and fabrication. Other public program initiatives ranged from the new Muttaborrasaurus dinosaur puppet show, to Science Morning Teas, a social inclusion project in conjunction with The Salvation Army, to the Museum in a Box® program which delivered teaching resources to nearly 70,000 school students across NSW.

There were some particularly important acquisitions to the cultural collections in

the past year, including a rare example of a 12-faced wooden ceremonial slit drum (*atingting kon*) from the island of Ambrym in Vanuatu. Few men now hold the traditional rights to sponsor the carving of these large and impressive objects, so the drum is a valuable addition to the Museum's Pacific collection. Three important works by contemporary Indigenous artists Yvonne Koolmatjie, Owen Yalandja and Craig Koometa were purchased and will be on display as part of the forthcoming *Menagerie: Contemporary Indigenous Sculpture* exhibition. I am pleased to acknowledge the support of the Australian Museum Foundation, which made all of these acquisitions possible.

There were significant changes to the Australian Museum Trust this year, which has been expanded from 9 to 11 members. I am delighted to welcome three new Trustees, Michael Chaaya, Alison Page and David Sherley, to the Trust, and delighted to note the reappointment of Sam Mostyn and Ronnie Harding. I would also like to acknowledge the enormous contribution that has been made by retiring Trustee Michael Seyffer, particularly his contribution to the successful completion of the Museum's gallery refurbishments and the Collections & Research Building.

In making my final report as Trust President it is exciting to reflect on how much the staff and supporters of the Museum have managed to achieve in the nine years since I joined the Trust in 2001. Some of the highlights during or over this time were:

- ▶ a major program of capital works at College Street, including construction of the new Collections & Research Building and two major new permanent exhibitions, *Dinosaurs* and *Surviving Australia*
- ▶ the continuing strength of scientific research, including the description of hundreds of new species, the publication of nearly 1500 scientific papers and books, and the receipt of over \$13 million in external research grant funding, plus a multitude of other grant funding
- ▶ continued growth in the size and community profile of the Australian Museum Eureka Prizes, now in its 20th year
- ▶ introduction of an integrated collection management system, and the acquisition of an estimated 2 million additional items into the Museum's collections.

In the 2002 Annual Report I wrote, *'The Australian Museum has never rested on its laurels, but has always strived to remain a pioneer. It is testament to its intelligent leadership that the Museum continues to be at the cutting edge of its many fields of expertise'*. I am proud to say that this remains as true today as it was when I commenced as President. I would like to thank all present and past staff and volunteers, Australian Museum Members, my fellow Trustees, fellow members of the Australian Museum Foundation and the Lizard Island Reef Research Foundation, and the Museum's donors and sponsors for making that happen. And of course, I would particularly like to thank and acknowledge Frank Howarth for the sterling job he has done as Director of the Australian Museum.

A stylized, handwritten signature in black ink.

Brian Sherman, AM
President of the Trust



DIRECTOR'S REPORT

As I write this report, a visitor to the Australian Museum can enjoy two special exhibitions, *When Mammoths Roamed* and *Climate Change: Our Future, Our Choice*. *Mammoths* takes a visitor into the world of the last ice age, while *Climate Change* explores how an individual's everyday decisions could impact on the world of the future. Both invite a visitor to consider two of the most pressing issues facing humanity: the loss of biodiversity and climate change. Together they explore the issues in a way that perhaps only a museum can do: simultaneously looking forwards and backwards at a scale that becomes relevant at a personal level.

The celebrated American museum commentator Stephen E Weil wrote that museums that prosper into the future will be those that are *for someone*, not *about something*. In other words, they must be relevant. In a time of global financial crisis and diminishing resources, this has become truer than ever.

I am proud to say my colleagues at the Australian Museum are embracing the challenges and opportunities created as our role, indeed the role of all museums, continues to evolve. Maintaining and increasing our relevance to the community, whether through unlocking our collections, our research or through our public programs, remains the Museum's greatest priority.

The Museum is currently seeking funding for a major new initiative, Australia's first research and training facility for DNA barcoding, a new technique that will revolutionise our capacity to manage biodiversity. Rapid identification of plants, animals and pathogens is crucial for Australia to manage threats to its biodiversity and biosecurity from

invasive pests, climate change impacts, environmental degradation and new pathogens. The new facility will draw on the Museum's expertise in taxonomy and collections to help secure Australia's future in agriculture, fisheries, biosecurity and biodiversity protection.

Scientific research on key issues such as the impact of climate change, invasive species and biodiversity loss remain a critical focus for the Museum. In particular, scientific collaboration on a national and international level will be important for the Museum into the future. The Australian Museum will continue to be a driving force in the national Atlas of Living Australia project. This aims to develop a biodiversity data-management system that will link Australia's biological knowledge with its scientific and agricultural reference collections in museums, universities and herbaria across the nation. The Museum will also continue to play a significant role in the Consortium for the Barcode of Life, an international initiative devoted to developing DNA barcoding as a global standard for the identification of biological species.

Engaging with Sydney's Indigenous and Pacific Islander communities remains a priority for the Museum. We are exploring new ways to make collections accessible, such as the experimental Virtual Museum of the Pacific. This project relies on cutting-edge technologies, in terms of digitisation and the web interface and its navigation technique, to provide the user with an unparalleled degree of flexibility and interactivity in how they engage with objects in the digital realm. The repatriation of Aboriginal ancestral remains and secret and sacred objects will continue to be another important program, as is continued planning for a possible

Indigenous Cultural Centre on the eastern end of the College Street site.

Over the longer term, we will continue to enhance the visitor experience at the Australian Museum by upgrading the public galleries and engaging our visitors with an exciting program of temporary exhibitions. Planning for the new Indigenous Australia and Pacific galleries is underway, and we are actively exploring partnership opportunities for touring programs with museums in Asia.

Underpinning all of our initiatives moving forward will be an emphasis on the Museum's ability to generate larger and wider streams of income. We will be implementing a number of new revenue-generating programs including new licensing initiatives and a bequest program. We will continue to highlight the relevance of our collections, research and public programs to our sponsors, donors and commercial partners. We hope to continue to enjoy the financial support of the Australian Museum Foundation and the Lizard Island Reef Research Foundation, who are such effective advocates on behalf of the Museum.

Finally, I would particularly like to take this opportunity to thank the Museum's staff, volunteers and Trustees for their dedication, enthusiasm and creativity. I am fortunate to be joined by such a great group of colleagues as the Australian Museum moves forward on the next stage of its journey.

Frank Howarth
Director of the Australian Museum

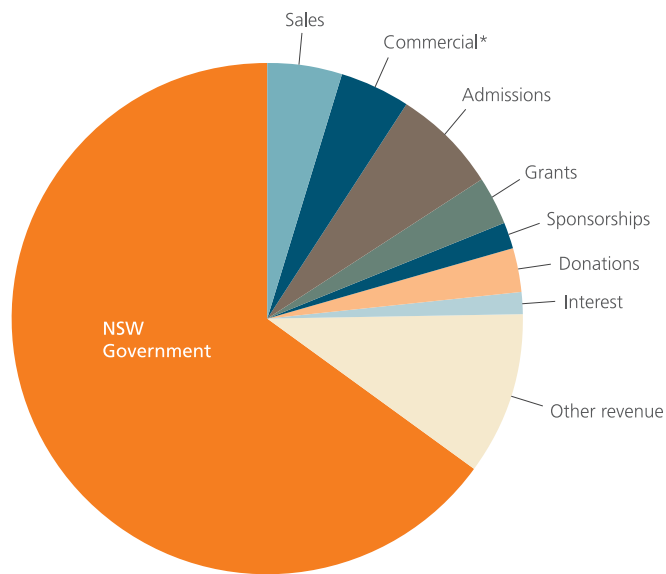
PERFORMANCE SNAPSHOT

Over 2008–09 the Australian Museum faced some significant challenges, perhaps the biggest of which was the turbulence in the world economy and its impact on tourism, government budgets and the increasingly competitive environment for attracting donors and sponsors. In the context of these challenges, the Museum's performance in terms of revenue generation and visitation is particularly encouraging.

REVENUE GENERATION

While the State Government of NSW, through the Department of the Arts, Sport and Recreation (2008–09) was the major funding source for the Australian Museum, the Museum was able to generate more than \$12.9 million, over one-third of its total funding, from other sources such as admissions revenue, sales, research grants and venue hire (Figure 1.1). This represents a significant jump in the amount of revenue the Museum has earned compared to previous years (Figure 1.2). Particularly large increases in revenue, compared to the previous financial year, were achieved in the areas of venue hire and consulting income (up approximately \$274,000 or 21 per cent), in shop sales (up approximately \$214,000 or 21 per cent) and admission fees (up approximately \$579,000 or 30 per cent).

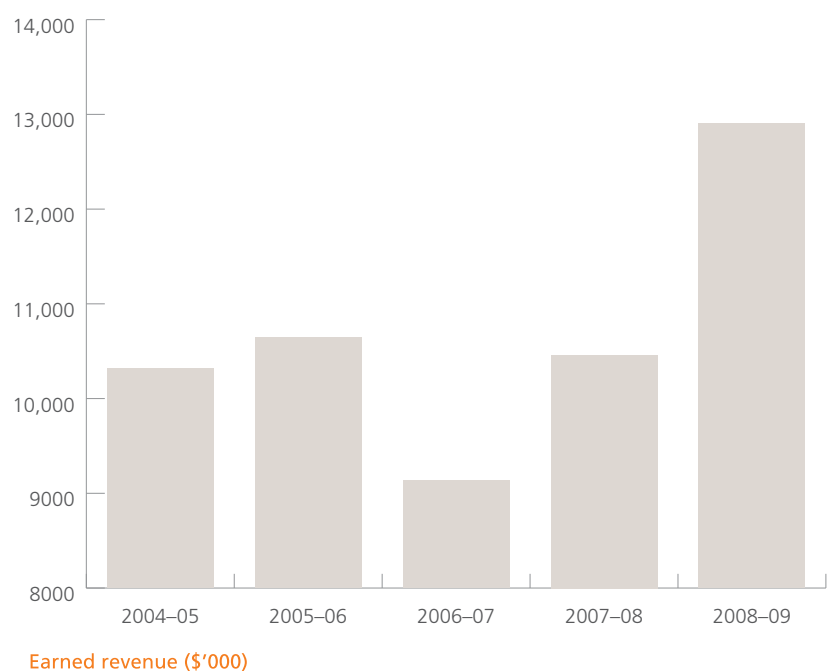
Figure 1.1 Australian Museum revenues, 2008–09



Total = \$36.7 million (excluding capital funding)

*Includes venue hire and consulting revenue

Figure 1.2 Australian Museum-earned revenue (excluding NSW Government recurrent and capital), 2004–05 to 2008–09



DELIVERING TO THE COMMUNITY

One of the core drivers of these revenue increases was the continuing strong onsite attendance to the Australian Museum's public programs (Figure 1.3). More than 320,000 people enjoyed the diverse range of permanent and temporary exhibitions at the Museum's College Street venue, including *When Mammoths Roamed*, *Papunya Painting: Out of the Desert*, *Wildlife Photographer of the Year* and *Climate Change: Our Future, Our Choice*. Virtual visitation was also strong, with over 14 million user sessions (or unique visitors). Over the last two years the Museum has been rebuilding its website and project completion in June 2009 is expected to drive increases in online visitation into the future, through new content and greatly enhanced user interactivity.

Onsite visits at the Australian Museum were arranged for 33,400 school visitors including 11,438 students who were engaged through stimulating educator-led programs. Offsite, the Museum in a Box® program was accessed by 68,600 preschool, primary or secondary students through 420 loans to schools or at Museum events. The popularity of this program (Figure 1.4) was enhanced by the introduction of new Spider and Dinosaur boxes. Other offsite programs serving students throughout NSW included the Evolution of Australian Biota Study Day and Human Story Study Day.

Science in the City, Science in the Suburbs and Science in the Bush delivered hands-on science workshops, shows, talks and an Expo to 12,000 high school and primary school students in communities across NSW. The growing popularity of these programs (Figure 1.5) underlines its role as the premier annual science education experience for school students in NSW.

Figure 1.3 Annual onsite visitation, Australian Museum, 2004–05 to 2008–09

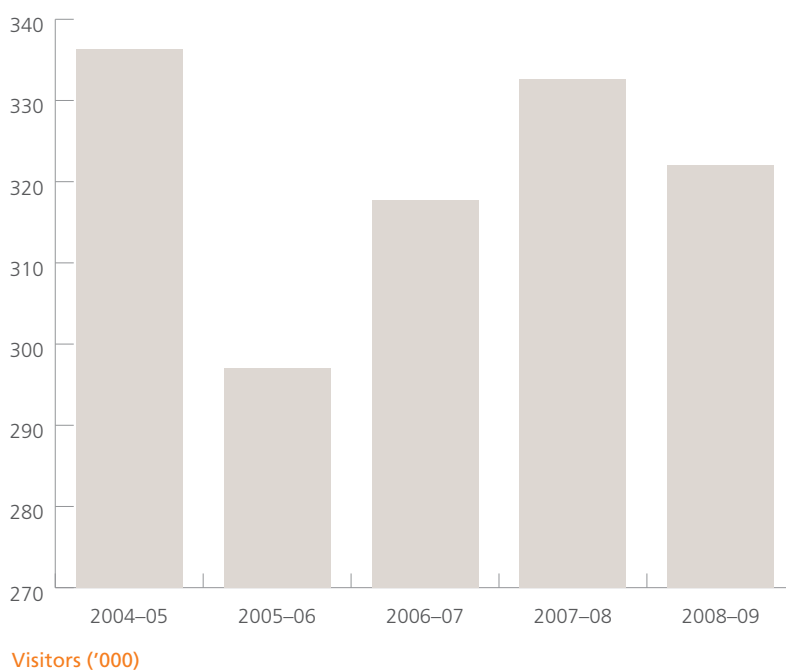


Figure 1.4 Student participation in Museum in a Box®, 2004–05 to 2008–09

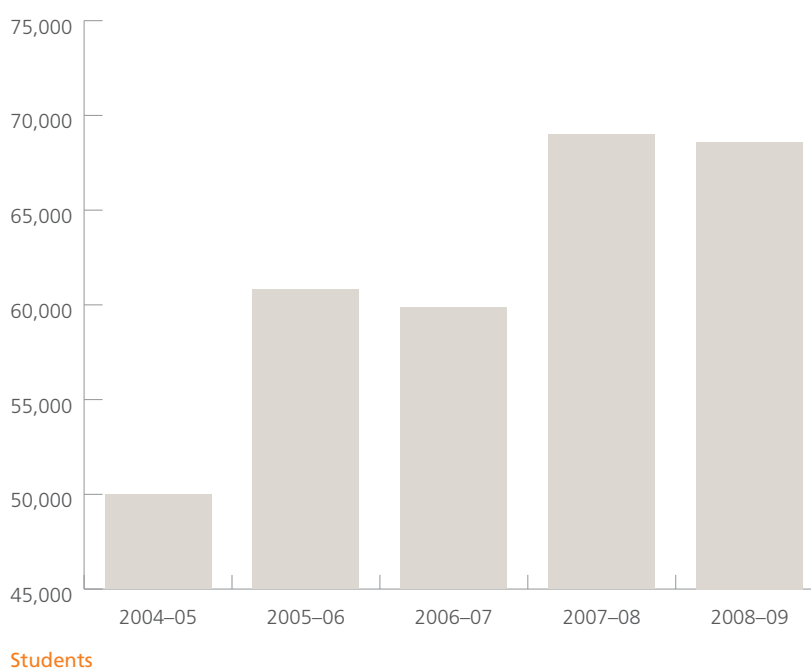
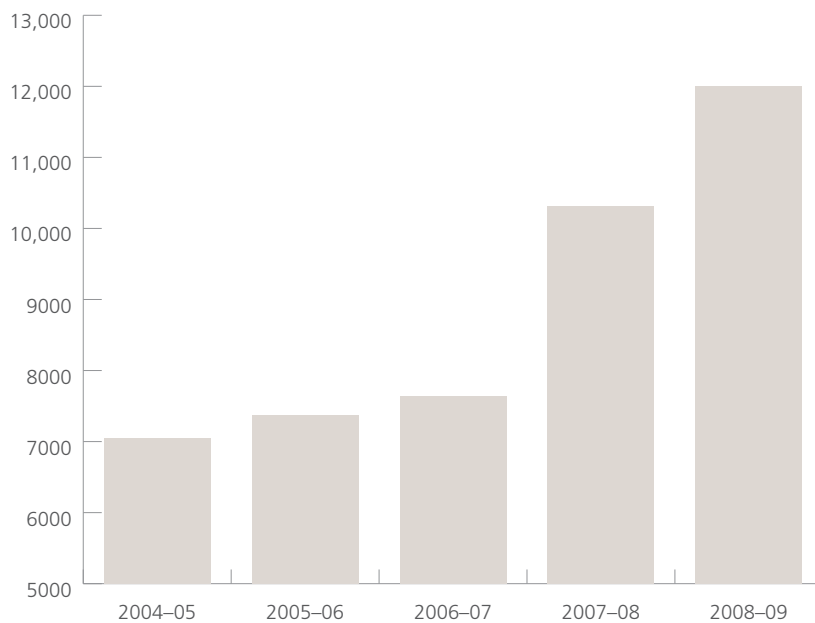


Figure 1.5 Student participation in onsite and offsite Australian Museum science communication programs, 2004–05 to 2008–09



Students

Figure 1.6 Australian Museum research publications, 2004–05 to 2008–09



Publications

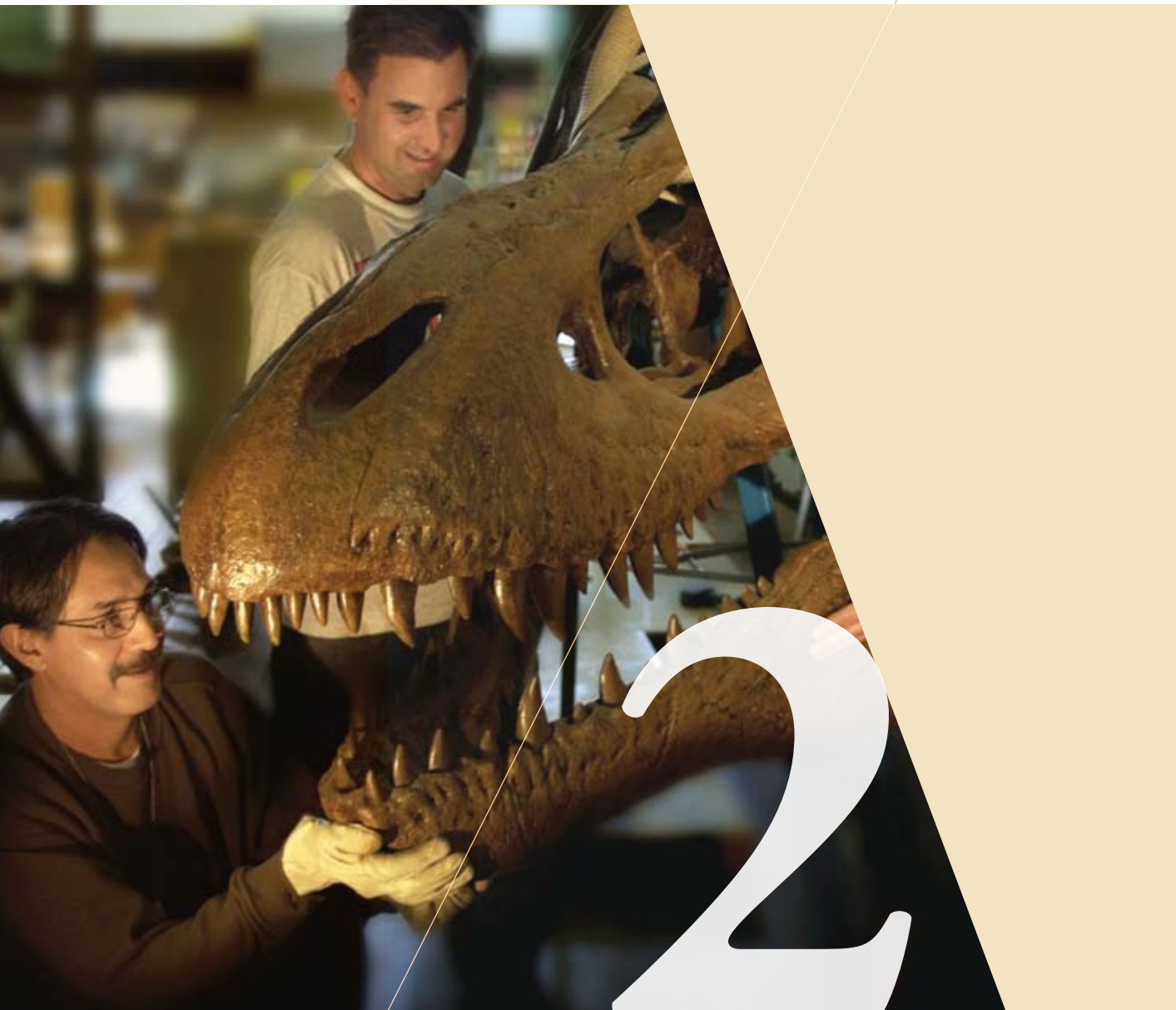
AUTHORITATIVE RESEARCH

The Museum faced considerable challenges this year with the completion of the Collections & Research Building. The move to the new building and refurbishment of the vacated spaces involved shifting over 70 staff and their equipment into the new offices and laboratories. Just over 10 million collection items were also transferred into new storage facilities.

Despite the enormous effort involved in this move, the Research and Collections Division maintained its research and communication of scientific knowledge outputs:

- ▶ Taxonomic research, and the description of new species, is a major scientific focus at the Australian Museum. Its science programs are addressing gaps in our knowledge of Australasian biota in marine, terrestrial and freshwater environments. In 2008–09, Museum scientists described 86 new species.
- ▶ Research and Collections staff maintained a strong publication record that included refereed journals, books and book chapters, abstracts, published conference papers, web publications, commissioned reports, and films (Figure 1.6). Especially significant is that refereed journals represented 65 per cent of all publications – an important means of communicating authoritative research findings to other scientists and the wider community.
- ▶ Research and collections staff were involved in numerous projects of national and international significance. In 2008–09, Research and Collections staff received and administered 21 grants and also acted as chief or principal investigators in 16 grants administered by other institutions. The total grant funding to the Australian Museum this financial year was \$806,760 (see [Appendix L Grants](#)).

Performance reports



OBJECTIVES AND ACTIONS

To achieve our goals, the Museum focuses its activity, operations and initiatives under four key result areas:

- ▶ **Delivering services**
our mix of programs, services and research
- ▶ **Developing relationships**
our strategic alliances and reputation
- ▶ **Building capabilities**
our staff, culture and systems
- ▶ **Increasing resources**
our revenue generation and asset acquisition.

The following summary of operations addresses these four key result areas as specified in the *Australian Museum Corporate Strategic Plan 2008–09 to 2012–13* available at www.australianmuseum.net.au/Corporate-Strategic-Plan.

Results and Services Plan

Key Result Area 1 Delivering services

Exhibitions
Audience research
Visitor services
Learning services
Science communication
Australian Museum Members
Online services
Collections
Research and knowledge generation
Research library and archives services

Key Result Area 2 Developing relationships

Institutional collaborations
and research partnerships

Key Result Area 3 Building capabilities

Human resources
Policies and procedures

Key Result Area 4 Increasing resources

Financial efficiency
Corporate partners
Commercial services
Consulting services
Assets

Figure 2.1 How the Museum’s services produce results and outcomes

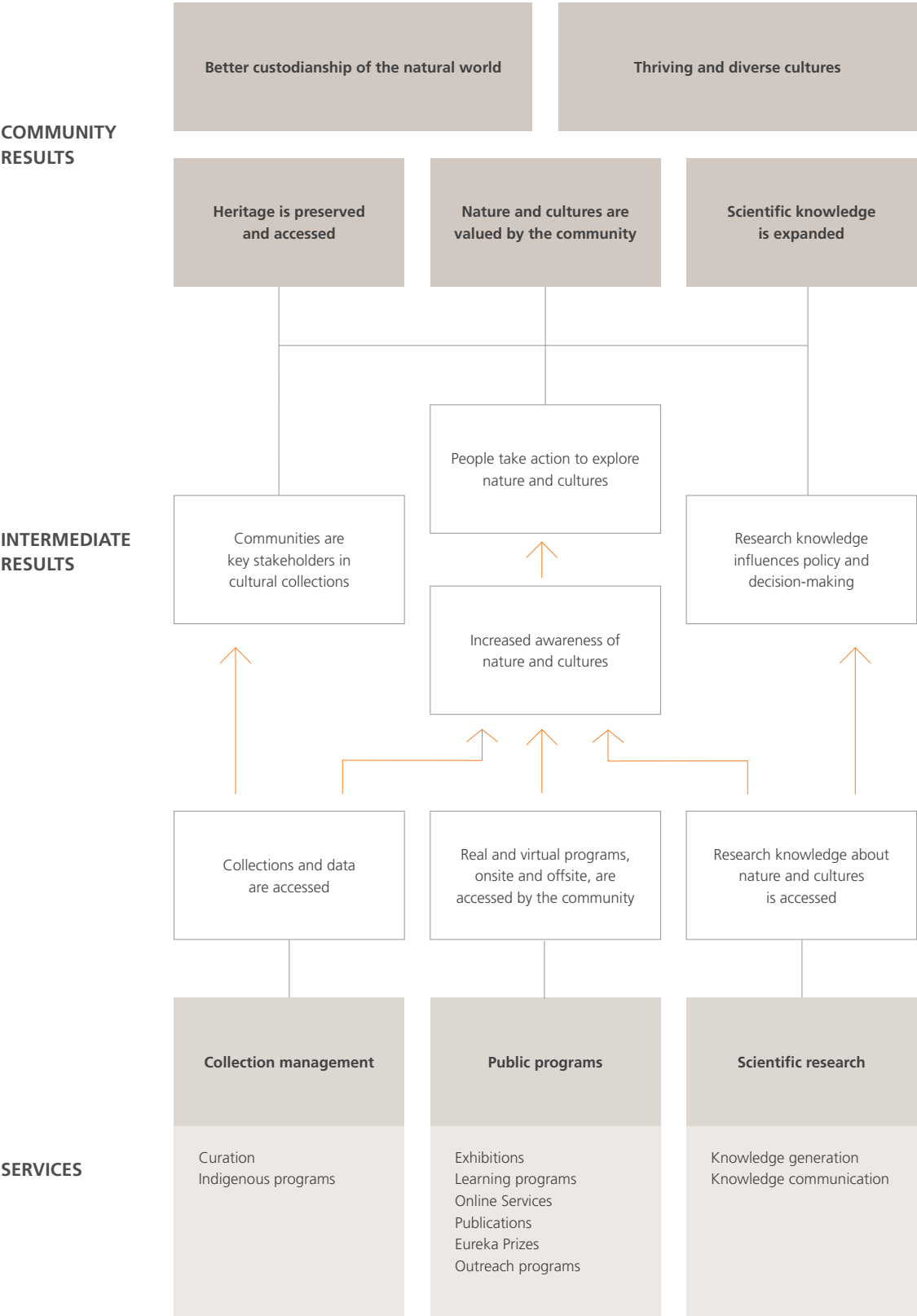


Table 2.1 Services measures

Service group	Service measures	Target	Actual
Collection management			
Curation Collections integrity Databasing	Collections Integrity Index ⁽¹⁾ Number of records in electronic database	75 1.47 million	71 1.572 million
Indigenous programs Repatriation	Percentage of secret/sacred Indigenous collection identified for repatriation	81%	87%
Scientific research			
Knowledge generation	Research expenditure Average value of grants	\$8 million \$45,000	\$8.941 million \$31,029
Knowledge communication	Number of scientific publications	160	170
Public programs			
Onsite services ⁽²⁾ Exhibitions Learning programs Science in the City Visitor programs ⁽⁴⁾	Number of exhibitions ⁽³⁾ Number of students served Number of students served Number of visitors served	18 34,000 5000 New indicator	18 33,400 4604 390,500
Online services	Number of website sessions ⁽⁵⁾	15 million	14.4 million ⁽⁵⁾
Outreach services			
Australian Museum Eureka Prizes Museum in a Box® Science in the Suburbs & Bush Indigenous community outreach	Audience reach of media coverage on prize winners Number of students served Number of visitors Number of communities assisted	16 million 60,000 5000 10	>16 million 68,600 6523 9

Notes

1. The Collection Integrity Index represents an overall assessment of the wellbeing of the Museum's collection based on 10 criteria.
2. Onsite visitors may access more than one service so that total services delivered exceeds total visitors stated elsewhere.
3. 'Exhibitions' are defined as public program events and activity centres above 50 m² and does not include smaller displays or showcases.
4. Visitor programs are made up of science interpretation activities and visitor events, school holiday programs, *Search & Discover* and *Kidspace*.
5. The decline in web visitation may be due to several factors: the restructuring of the website in 2008, plateauing demand and competition from competing websites.

RESULTS AND SERVICES PLAN

The Museum reports annually to the NSW Government on service delivery and results under its Results and Services Plan. Figure 2.1 shows how our services (collection management, public programs and scientific research) produce results for our customers and stakeholders in the short term and contribute to community outcomes over the long term and in collaboration with other agencies. Community outcomes can only be measured over time and at a whole-of-government level.

Table 2.1 indicates the service measures and actual results against targets for 2008–09.

Table 2.2 Results indicators

Notes

1. The decline in users of online collection information is a combination of redistributing content from the Museum's Wildlife of Sydney website and competition from other websites.

2. The decline in web visitation may be due to several factors; the redevelopment of the website in 2008, plateauing demand and competition from competing websites.

Community results	Intermediate results	Results indicators		Target	Actual
Heritage is preserved and accessed	Communities are key stakeholders in cultural collections	Percentage of Indigenous communities surveyed who are satisfied with access to collection		75%	78%
	Collections and data are accessed	Number of users of online collection information		873,000	483,401 ⁽¹⁾
		Number of external researchers accessing collections and data		1400	1198
Scientific knowledge is expanded	Research knowledge influences policy and decision-making	Percentage of key Government stakeholders surveyed who are satisfied with Museum input and advice on policy and decision-making		90%	100%
	Research knowledge about nature and cultures is accessed				
The community values nature and cultures	People take action to explore nature and cultures	Number of Australian Museum Members		7000	12,685
	People demonstrate increased awareness of nature and cultures	Percentage of visitors who understood themes and messages in exhibitions		80%	99%
	Real and virtual programs are accessed by the community	Increase in visitor numbers	in person	350,000 15 million	321,954 14.4 million ⁽²⁾
			virtually		
		Percentage of visitors satisfied with overall experience		90%	93%
		Increase in visitors satisfied with overall experience		20%	28%

Key Result Area 1 Delivering services

Our mix of programs, services and research will be relevant, focused and effective in inspiring the exploration of nature and culture

EXHIBITIONS

Strategic achievements

A new approach to the identification and commissioning of exhibitions is currently being reviewed, along with further development of the strategic approach to exhibition development. A range of major

temporary exhibition projects has been identified as potential headline exhibitions for 2010–13, some as inbound touring shows, and some to be developed by the Australian Museum. The work of concept development and partnership building to enable the successful delivery of this program is now underway.

Operating achievements

Onsite attendance to public programs was 321,954 compared to a target of 350,000 set for this financial year (Table 2.2). Total visitor numbers were two per cent above the average attendance for the preceding four-year period.

This achievement was due to the continued success of new flagship exhibitions, as well

as the exciting diversity of temporary exhibitions and other programs.

The Museum offered its College Street visitors a diverse range of informative and engaging exhibition experiences. The newest long-term onsite flagship exhibitions included *Surviving Australia* and *Dinosaurs* adding to existing exhibitions *Skeletons*, *Indigenous Australians*, *Planet of Minerals*, *Chapman Mineral Collection*, *Birds of Australia* and *Insects & Invertebrates of Land and Freshwater*. All were available with payment of the general admission fee.

The Museum was host to five major temporary exhibitions, three of which were available without an additional entry fee (Table 2.3).

Table 2.3 Visitors to major temporary exhibitions, 2008–09

Notes

1. An additional entry fee was charged for this exhibition.
2. Visitor numbers are for 2008–09 however some display periods span financial years. Some of these exhibitions overlapped in their display and so the total above exceeds the annual onsite attendance (321,954).

Exhibition	Dates	Visitors (number)
<i>Papunya Painting: Out of the Desert</i> ⁽¹⁾ from the National Museum of Australia, Canberra	5 July – 2 November 2008	18,524
<i>Wildlife Photographer of the Year 2008</i> from the Natural History Museum, London	13 December 2008 – 22 March 2009	101,797
<i>Frank Hurley: Journeys into Papua</i>	29 March 2008 – 15 March 2009	228,561
<i>When Mammoths Roamed</i> ⁽¹⁾ from the National Museum of Natural History, Paris	10 April – 24 July 2009	42,885
<i>Climate Change: Our Future, Our Choice</i>	2 May – 16 August 2009	46,444
Total		438,211⁽²⁾

The Museum also presented seven smaller displays and exhibits:

- ▶ *Lizard Island*
- ▶ *Eureka 20th Anniversary* (incorporating the *New Scientist* Eureka Prize for Science Photography 2008)
- ▶ *Materials Conservation*
- ▶ *The Wollemi Pine*
- ▶ *The Thylacine*
- ▶ *Papunya Art*
- ▶ *Up Close and Spineless Photography Competition*.

Offsite, the Museum managed three touring exhibitions at four venues in suburban Sydney, regional NSW or interstate. Table 2.4 shows the number of visitors at each of the locations.

AUDIENCE RESEARCH

Visitor feedback

The visitor surveys undertaken throughout the year (900 in total) have found a high level of satisfaction with all aspects of visiting the Australian Museum: general exhibitions (91 per cent satisfied or very satisfied), value for money (87 per cent satisfied or very satisfied), and overall visit (93 per cent satisfied or very satisfied). Ninety-eight per cent of visitors stated they

would recommend the Australian Museum to others. Families made up 48 per cent of visitors, 14 per cent were visiting alone and 59 per cent were repeat visitors. The new *Dinosaurs* exhibition is a major attraction for visitors of all ages.

Exhibition and program evaluation

The Museum conducted a range of evaluation studies during 2008–09 including:

- ▶ *Search & Discover* – 200 surveys completed to assess the current space and contribute to the development of Discover, a proposed new learning space.
- ▶ *Up Close and Spineless* photography competition – a self-complete survey conducted to assess the viability and future direction of this competition.
- ▶ *Wildlife Photographer of the Year* exhibition – a self-complete survey distributed to visitors to monitor their satisfaction with the 2009 exhibition.
- ▶ Volunteers Program – a detailed assessment of the program from both staff and volunteer perspectives.
- ▶ *Climate Change: Our Future, Our Choice* exhibition – both formative and summative evaluations were undertaken.
- ▶ Science Morning Teas – a study to gauge the success of this new initiative aiming to engage disadvantaged young parents with Museum activities.
- ▶ Pacific Cultures – a suite of detailed consultations were conducted with members of the Pacific communities in Sydney to contribute to the concept brief for a proposed exhibition.
- ▶ Teachers College – this full-day event was designed to engage teachers from a variety of schools in the development of future learning programs at the Museum.
- ▶ *Indigenous Australians* – 200 interviews were conducted to evaluate the current Indigenous exhibition and inform the development of a proposed new exhibition.
- ▶ Kids College – this annual event in 2009 focused on *Climate Change: Our Future, Our Choice*. Students from a range of schools contributed to the content and design of this new exhibition.
- ▶ *All About Evil* – A blogging experiment designed to test if we can engage our audiences in the development process for this potential exhibition.

Table 2.4 Museum exhibitions touring Australia, 2008–09

Exhibition	Dates	Visitors (number)
<i>Wildlife Photographer of the Year 2007</i> Newcastle Regional Library	2 June – 6 September 2008	not available
<i>Wildlife Photographer of the Year 2008</i> Queen Victoria Museum & Art Gallery, Launceston	11 October – 16 November 2008	10,980
<i>Wildlife Photographer of the Year 2008</i> South Australian Museum	11 April – 24 May 2009	not available
<i>Pacific Patterns</i> St George Regional Museum, Hurstville	1 April – 5 July 2008	4476
<i>Pacific Patterns</i> Newcastle Regional Library	4 August – 30 August 2008	not available
Total		Over 15,400

VISITOR SERVICES

The Museum's visitor programs incorporate science interpretive programs and visitor events such as school holidays, special events, environmental displays and events, exhibition extension programs, workshops, educational programs and live animals, *Search & Discover* information centre, *Kidspace* and specific under-5s children events and the Museum Volunteers program.

Of particular importance in 2008–09 was the opening of the *Dinosaurs* and *Surviving Australia* exhibitions. Services delivered under programs included:

- Information desk – 30,725 people made an enquiry at the information desk in the Atrium.
- Tours – 1758 visitors took advantage of highlight tours; 79 visitors on special tours; 645 children and adults visited the Museum after dark on torchlight tours, and 250 people were guided on a VIP tour.
- Workshops – 288 children booked into one of the 27 Science Made Easy workshops; 306 participated in Science in the City workshops run by Interpretive staff.

- Special events – included environmental displays, Threatened Species Day, Seniors Week, and Up Close and Spineless Photography competition and display.
- Touch Tables – 37,225 visitors stopped at our Skeleton, Minerals, Indigenous Australians and Birds Touch Tables (usually staffed by front-of-house volunteers).

School holiday programs

The object of holiday programs is to enrich the visitor experience, highlight the Museum's collections and engender a greater understanding of nature and culture through play. School holiday programs remain the biggest onsite visitor program. All programs are themed to the current major exhibition and aim to extend the reach of the exhibition.

The four school holiday programs run this financial year, focusing on the *Surviving Australia*, *Dinosaurs* and *Mammoth* exhibitions, attracted 106,823 visitors. The most popular was the January school holiday program, which brought to life the life-sized Muttaborrasaurus puppet with two shows daily, all filled to capacity.

Search & Discover

The Museum's information and resource centre, *Search & Discover*, helped 205,219 visitors find information about Australian animals, environments and Australia's Indigenous culture. The wide range of resources and access to researchers helped answer 2190 enquiries to a variety of natural history questions while providing an engaging hands-on exhibit space for all visitors.

The display space in *Search & Discover* was used for a variety of changing exhibits and activities. Community groups used the area to present displays exploring issues related to culture, biodiversity and conservation.

At other times, larger Museum exhibitions are extended, themed programs presented and entertaining activities offered. This area allows for partnerships to form and develop within the Museum and with external organisations. *Search & Discover* regularly updated displays within the exhibition to inform on current issues, either environmental or research based. These updates included information relating to common enquiries, seasonal changes, and other interesting pieces.

In September 2008, Museum Volunteers began transferring all registered specimens housed in *Search & Discover*, *Kidspace*,

Touch Tables and Learning Services spaces. This cataloguing was in preparation for adding the specimens to the main collection database, the Electronic Museum Management System (EMu).

Kidspace

Kidspace became increasingly busy during 2008–09 with the opening of the *Dinosaurs* and *Surviving Australia* exhibitions attracting many new under-5s visitors. These exhibitions, along with targeted promotion to metropolitan preschools, attracted a large number of visiting groups. A total of 63 groups and 1303 preschool children also booked into *Kidspace*.

The under-5s programs continue to engage the younger audience. The Family Day program runs twice every Thursday morning during the school term and is fully booked. Each week the program included a story related to the Museum's content, art experiences and specimens and attracted 1598 children and approximately 1400 adults. About half of all attendees are repeat visitors but many first-time users are taking advantage of this learning experience.

The Exhibition Hunts program is another activity gaining in popularity. These were designed to highlight selected exhibitions and extend the content of the exhibition to our younger audience. The program is an educator-led workshop that encourages children to think about the world they live in. Feedback received has been very positive, with the Dinosaur Hunt being the most popular. This program has attracted 878 children and approximately 825 adults this financial year.

LEARNING SERVICES

In 2008–09, the Museum provided a diverse range of education programs to meet the curriculum needs of school students.

Onsite visits were arranged for 33,400 students including 11,438 students who were engaged through stimulating educator-led programs.

An additional 1333 students took part in educator-led programs conducted offsite at five venues in metropolitan, regional and rural New South Wales.

Fifteen new programs were developed in five categories: new semi-permanent exhibitions, new temporary exhibitions, cultural collections access, visual arts, and video conferencing.

Other achievements for the year included:

- ▶ Two visual arts programs, Artlink and Artlook, were launched to an enthusiastic response.
- ▶ The Fashion Less Waste Competition and Fashion Parade were launched successfully with plans for an annual event promoting environmental sustainability.
- ▶ Teaching resources were modified in preparation for greater access via the Museum's new website.
- ▶ Twenty work-experience school students were placed across the Museum.
- ▶ Mentoring was given to Asei Sando (Natural History Museum, Papua New Guinea), Yasmin Haas (Macquarie University) and Sally Patfield (Audience Research Unit).
- ▶ The People to People program introduced 740 high school students from the USA to the culture of Australia's Indigenous peoples.
- ▶ Two Teacher Preview Nights were held for *Surviving Australia* and the temporary exhibitions *Climate Change* and *When Mammoths Roamed*.

Indigenous learning programs

Indigenous artist Richard Campbell was the official World Youth Week artist in July 2008. Visitors to the *Indigenous Australians* exhibition could watch Richard work during July and August as studio artist and exhibitor. The Changing Ways space in the *Indigenous Australians* exhibition featured *Life on the Darling*, a display of artworks loaned by Indigenous artists from Wilcannia, NSW.

An Indigenous Education Assistant was appointed to Learning Services and began training on Indigenous and other education programs. Learning Service's Manager of Indigenous Programs attended the World Indigenous Peoples Conference in Melbourne in 2008 and three conferences or forums in 2009, including the Aboriginal Education Consultative Group annual general meeting.

Outreach

Museum in a Box®

Museum in a Box® provides 25 themed education packages linked to the school syllabus. Each box contains activities supported by a treasure trove of real museum specimens, casts, artefacts, dioramas, photographs, video and audio tapes, games, books and computer software. Two new boxes were released during the year, Spider and early childhood Dinosaur. Refurbished Insect boxes were released in early 2009 with the addition of invertebrate survey equipment.

Museum in a Box® was accessed by 68,600 students through 420 loans to schools or at other Museum events. Seventy-five per cent of the students accessed the boxes through loans to schools; 18 per cent through other Museum events, and seven per cent through video conferences. The increasing popularity of this program is shown in [Figure 1.4](#).

Professional development sessions were given to 95 staff from Brewongle Environmental Education Centre, Catholic Education Office and Department of Education and Training. Almost 160 student teachers were introduced to Museum in a Box® and Museum visits during workshops at the University of New England, Armidale. Presentations were also given at the Science Teachers Association of NSW conference.

Museum boxes were displayed at the Science in the City Expo, and at the Science in the Suburbs and Science in the Bush events, introducing over 150 teachers to the Museum in a Box® program.

Evolution of Australian Biota Study Day

Staff delivered the Museum's component of the Evolution of Australian Biota Study Day at Dubbo, Coffs Harbour, Mount Tomah and Mount Annan. These collaborative programs with Taronga Zoo, Royal Botanic Gardens and North Coast Regional Botanic Garden provided stimulating specimen-rich investigations for 1290 Year 11 Biology students.

Human Story Study Day

This collaborative program is conducted at Taronga Zoo specifically for HSC Biology students. Museum staff engaged 127 students from metropolitan and rural schools in interactive, hands-on investigations.

SCIENCE COMMUNICATION

Science in the City, Science in the Suburbs and Science in the Bush delivered hands-on science workshops, shows, talks and an Expo to 12,000 high school and primary school students in communities across NSW. Delivered in partnership with local science, research and education providers, the project attracted contributions from over 80 institutions across all levels of government, industry and higher education. In December, Charles Sturt University joined executive partner the University of Sydney and major sponsors the City of Sydney and the Australian Government Department of Innovation, Industry, Science and Research in supporting this important initiative. A substantial grant from Perpetual Trustees helped fund the building of the new website to allow schools to access information about the project, make online bookings and download information on different aspects of science.

Bugwise for Schools delivered hands-on student workshops and teacher development sessions as a result of a successful application to the NSW Department of Environment, Climate Change and Water's Environmental Trust.

Bugwise for Schools builds on the foundations of community involvement in the scientific work carried out within the Australian Museum, a relationship that was established through the original Bugwise project.

Bugwise for Schools has adapted one of the tools from the original kit – Web2Spider – for use in primary and high schools with two more (flies and butterflies) to be developed by 2010. Bugwise for Schools has reached 50 schools across

NSW as well as contributing to the Veronica James Science Challenge at the University of Sydney.

Science Morning Teas were inspired by the success of Museum Victoria's Science Morning Teas social inclusion project. The goal was to provide access to the resources in *Kidspace* for disadvantaged parents and their children. Working in partnership with the Salvation Army's Oasis Youth Crisis Centre, Museum staff have hosted visits for 20 parents and children, with support from a Community Grant from the City of Sydney.

To celebrate the Charles Darwin's birthday on 11 February, the Australian Museum and the Royal Botanic Gardens hosted Dining with Darwin. This event was hosted by celebrities and academics including Jennifer Byrne, Clive Hamilton, Professor Hugh Possingham, Dr Mike Raupach and Nicole Keupper. An audience of 185 were entertained and challenged.

AUSTRALIAN MUSEUM MEMBERS

Australian Museum Members exists to support and promote the work of the Australian Museum and provide an opportunity for people to engage with their museum.

At the end of the 2008–09 financial year there were 12,685 Members, a record number. Each Member enjoys a range of benefits including free entry to the Museum every day of the year, the opportunity to attend special events (including Night Talks, urban and bush walks, workshops, kids activities, behind-the-scenes tours, overseas trips and more), the Museum's *Explore* magazine, a monthly email newsletter and other special offers.

The Australian Museum Members developed and ran 76 events throughout the year. Highlights of the event program included:

- ▶ Over 1600 people attended evening lectures which covered subjects such as: amber, dementia, archaeology, Einstein, weather, climate change, Indigenous dreaming stories, sleep, psychology and more.
- ▶ Almost 150 people participated in the urban and bush walk program, exploring destinations such as Royal National Park, Auburn, Centennial Park, Pymble, Lavender Bay and Balmoral.
- ▶ Over 200 people attended a special Members-only behind-the-scenes preview of the new Collections & Research Building.
- ▶ Over 100 people came to the first Haunted Museum Halloween Party, which is planned to be an annual event.
- ▶ Over 280 children and adults attended the Dinosnore Sleepovers, while 93 children and adults attended the specially themed Mammoth Megasnore sleepover.
- ▶ A cheese-making workshop, an Indigenous foods experience and a day tour to the Hills district were other highlights of this year's program.

ONLINE SERVICES

The Museum has made significant progress delivering online services this year with the building of a new website and associated content management system (CMS), launched on 8 June 2009. This was a collaboration between the Museum's web team and a commercial web company, Reading Room. It was custom designed to integrate Web 2.0 principles with our already very popular information-rich site. The new site will be a community hub where the Museum can have conversations with our audiences about all aspects of nature and culture, rather than just present information as we have in the past. User testing of both the CMS (with 35 staff members) and the new website

(members of the general public and some of our known web audiences, teachers, researchers, students, families) was conducted throughout the development. Some features of the new website include:

- ▶ My Museum, which invites our web audiences to become part of our website and upload comments, tags, images, movies and audio and gather and share their favourite pages
- ▶ Decentralised authorship allowing Museum staff to interact directly with the website
- ▶ Blogs
- ▶ Improved search capacities
- ▶ Online visitors can be elevated to expert status and recognised for their expertise
- ▶ Improved promotion of our commercial activities and events
- ▶ Ability to donate to the Museum online
- ▶ Improved presentation of images, movies, audio and interactive.

In addition to developing the new site, 2287 online enquiries were processed through the website ranging from very specific scientific questions to children's school projects.

Online visitation in 2008–09 included over 14 million user sessions (or unique visitors).

COLLECTIONS

The Australian Museum houses vast collections, more than 16 million specimens and objects in total with particular strengths in indigenous archaeology; Australian and Pacific ethnographic artefacts; rocks, minerals and fossils; birds, fish, reptiles and mammals; and terrestrial and marine invertebrates, including molluscs, insects, spiders, crustaceans, echinoderms and annelids.

These collections form a valuable source of material and information not only for research, display and education, but also for managing the biodiversity and geodiversity of Australia, and understanding indigenous cultural diversity and heritage in the Australasian region. They also provide a reference base and historical archive of natural and cultural diversity for the region. As such, the Museum plays an important role in maintaining, managing, developing and enabling access to its collections, not only for its own researchers, but also for researchers from organisations all over the world.

New acquisitions and collections development

The Natural Science Collection Branch implemented the *Natural Science Collections Development Strategy, 2007–2012* in October 2008 to further the key strategic goal of creating a collection that represents a time series of objects. The Australian Museum *Collection Management Policy, 2008* defines the purpose of the collections, and broad principles and criteria for acquisition. The aim of the Collection Development Strategy is to set out the priorities for collection development, in terms of acquisitions, for the next five years in the natural science collections. *The Research and Collections Review, 2005* identified, 'the need to identify, prioritise and address strategic gaps in zoological collections'. The Museum has agreed on science research priorities for the period 2007–12 and it is therefore appropriate to align collection development with priorities in research.

The Cultural Heritage and Science Initiatives Branch implemented the *Ethnographic Collection Development Strategy, 2008–2012* in October 2008. The purpose of this strategy is to set out the priorities for collection development, in terms of

acquisitions, for the next five years in the ethnographic collections.

Key acquisitions and donations in 2008–09 are outlined in detail in [Appendix G](#); however, an important acquisition was a slit drum donated by Tebal Ignace of Newea for Norbert Napong of Olal, north Ambrym, Vanuatu.

The Museum's collections were also enhanced through fieldwork undertaken by Jim Lowry, Lauren Hughes and Kate Attwood who, in October 2008, spent three weeks at Cocos (Keeling) Islands and Christmas Island in the Indian Ocean collecting marine amphipod crustaceans. They made 29 dives and 186 collections. This was for the Circum-Australian Amphipod Project (CAAP) funded by the Department of the Environment, Water, Heritage and the Arts (DEWHA). This project will produce the first comprehensive set of distribution data for shallow-water amphipod crustaceans that will help with assessments of conservation values on a national scale.

Katrina McCormick carried out the flensing (stripping) of an extremely rare Andrew's Beaked Whale that washed up on Wairo Beach on the NSW south coast. The skeletal elements were recovered and are now being prepared for accession to the Mammals Collection.

Access and engagement to collections

Continued access to collections, including access to collection data, is a key priority for the Museum. In 2008–09 the Museum set and reviewed specific targets for databasing in the collection staff work plans and these have been incorporated in planning for the Museum's contribution to the Atlas of Living Australia (ALA).

User needs for access to natural science collections were evaluated and have become part of the user-needs survey for ALA.

Table 2.5 New species published by Australian Museum staff, 2008–09

Staff member	Number of new species	Scientific research area
Dan Bickel	53	Flies
Pat Hutchings	2	Syllidae (Polychaeta)
Jim Lowry	9	Amphipod crustaceans
Ross Sadlier	5	Skinks and geckos
Michael Shea	1	Land snail
Derek Smith	6	Ants
Helen Smith	3	Spiders
Yong Yi Zhen	7	Conodonts (Chordata) and Stomatopods (Porifera)

User needs for access to cultural collections were evaluated. Access to Pacific Island collections has been incorporated into the Virtual Museum of the Pacific, a trial project to digitise 400 objects from the Pacific collections and make them available to view online. Further to this, the repatriation program for Aboriginal Australian secret/sacred objects is progressing well with a high level of user-needs being met.

353 loans were sent from the Museum collections for research, exhibition and community use, totalling 61,495 specimens and objects.

Visitors to the collections for research, tours and community access totalled 1753 visitor days.

Repatriation

The Museum worked with Indigenous communities to repatriate two secret/sacred objects to Busselton (WA) and one set of ancestral remains to Peak Hill (NSW).

Indigenous communities

A diverse range of Indigenous researchers and practitioners accessed the collection for cultural purposes, including:

- ▶ the Dharriwaa Elders Group, who used the Museum collections to develop an exhibition, *Wugan Gaay*, featuring photographs of wooden materials from the Museum collection
- ▶ members of the Boolarng Nagamai Aboriginal Art and Culture Studio (NSW south coast), who used the Museum collections as a significant resource when revitalising the production of shell fishhooks, tools and other cultural materials in their community.

Pacific communities

The Museum undertook several projects to enhance engagement with the Pacific communities from which many of the cultural objects held in the Museum were originally sourced. The projects sought to create greater access to and interactions with these objects. Some examples were:

- ▶ Providing a range of collection tours for target audiences including Indigenous community groups, VIPs, university students and professionals working in the cultural heritage field. For example, Asei Sando (intern from Papua New Guinea National Museum) provided

Table 2.6 Public communication opportunities

Research and Collections Division	2008–09
Sessions chaired	12
Keynote speaker, invited speaker, lecture, seminar	28
Papers presented	27
Media appearances (print, radio and TV)	44

Refer to [Appendix K](#) for details on chaired sessions, conferences attended and papers presented.

a tour of the New Ireland Malangan Collections to art students from Newcastle TAFE.

- ▶ During a major cultural gathering in Sydney, 22 Tongan women (from Hawaii and Australia) accessed the collections.
- ▶ The Erromango Cultural Association used collection images and archival information provided by the Museum in the development of an education booklet for schools.
- ▶ The Vanuatu Cultural Centre's 33 field workers requested copies of the film *Nelokompne Rises Again*, a documentary about the cultural revival that resulted when Sophie Nemban and Jerry Taki worked with the Museum's Erromangan collections.

The outputs from this program will provide invaluable resources for communities, scholars and researchers.

Table 2.7 Publications produced by Staff and Senior Fellows at the Australian Museum 2008–09

Medium	2007–08	2008–09
Refereed journals	70	110
Books and book chapters	29	28
Non refereed/other	3	8
Abstracts	15	4
Published conference papers	1	10
Web publications	2	2
Commissioned reports	7	7
Films	1	1
Total	128	170

RESEARCH AND KNOWLEDGE GENERATION

The Museum has continued to conduct research throughout 2008–09 that is relevant and of a high standard nationally and internationally.

A strategic plan to identify future research priorities and infrastructure requirements for the Australian Museum Lizard Island Research Station will be further developed in late 2009 in response to the release of the Great Barrier Reef Marine Park Authority's *Outlook Report*. This plan will highlight information gaps and prioritise research needs and provide a solid basis for planning research infrastructure needs for the research station.

The Museum's scientific research effort and outcomes were assessed against the key goals for 2007–08 in the Australian Museum *Science Research Strategy 2007–2012* by the Australian Museum Trust's Research and Collections Advisory Committee (RACAC). In August 2008, a

report was submitted to members of the Museum Trust, who were impressed with the progress made in each of the program areas of the strategy. The process for producing the Science Research Strategy key goals for the 2008–09 Report was endorsed at the April 2009 meeting of RACAC.

Scientific research and achievements

In its inaugural year, the Australian Museum's Chadwick Biodiversity Fellowship was awarded to mollusc scientist Rosemary Golding. This 12-month fellowship provides an exciting opportunity for a recent PhD graduate to establish a career in biodiversity research by enabling the recipient to apply for grants and publish articles as well as network and collaborate with senior research scientists at the Australian Museum and other experts in the field.

Refer to [Appendix I](#) for other Australian Museum fellowships and appointments.

Grants

In 2008–09 the total value of grant-funded projects administered by the Museum was \$806,760 (previous year \$698,418), with an average value of \$31,029 (previous year \$26,860). Research and Collections Division staff were also engaged with a number of grants not administered by the Museum. For a detailed summary of grants refer to [Appendix L](#).

Key research

Staff undertook significant field work ([refer to Appendix G](#)) in Australia and overseas ([Appendix J](#)) as part of their grant-funded projects:

- ▶ Robin Torrence spent three weeks in Port Moresby visiting the National Museum, craft specialist producers and villages as part of her Australian Research Council (ARC) Linkage-funded research on indigenous agency and ethnographic collections. This project is aimed at

providing a greater understanding of the basis of museum cultural collections. Robin Torrence also spent three weeks in Vladivostok, Russia analysing stone tools from excavations at the Tigrova-8 obsidian quarry and working with colleagues on the final report for their collaborative project on obsidian trade.

- ▶ Jim Lowry, Lauren Hughes and Kate Attwood spent three weeks at Cocos (Keeling) Islands and Christmas Island in the Indian Ocean, collecting marine amphipod crustaceans for the Circum-Australian Amphipod Project (CAAP) funded by DEWHA. This project will produce the first comprehensive set of distribution data for shallow-water amphipod crustaceans that will help with assessments of conservation values on a national scale.
- ▶ Lauren Hughes took part in the CReefs Ningaloo 2009 expedition as an invited attendee. Lauren spent two weeks in the field around the Coral Bay region of Ningaloo Reef, Western Australia collecting small marine invertebrates as part of a major coral reef biodiversity assessment study.
- ▶ Jodi Rowley travelled to Vietnam and Cambodia to conduct amphibian and reptile surveys. Jodi's research in South East Asia has added considerably to the representation of amphibian species from this region held in the Museum's collection, and is accompanied by valuable tissue samples used in determining species diversity. Over 90 per cent of the collection deposited by Jodi is taxa previously unrepresented in the Museum's collections.
- ▶ Jeff Leis, Michelle Yerman and two collaborators from the University of Miami (Claire Paris and Jean-Olivier Irisson) spent four weeks at the Australian Museum Lizard Island Research Station with support from

a Museum research fellowship for Claire (travel to Australia) and a grant from the Hermon Slade Foundation. They were studying orientation behaviour of larval coral-reef fishes using an innovative method developed by Claire.

- ▶ Rosemary Golding, the Museum's Chadwick Biodiversity Fellow, undertook field work in South East Asia to collect snails from a range of mangrove areas.
- ▶ Maria Capa, an Australian Biological Resources Study (ABRS)/Australian Museum Fellow, began working at the Australian Museum for three years on the systematics and phylogeny of fan-worms (Sabellida: Polychaeta).
- ▶ A number of researchers from around the world visited the Museum to collaborate with research scientists and to work on its collections. Visitors included Fabiane Gallucci from Brazil, who investigated the distribution of nematodes in a variety of estuarine habitats including areas infested with the introduced *Caulerpa*. Fabiane's research was funded by an Australian Endeavour Fellowship. The Endeavour Awards is the Australian Government's internationally competitive, merit-based scholarship program providing opportunities for citizens of the Asia-Pacific region to undertake study, research and professional development in Australia.

Public communication

Research and Collection staff undertake research on the collections and in the field to expand understanding of the natural and cultural worlds. Results are communicated to the public, NSW Government agencies and other stakeholders including Pacific and Indigenous Australian communities.

Scientific publications

Refer to [Appendix K](#) for the full list of publications.

RESEARCH LIBRARY AND ARCHIVES SERVICES

Throughout 2008–09 library and archives staff continued to support both external and internal users.

Research Library

Following the relocation of the Museum's records and archives and opening of the Collections & Research Building, the functioning of the Research Library was enhanced. Much of the library material located in the various departments was returned to the main library where staff unpacked approximately 100 boxes of books and serials to be databased.

Collection highlights

- ▶ In a joint project with Robin Torrence the Library photographed a rare multi-volume ethnological catalogue. This will appear on the Library's webpage in the near future.
- ▶ External funding supported a six-month cataloguing project for rare books. Only a third of the Library's rare book collection is databased and the objective was to catalogue the Entomology and Malacology rare book collections. As a result, 828 rare books, many of them unique in Australia, were catalogued.
- ▶ The Library is beginning the task of including the wonderful images from the rare book collection on the Library's database.

Reference and access services snapshot

In 2008–09, the Library:

- ▶ received 1335 requests for information, 44 per cent of these were in person, 37 per cent by email, and the remainder by phone, web or in writing
- ▶ subscribed to 280 serials and received 532 serial titles on exchange for *Records of the Australian Museum*
- ▶ received requests for 430 rare books

- ▶ received 18 requests for images
- ▶ processed 303 in-depth reference requests, 141 of these from Museum staff and 162 from external researchers
- ▶ sent 233 interlibrary loan requests on behalf of Museum staff
- ▶ received 172 interlibrary loan requests from external requesters
- ▶ catalogued 1050 items (books and serials) (including part of the rare book cataloguing project)
- ▶ accessioned 3009 new serials
- ▶ acquired 182 new books.

Community outreach

- ▶ Barry Dean from Enmore Design Centre brought in a group of 15 students to look at rare books for inspiration for a design project.
- ▶ A group of 29 archivists came in for a library tour to learn about our collection and services.
- ▶ As part of the Information Studies degree study visit, a group of 18 Charles Sturt University students came in for a talk and tour of the Library.
- ▶ Leoné Lemmer and Matthew Stephens gave two talks for Museum Members titled *Mr Bennett and Mr Macleay go shopping*.
- ▶ Leoné Lemmer (Library Manager) wrote an article for *Explore* magazine, *From Bookcase to Bibliothèque*. This article looks at the beautiful published folio volumes of the voyage of the French vessel the *La Coquille*.

Museum Archives

Records management

The year's major achievement was the upgrade of our records management software from Captura 4.3 to TRIM Context 6.2, with 65 existing users and 15 new users trained in the new system. A record plan was also designed and implemented to allow automatic

sentencing of TRIM files on creation. Phase 2 of this project will see the Museum implement electronic document management in 2010–11.

Throughout the year Archives also continued to process large volumes of material as a result of office moves associated with the continuing Museum refurbishment project. Where practical, this material has been listed and moved to offsite storage awaiting further work.

Collection moves

The year was dominated by the move of the Archives to a consolidated location in the Child Welfare Building.

With a new 128-bay compactus and new climate controls, 500 objects, around 600 metres of paper archival records, heritage furniture, office equipment, supplies and office furniture were moved to our refurbished location in three staged moves over six months.

The Archives photography collection was also consolidated in a new photography archives store, with special care and intake of breath as around 15,000 irreplaceable glass plate negatives navigated the steep stairs to their new climate-controlled store.

As a result:

- ▶ The new Archives facility provides researchers (in-house and external) with one-stop access to Museum archives and records, and greatly expanded sorting and office area for Archives staff.
- ▶ Climate control provides appropriate long-term storage conditions for our irreplaceable paper and photograph archives.

Collection highlights

In 2008–09, Archives staff also:

- ▶ conducted four oral history interviews including with ex-director Des Griffin

- ▶ transferred the Maclean collection of glass plate negatives of birds from the Mitchell Library, State Library of NSW
- ▶ continued conservation work on *Letters Received 1853–1883*
- ▶ updated the heritage furniture survey and identified an archival furniture set.

Reference and access services

Archives are open to the public under the provisions of the State Records Act. As a result of our moves, the Archives was closed to most external researchers for three months, with a corresponding drop in research use.

- ▶ 304 in-depth researchers were served during the year
- ▶ 50 per cent of researchers were Museum staff, 50 per cent members of the public
- ▶ 32 per cent of external researchers visited the Archives in person, with 68 per cent of requests dealt with online or by phone
- ▶ 31 per cent of research enquiries included image requests (96 image requests in total)
- ▶ CSIRO marine researcher Dr Elvira Poloczanska wrote about her archival research (mapping Elizabeth Pope's 1960's research data) for *Explore* magazine.

Community outreach

- ▶ A group of 29 school archivists from around NSW visited in June to learn about our holdings and operations.
- ▶ Archivist Rose Docker wrote about curator Gerard Krefft's relationship with Charles Darwin for *Explore* magazine. Volunteer Sue Myatt wrote an article on our Waterhouse collection of historic photographs from the Pacific.
- ▶ Objects were loaned for two exhibitions at the Museum of Sydney.

Key Result Area 2

Developing relationships

The Museum will build its strategic alliances and reputation and expand collaborative opportunities

INSTITUTIONAL COLLABORATIONS AND STRATEGIC RESEARCH PARTNERSHIPS

Research and Collections Division

In line with the priority of building our strategic alliances and reputation and expanding collaborative opportunities in research, the Museum developed new partnership arrangements with a number of key organisations during the year.

Notable developments included:

- ▶ In 2008–09, the Australian Museum took a lead role in the International Barcode of Life (iBoL) project and contributed to the development of an Australian network through participation in the Australian Barcode of Life Steering Committee collaborating with members across Australia.
- ▶ The Australian Museum is an associate partner of the Sydney Institute of Marine Science (SIMS), Penny Berents and Brian Lassig, Heads of the Natural Science Collections Branch and Research Branch respectively, represent the Museum.
- ▶ Robin Torrence and the ARC Linkage research group hosted 25 members of the Canberra PNG Cultural Group. They visited the *Frank Hurley: Journeys into Papua* exhibition (see page 6) and the ethnographic collections from Central Province, PNG and provided very useful intangible heritage. In turn, they gave a one-hour public presentation of traditional dances and songs in the Atrium.

Staff have developed relationships and partnered with universities to provide student courses that included:

- ▶ Buz Wilson was the Australian Museum coordinator for the University of New England's Bachelor of Science in Biosystematics. In particular Buz has developed, written and edited the course documentation and continued to lead the zoological component of instruction in the residence schools in Sydney and Armidale.
- ▶ Winston Ponder and Don Colgan have been instrumental in running a comprehensive course on molluscs with the University of Wollongong. Using lectures, practicals and field excursions, the course explored each of the major groups and included details of their biology, diversity, conservation, classification and relationships and importance to humans.

Based on strategic memorandums of understanding (MoUs), a number of ongoing collaborations were pursued in the Pacific region. Collaborations included:

- ▶ Intangible Cultural Heritage Field Kit, a project developed in partnership with the Solomon Islands National Museum. Paul Monaghan travelled to Honiara to train staff in the use of the kit and launch the project in August 2008.
- ▶ Reconstruction of a 3000-year-old Lapita pot excavated on Efate by the Museum's Materials Conservation Unit, enabled by the Museum's ongoing relationship with the Vanuatu Cultural Centre. On completion it was sent to Port Vila where it is now on display.

In increasingly effective collaboration with partners, the following MoUs were signed:

- ▶ In August 2008, a partnership agreement was signed between the Australian Museum, the Biodiversity Conservation Madagascar Association,

and the Botanical & Zoological Park of Tsimbazaza regarding collaboration for the conservation of biodiversity in Madagascar. The main objective is in relation to the preservation of land snails and includes a donation of a number of snails to the Museum collection.

- ▶ In October 2008, an MoU was signed between the Australian Museum and the Institute of Research for Development (Paris, France) to further collaboration in research programs and training in New Caledonia and the Pacific region, with regard to biodiversity monitoring and conservation.

Research and Collections Division staff are members of 24 external committees of both national and international importance. For more details see [Appendix H](#).

Public programs

The Museum has been exploring a number of new models for the collaborative delivery of major projects.

A new pro-forma MoU was used successfully on a number of projects including *Menagerie*, an upcoming touring exhibition of contemporary Indigenous sculpture, being co-developed by the Museum and Object and funded by Visions of Australia.

Using the new MoU model, the Museum also started a new phase in the development of a major international cultural exhibition with its two key collaborators, Te Papa Tongarewa (NZ) and Museum Victoria. This major project will launch in New Zealand in late 2011 before it arrives at the Australian Museum via Melbourne in late 2012. The development model from this collaboration is already being employed for other international projects currently in planning.

An important collaboration with the Museum's funding partner Scitech Discovery (WA) resulted in the important *Climate Change: Our Future, Our Choice* exhibition in May 2009. This exhibition was delivered by our in-house teams, and key sponsorship support was provided by the City of Sydney and NSW Department of Environment, Climate Change & Water (DECCW). Related public program science activity at College Street is being developed by staff from Questacon: the National Science and Technology Centre, Canberra.

The development of *Menagerie* marks one of the first key departures from previous collaborative development and production practices. The project has employed the organisational and creative talents of the Museum's Exhibition, Design and Photography units combined with the curatorial talents, Indigenous relationships and touring strengths of Object. The work of the Museum's photographers is a major feature of the exhibition catalogue, which will be released with the exhibition in late 2009. A number of the original works will be formally accessioned into the Museum's collections at the conclusion of the Australian tour.

Corporate partners and sponsors

The Museum has worked to consolidate relationships with our existing corporate partners, particularly major media partners National Geographic Channel, Fairfax and JCDecaux, which provide important support to the Museum's exhibition marketing campaigns. In-kind partnerships provided the Museum with in excess of \$1.2 million worth of goods and services during the year. This year, as part of the Museum's pandemic response planning, in-kind support was received from Reckitt Benckiser through the provision of hand sanitiser for use throughout the public areas. Panasonic, the Museum's Leading

Scientific Research Sponsor, also donated a wind- and solar-powered environmental streetlight, the Kaze Kamome (Japanese for 'wind seagull'), that was installed to coincide with the *Climate Change: Our Future, Our Choice* exhibition.

Through the company Perpetual, a grant of \$80,000 was made from a private philanthropic foundation for the web extension program for Science in the City. The Development Unit continues to work with various divisions to identify potential programs for funding through appropriate foundations.

Refer to [Appendix W](#) for acknowledgment of our benefactors and sponsors.

Australian Museum Eureka Prizes

Through the Eureka Prizes, the Museum's strategic alliances, reputation and collaborative opportunities continued to flourish.

The Australian Museum and 23 sponsors and supporters presented 20 Eureka Prizes for outstanding Australian science on 19 August 2008. Over 900 'who's who' of Australian science attended the awards dinner. Over 16 million Australians read, watched, listened to or downloaded news about the Eureka Prizes via the Australian media during August 2008 (as measured by Media Monitors). In the Eureka People's Choice Award 15,000 science-lovers voted, with 1 in 10 high schools taking part. The Australian Research Council was welcomed as a new prize sponsor for 2009 bringing total prizes to 20.

Planning has commenced for the 20th Anniversary Gala Dinner in 2009.

Key strategic marketing achievements

The Museum pursued marketing strategies that utilised integrated publicity, promotions and paid advertising to increase our brand profile and visitor numbers.

Special events

The Australian Museum launched the new Collections & Research Building in November 2008. It was officially opened to stakeholders by the Honourable Virginia Judge MP and the Honourable Jodi McKay MP with a keepsake Museum science publication titled *Our research, new knowledge, your future*. The opening also received extended Sydney profiling with over 350 public competition entries to provide this science building with an everyday nickname, the Bling Wing.

The Australian Museum met its January audience target by successfully filling all paid puppet dinosaur shows with media and marketing promotions. We also further engaged over 16,000 children with 'name our dinosaur puppet' competition entries.

Tourism

This year an emphasis was placed on reaching international tourist audiences. Our visitor numbers showed that international tourist onsite visiting figures increased from 17 per cent to 28 per cent of our total visitation. To cater for our international audiences, new Museum floor maps were produced in Korean, Japanese and Chinese languages. A new Museum tourist flyer explaining our services aimed at domestic and international tourists has been positively received by all tourism operators and clients. The Museum's brand profile is also increasing with our first-round acceptance into competitive industry workshops.

Communication

This year, ongoing marketing and media coverage of Museum exhibitions, activities and scientific research continued to drive visitation and increase public interest and brand awareness of the Museum.

The Australian Museum aimed for at least one media reference per day (in electronic

and print media). This year we averaged 1.6 media references per day (1 reference per day in print and 0.6 references in electronic media).

Key media partnerships were successfully re-engaged with National Geographic Channel, Fairfax, JCDecaux and *Sydney's Child*. These media partnerships are invaluable in creating Museum awareness and driving visitation. Highlights included an 8-page insert for *When Mammoths Roamed* and *Climate Change: Our Future, Our Choice* exhibitions in *The Sun Herald* newspaper; and a striking summer JCDecaux citylight (street furniture) banner campaign for *Wildlife Photographer of the Year 2008* exhibition that helped to drive up to 70 per cent of new onsite visitors.

We regularly communicate with key stakeholders to increase awareness of our behind-the-scenes science work by publishing the Australian Museum's quarterly magazine, *Explore*. The quarterly *What's On* calendar brochure is created as a comprehensive Museum events marketing document to reach new and regular audiences to drive onsite visitor numbers and product sales (see [Appendix K](#) Publications).

In addition to the Museum's specific credited sampled audience evaluation report we are informed through the Museum's onsite unsolicited visitors comment book. Of the 516 self-selected comments 50 per cent were from overseas visitors, 42 per cent from NSW residents and 8 per cent were from interstate visitors. Of those total comments 71 per cent were positive and 29 per cent provided constructive feedback.

Key Result Area 3 **Building capabilities**

Revitalisation of ourselves is as important as revitalising our resources and assets

HUMAN RESOURCES

The 2008–09 financial year saw continued activity in areas of recruitment, policy review, and training and development of staff. The Museum continued to pursue the objectives of its Equal Employment Opportunity Plan, the main objective being to improve the Museum's:

- ▶ people management capabilities (or plans) and practice
- ▶ its commitment to a diverse and skilled workforce and gender equity.

Under the Crown Employees Wages Staff (Rates of Pay) Award 2008, the first instalment of four per cent increases was paid to all staff in the first full pay period in July 2008.

The Museum's Occupational Health and Safety Committee continued working with Museum management in identifying, assessing and managing workplace hazards to ensure that the Museum complies with its legislative responsibilities under the *NSW Occupational Health and Safety Act 2000* and the NSW Occupational Health and Safety Regulations 2001. Achievements for the 2008–09 year include:

- ▶ ongoing risk assessment surveys of operational areas with recommendations submitted to the Museum Executive regarding its findings
- ▶ assessing the opportunity/cost and recommending the introduction of an Online Training and Compliance System

within the Australian Museum. Subject to approval from the Executive it is hoped to implement this system in the 2009–10 year

- ▶ a review of the Museum's Child Protection Policy & Procedures, Personal Performance Program, Grievance Handling Procedures, Equal Employment Opportunity, and Anti-Bullying Policy was conducted in line with recommendations from the Anti Discrimination Board of NSW and the Internal Audit Bureau
- ▶ ongoing training for management and staff in OH&S and Grievance Handling responsibilities
- ▶ a continued commitment to the delivery of targeted skills training and the development of staff across all salary ranges and occupation types through courses in Managing People, Customer Service, Merit Selection, Time Management, OH&S, First Aid and Microsoft Office, among others.

The Joint Consultative Committee (JCC) met regularly to provide an effective means of resolving employee-related issues.

[Appendix C](#) and [Appendix E](#) provide details about Executive staff profiles and Management activities, and Senior Executive Service Officers, staffing and EEO trends at the Museum.

Maintaining staff skill sets

Staff development requirements are being assessed by Human Resources through personal performance programs to form the basis of corporate training programs. Other development options will be arranged between staff and supervisors. Corporate training funds are being expended in accordance with allocated budget.

During 2008–09, two intensive courses for Museum staff were conducted, one in web writing, social media and Web 2.0, and the other on how to use the new website's content management system (CMS). Over 90 staff have completed the first course and 40 have completed the second.

Investigations of induction/mentoring programs at other institutions were undertaken to assess suitability and assist in development of a Museum program.

Customer Service Training courses were developed for front-of-house staff and the first and second courses were completed.

The Research Library Manager attended a week's workshop given by David Pearson (Head, University of London Library) in February at the University of Otago. This was part of the Rare Book Summer School program. The course was on book provenance and history.

Library staff attended the Online conference in January 2009.

Australian Museum volunteers

The first stage of the volunteer evaluation was completed to understand and evaluate how to engage new and existing volunteers.

There were 163 people actively volunteering across most sections of the Australian Museum over 2008–09. This number can be divided into 48 front-of-house volunteers working in the Visitor Services area of the Museum, interacting with general visitors, and 115 volunteering behind the scenes, the majority working with scientists and in corporate and commercial services. Most were long-term volunteers (one year's service or longer) who volunteered at least once a week. A small number volunteered on short-term, one-off projects.

Volunteers contributed an estimated 49,800 hours of service to the Museum over the last financial year which represents an increase from last year's 48,343 hours.

[Appendix F](#) acknowledges our volunteers for the 2008–09 reporting period.

POLICIES AND PROCEDURES

Museum Environmental Plan

The Museum has established an internal Environmental Sustainability Committee that has identified both short- and long-term plans to address sustainability issues. The long-term plans will be guided by an independent audit of energy and water usage at the Museum. Short-term actions are already being put in place. Funding bids to support identified sustainability actions were submitted to the Australian Government Department of Environment, Water, Heritage and the Arts.

See [Appendix P](#) Energy management and [Appendix R](#) Waste reduction and recycling for specific results.

Monitoring our service delivery

In response to the need to review and implement improved visitor evaluation reports for the Executive, new bimonthly reporting was being monitored to see if it provided adequate information for management.

Key Result Area 4 Increasing resources

The Museum aims to increase the level of self-generated income by 2012–13. The Museum needs to progress to the next stage of the Revitalisation Project

FINANCIAL EFFICIENCY

Key actions have been undertaken to ensure that decisions on new programs are taken with a clear understanding of the financial implications involved.

During this reporting year key staff reviewed secondary charged programs to ensure they meet standards for financial viability. The resulting review commenced as part of the budgeting process for this financial year for existing programs, and all new programs now use a Museum template set up for this purpose.

A revenue development strategy for Museum-earned income that reflects the needs and capabilities of different areas of the Museum has been developed.

CORPORATE PARTNERS

The Australian Museum Foundation continues to grow, despite the current economic climate. There was an increase of 11 per cent in the total value of donations, and a number of strategic fundraising initiatives developed during the year.

The President's Circle, the Foundation's group of generous philanthropic individuals and corporates who make an annual minimum donation of \$10,000, continues to grow. There are now 14 members, three of whom we welcomed this year. Despite the general economic downturn,

most existing members have maintained their commitment. A number of donor stewardship events, providing the opportunity for guests to meet and speak with working scientists, were held for existing and prospective President's Circle members. These events provide an effective way to engage on a personal level with existing and prospective donors and significant donations resulted from attendance.

To initiate the building of a donor database, two direct mail campaigns were run. The first promoted and launched the Annual Giving Program; the second was an 'end of financial year' fundraising appeal. These contributed to an increase in donations to the Australian Museum Foundation, provided 116 new donors, and effectively demonstrated the importance of an integrated philanthropic strategy involving different areas of the organisation. Donor acquisition through direct mail, while a long-term strategy, also delivers long-term results, as donors tend to support their selected organisations for multiple years.

In June, the Development Unit employed a Bequest Officer, who will develop and implement a formal bequest program. This will raise awareness among potential bequestors and is an integral element in the fundraising strategy.

The Foundation Trustees approved two grants to the Museum during the year, both for acquisitions to cultural collections. A spectacular 12-faced wooden ceremonial slit drum from the island of Ambrym in Vanuatu was purchased from an exhibition in Sydney and will be a valuable addition to the Museum's Pacific collection.

The second grant enabled the Museum to acquire three works by contemporary Indigenous artists: Yvonne Koolmatrie's *Murray Cod*, Craig Koometa's *Camp Dog* and Owen Yalandja's *Yawkyawk*,

which will be included in the *Menagerie: Contemporary Indigenous Sculpture* exhibition opening in September.

COMMERCIAL SERVICES

The Commercial Services branch raised revenue through the Museum Shop, merchandise and venue hire.

Retail services

The Museum Shop had a profitable year, with turnover reaching \$1,101,343 and an average income per visitor rising to \$3.42. Museum Shop sales increased by 7.5 per cent on the previous year and the dollar per visitor figure rose by 11 per cent.

Special exhibitions continued to provide important streams of income with high sales of related merchandise. *Wildlife Photographer of the Year* merchandise contributed \$67,879 and 5.6 per cent of annual turnover. For the period of the exhibition the merchandise delivered 18.5 per cent of turnover in 2007–08. *When Mammoths Roamed* merchandise also performed well, delivering 9.3 per cent of sales during the exhibition period.

The range of Museum-branded merchandise was expanded with the further development of kids T-shirts, postcards, magnets, bags, caps and hats, snow domes, umbrellas, and a range of lollies based on the Mineralogy collection. Sales grew quickly to represent eight per cent of turnover.

Museum as a Venue

Museum as a Venue manages the hiring of galleries, public spaces for events and other activities, as well as the retail food outlets.

In 2008–09, over 15,000 people used the Museum's galleries and public spaces for events, further enhancing the Museum's reputation as one of the premier function venues in Sydney. Revenue growth was achieved with \$460,451 compared to

last year's \$408,007, and a net profit of \$119,610.

In 2008–09, Venues exhibited at the RSVP Event tradeshow, the largest show in Australia aimed at the corporate event market. An e-newsletter was developed, along with a detailed competitor analysis and marketing plan that have driven the increase in revenue and market share.

The Museum has worked closely with our preferred caterer, Laissez-faire, over the last year with turnover in the retail food outlets increasing by 5.8 per cent or over \$41,000.

CONSULTING SERVICES

The Australian Museum Business Services (AMBS), the commercial consulting arm of the Museum, was reviewed and a report was submitted to the May 2009 Australian Museum Trust meeting that received favourable appraisal. AMBS recorded a surplus for 2008–09.

AMBS provides a commercial service to government and private organisations by delivering customised outcomes from the Museum's knowledge base. This enterprise is facilitated through two operational units, one offering services in Ecology, the other in Archaeology and Heritage management. Both are underpinned by a third-party quality-assurance program complying with the requirements of quality system standard AS/ISO 9001.

Key projects for 2008–09 include:

- ▶ An external Quality Audit of AMBS was undertaken in February and the ISO 9001 quality certification has been endorsed for another three years.
- ▶ AMBS Ecology and Archaeology & Heritage sections both reported a profit for the financial year ending 30 June 2009. The Australian Museum Trust review of AMBS noted a substantial improvement in the financial

performance, staff retention and AMBS position in the market place.

- ▶ AMBS Archaeology & Heritage and Ecology are preferred consultants to the Transport Infrastructure Development Corporation (TIDC) Commuter Car Parks project. This has arisen out of work done last year by Archaeology & Heritage on the Glenfield Commuter Car Park, and the timely response and quality of reports for a number of the car parks.
- ▶ AMBS Ecology continues to investigate the impact of roads on Koalas in northern NSW for the NSW Roads and Traffic Authority.
- ▶ Ecologists Glenn Muir and Mark Semeniuk recently attended and presented a poster at the EIANZ SEQ Breaking the Barriers symposium held in Brisbane, displaying the work done on the Koala project.
- ▶ Biodiversity monitoring within the Coleambally Irrigation Area for Coleambally Irrigation Co-operative Ltd.
- ▶ Short-range endemic invertebrate assessments within Jinayri mining lease and infrastructure corridor for BHP Billiton.
- ▶ Scientific fish surveys within Sydney Olympic Park for the Sydney Olympic Park Authority.
- ▶ Vegetation mapping of the Murray region for DECCW.
- ▶ Review and update the Draft National Survey Standards for non-flying mammals and reptiles for Department of Environment, Water, Heritage and the Arts.
- ▶ In December 2008, a number of scientific papers authored by AMBS ecologists and related to commercial projects were published by the Australian Zoological Society in peer-reviewed journals.
- ▶ Glenn Muir and Mark Semeniuk recently completed the Biobanking accreditation course.

- ▶ AMBS Archaeology & Heritage were successful with the Indigenous Heritage submission for the Defence Environment and Heritage Panel submissions. The panel agreement is for a period of three years, with an option for a further two years. AMBS Archaeology & Heritage are also on the reserve list for Historic Heritage panel. Both submissions include the Museum's Materials Conservation unit.
- ▶ AMBS Archaeology & Heritage were included in two clients' successful Defence Environment and Heritage Panel submissions as part of their Environmental Impact Assessments teams.
- ▶ AMBS Archaeology & Heritage have been sourced for a number of large historic heritage projects by DECCW and Sydney Water.
- ▶ AMBS Archaeology & Heritage have been involved in a number of projects, large and small, including an upcoming excavation for Energy Australia. AMBS Archaeology & Heritage is on the panel for Aboriginal heritage.
- ▶ AMBS Archaeology & Heritage team have mounted a display in *Search & Discover* to celebrate National Archaeology Week for the second year running, and participated in the Archaeology Open Day with artefacts and talks. This year's theme was inspired by the Australian Museum.

ASSETS

To advance the staged revitalisation of the Museum a project manager was assigned and initial discussions are underway to develop the scope and concepts for the next stage of the College Street site master plan.

Another momentous stage in the revitalisation of the Museum was completed this year with the move into the new onsite Collections & Research Building.

Facilities management

During 2008–09, the Museum has been heavily involved in consolidating the integration of the new Collections & Research Building. There has been significant time involved in training for new plant and associated technologies. Working closely with consultant engineers, staff have helped resolve many issues in a timely and effective manner.

A major roof maintenance project was continued which will run over several years. Initial works had previously commenced on the repair of the significant heritage roofing structure which requires specialist trades in copper and lead work. The second stage of replacing major sections of box guttering on the Vernon Wing is almost complete.

The Museum commenced the first stage of a lift modernisation program on our oldest and most used public lift. This involved the re-skinning and refurbishment of doors and operating machinery on every level to improve reliability. The second phase in 2009–10 will involve the replacement of the motor, electrical and control gear.

The Museum also undertook a number of projects associated with occupational health and safety compliance, improving building maintenance standards and plant upgrades.

Financial statements



Financial commentary	38
Accounts payable performance report	39
Independent auditor's report	40
Statement in accordance with Public Finance and Audit Act	42
Income statement	43
Statement of recognised income and expenses	44
Balance sheet	45
Cash flow statement	46
Notes to and forming part of the Financial Statements	47

FINANCIAL COMMENTARY

The Australian Museum financial operations for 2008–09 resulted in a surplus of \$1.454 million. Taking into account \$5.5 million in capital grants income to fund a range of capital works and \$4.821 million in depreciation expense, the Museum's trading position for 2008–09 was an operating surplus of \$775,000.

Of the capital provided to the Museum, \$448,000 was provided by way of external funds to support capital works at the Australian Museum Lizard Island Research Station and \$5.5 million was provided by way of government capital grants to support capital improvements at the College Street site. The government grants included \$2.15 million to allow completion of a five-year construction program that resulted in the opening of two new galleries and the construction of the new Collections & Research Building.

Admissions to the Museum were above the previous five-year 313,413 visitor average, with some 321,954 visitors admitted. General admission charges slightly increased in July 2008 and there were two exhibitions during the year for which a supplementary admission charge was levied: *Papunya Painting: Out of the Desert* and *When Mammoths Roamed*. Revenue from admissions was \$2.506 million, an increase of 32 per cent on the 2007–08 return of \$1.927 million.

The Museum's sales of goods and services achieved revenue (nett of GST) of \$6.651 million, an increase of 17 per cent, compared to \$5.663 million in 2007–08. Australian Museum Business Services, which offers archaeological, heritage and ecological consulting services and projects, achieved revenue of \$973,000, an increase of 65 per cent on the previous year's income of \$588,000.

The Museum is responsible for the maintenance of its heritage-classified buildings. As these buildings' heritage status requires more specialised treatment and trade skills, maintenance costs are often higher than would be incurred in contemporary buildings.

ECONOMIC AND OTHER FACTORS AFFECTING THE ACHIEVEMENT OF OPERATIONAL OBJECTIVES

The impact of the global financial crisis on the level of visitation to the Museum is unclear, although income earned by way of investment was negatively impacted. This was offset by the offer of two exhibitions for which a supplementary admission charge was levied as well as the delivery of a variety of Museum activities and other programs.

OUTLINE OF BUDGET FOR 2009–10

Communities NSW (a new NSW Government super department incorporating DASR) will provide grant funding that, when combined with the Museum's earned revenues, will allow the Museum to operate at a level which is comparable to the 2008–09 level. The Museum has been able to plan a program of exhibitions and activities that will include *Egyptian Treasures: Art of the Pharaohs*, *Wildlife Photographer of the Year 2009*, *Menagerie: Contemporary Indigenous Sculpture* and *Amazing Backyard Adventures*.

Anticipated funding for 2009–10 includes:

- ▶ \$22.315 million as a recurrent grant
- ▶ \$2.842 million as a capital grant
- ▶ \$2.2 million in funded project grants, contributions and sponsorships
- ▶ \$7.4 million from other self-generated revenues.

The Museum's expense budget provides for:

- ▶ \$22.6 million for personnel services
- ▶ \$3.9 million for depreciation
- ▶ \$12.6 million for other operating and maintenance expenses.

The Museum estimates its staffing structure at 236 equivalent full-time positions (EFT), a similar level as in 2008–09.

ACCOUNTS PAYABLE PERFORMANCE

The Museum measures and reports its accounts payable performance on the basis of creditor 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.

Reporting on payment of accounts					
Outstanding invoices by age at the end of each quarter	Current (within due date) \$'000	Less than 30 days overdue \$'000	Between 30 and 60 days overdue \$'000	Between 60 and 90 days overdue \$'000	More than 90 days overdue \$'000
September 2008	313	84	27	10	16
December 2008	213	60	6	2	22
March 2009	255	10	0	0	15
June 2009	399	48	0	0	11

Total accounts paid on time				
Accounts paid on time during each quarter	Target %	Actual %	Paid on time \$'000	Total paid \$'000
September 2008	88	96	9,314	9,725
December 2008	88	90	4,734	5,254
March 2009	88	97	4,810	4,960
June 2009	88	97	4,824	4,984
Total accounts paid	88	95	23,682	24,923



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Australian Museum Trust

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the Australian Museum Trust (the Trust), which comprises the balance sheet as at 30 June 2009, the income statement, statement of recognised income and expense and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Trust as at 30 June 2009, and its financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

The Trustees' Responsibility for the Financial Report

The members of the Trust are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the Trust's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Trustees, as well as evaluating the overall presentation of the financial report.

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

My opinion does *not* provide assurance:

- about the future viability of the Trust,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A 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 of New South Wales are not compromised in their role by the possibility of losing clients or income.



Steven Martin
Director, Financial Audit Services

19 October 2009
SYDNEY

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

Pursuant to Section 41C of the Public Finance and Audit Act, 1983 and in accordance with a resolution of the Australian Museum Trust, we being members of the Trust, state that:

1. In our opinion, the financial report exhibits a true and fair view of the financial position of the Australian Museum Trust as at 30 June 2009, and financial performance for the year then ended.
2. The financial statements have been prepared in accordance with the provisions of the Public Finance & Audit Act 1983, Public Finance and Audit Regulation 2005, and the Treasurer's Directions.
3. The financial report gives a true and fair view of all income and expenditure.
4. The balance sheet gives a true and fair view of the state of affairs of the Trust.
5. The internal controls exercised by the Trust are appropriate and effective in accounting for all income received and applied by the Trust

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



**BRIAN SHERMAN
PRESIDENT OF TRUST**

Date: 16/10/09



**FRANK HOWARTH
SECRETARY OF THE TRUST**

**AUSTRALIAN MUSEUM TRUST
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2009**

	Note	2009 \$'000	2008 \$'000
Income			
Sale of goods and services	3 (a)	6,651	5,663
Investment income	3 (b)	687	1,320
Other gains/(losses)	5	2,843	383
Grants and contributions	6	31,952	47,786
Total Income		42,133	55,152
EXPENSES			
Personnel services expenses	2 (a)	22,560	20,848
Other operating expenses	2 (b)	13,089	12,341
Depreciation	2 (c)	4,821	3,373
Grants and subsidies	2 (d)	164	148
Loss/(Gain) on disposal	4	45	(25)
Total Expenses		40,679	36,685
Surplus for the Year		1,454	18,467

The accompanying notes form part of these financial statements.

AUSTRALIAN MUSEUM TRUST
STATEMENT OF RECOGNISED INCOME AND EXPENSES
FOR THE YEAR ENDED 30 JUNE 2009

	Note	2009 \$'000	2008 \$'000
Income and Expenses Recognised Directly in Equity			
Net increase/(decrease) in property, plant and equipment asset revaluation reserve		0	286,748
Net Income and Expenses Recognised Directly in Equity		0	286,748
Surplus for the year		1,454	18,467
Total Income and Expense Recognised for the Year	15	1,454	305,215

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUSEUM TRUST
BALANCE SHEET
AS AT 30 JUNE 2009**

	Note	2009 \$'000	2008 \$'000
ASSETS			
Current Assets			
Cash and cash equivalents	7	9,031	14,305
Trade and other receivables	8	1,446	1,908
Inventories	9	243	231
Total Current Assets		10,720	16,444
Non-Current Assets			
Trade and other receivables	8	344	0
Property, Plant and Equipment			
Land and Buildings	11	216,013	229,874
Plant and Equipment	11	46,113	27,130
Collections	11	767,114	767,064
Total Property, Plant and Equipment		1,029,240	1,024,068
Total Non-current Assets		1,029,584	1,024,068
Total Assets		1,040,304	1,040,512
LIABILITIES			
Current Liabilities			
Derivative Financial Instruments	23(f)	5	0
Trade and other payables	12	4,708	6,400
Total Current Liabilities		4,713	6,400
Non-current Liabilities			
Trade and other payables	12	24	19
Loans	14	344	324
Total Non-current Liabilities		368	343
Total Liabilities		5,081	6,743
Net Assets		1,035,223	1,033,769
EQUITY			
Accumulated funds		594,475	593,021
Reserves		440,748	440,748
Total Equity	15	1,035,223	1,033,769

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUSEUM TRUST
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2009**

	Note	2009 \$'000	2008 \$'000
Cash Flows from Operating Activities			
Payments			
Personnel services		(20,703)	(19,594)
Grants and subsidies		(164)	(148)
Other payments		(13,468)	(17,515)
Total Payments		(34,335)	(37,257)
Receipts			
Sale of goods and services		6,793	6,429
Insurance Recovery		2,843	0
Interest received		665	1,321
Other receipts		47	4,758
Grants and contributions		30,160	46,822
Total Receipts		40,508	59,330
NET CASH FLOWS FROM OPERATING ACTIVITIES	17	6,173	22,073
Cash Flows from Investing Activities			
Loans		0	690
Purchases of Land and Buildings, and Plant and Equipment		(11,459)	(25,833)
Proceeds from sale of Plant and Equipment		12	38
NET CASH FLOWS FROM INVESTING ACTIVITIES		(11,447)	(25,105)
Net Increase/(Decrease) IN CASH AND CASH EQUIVALENT		(5,274)	(3,032)
Opening cash and cash equivalents		14,305	17,337
CLOSING CASH AND CASH EQUIVALENTS	7	9,031	14,305

The accompanying notes form part of these statements.

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting Entity

The Australian Museum Trust (the Trust) as a reporting entity comprises all the activities under its control and encompasses funds that are restricted for specified purposes by the grantor or donor, but are nevertheless controlled by the Trust. The Trust is constituted as a body corporate by the *Australian Museum Trust Act 1975*. The Australian Museum Trust is a statutory body of the NSW State government. The Trust is a not for profit entity (as profit is not its principal objective) and it has no cash generating units. The Trust's accounts are consolidated as part of the NSW Total State Sector Accounts.

This financial report was authorised for issue by the Director and Trust President on the date the accompanying statement was signed by the Director and President of the Trust.

(b) Basis of Preparation

The Trust's financial report is a general purpose financial report which has been prepared on an accrual basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- requirements of the *Public Finance and Audit Act 1983* and the Public Finance and Audit Regulation 2005; and
- The Treasurer's Directions.

The financial report has also been prepared on a historical cost basis, except for Collections, Plant & Equipment, land, buildings, derivative financial instruments and available for sale investments, which have been measured at fair value.

Judgments, key assumptions and estimations that management has made are disclosed in the relevant notes to the financial statements.

The financial report is presented in Australian dollars and all values are rounded to nearest thousand dollars (\$000) unless otherwise stated.

(c) Statement of Compliance

The Trust's financial report and notes comply with Australian Accounting Standards which include Australian Accounting Interpretations.

The Trust has adopted all of the new and revised standards and interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective from the current annual reporting period.

(d) Income Recognition

Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.

(i) Grants and Contributions

Grants and contributions include donations and grants from the Dept of Arts, Sports and Recreation. They are generally recognised as income when the Trust obtains control over the assets comprising the grants/contributions. Control over grants and contributions are normally obtained upon the receipt of cash.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

(ii) Sale of Goods and Services

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

(iii) Rendering of Services

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

(iv) Investment income

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

(e) Personnel Services and other provisions

(i) Personnel Services Arrangements

The Trust and the Department of Arts, Sport and Recreation (DASR) entered into a Memorandum of Understanding effective from 1 July 2006 which sets out the arrangements for employment and payment of staff working at the Australian Museum which are considered employees of DASR. All payments to personnel and for related obligations are done in the DASR name and ABN and are classified as "Personnel Services" expenses in these financial statements.

(ii) Personnel Services - Salaries and wages, Annual Leave, Sick Leave and On-costs.

Based on the memorandum of understanding with DASR, liabilities for personnel services are stated as liabilities to the service provider DASR.

Salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on amounts expected to be paid when the liabilities are settled.

If applicable, long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 Employee Benefits. Market yields on government bonds are used to discount long-term extended leave.

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

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to the provision of personnel services by DASR, are recognised as liabilities and expenses where the personnel services to which they relate have been recognised.

(iii) Long Service Leave and Superannuation

In the financial statements of DASR, the Trust's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. Consequently, the Trust accounts for the equivalent expense and income in its financial statements to reflect this provision of personnel services.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors, (specified in NSW TC09-4), to employees with five or more years of service using current rates of pay. These factors were determined based on an actuarial review and market yields at the reporting date on government bonds.

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

The superannuation expense for the financial year is determined by using the formulae specified in the NSW TC 09-1. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

(iv) Other provisions

Other provisions exist when; the Trust has a present legal or constructive obligation as a result of a past event; it is probable that an overflow of resources will be required to settle the obligation, and; a reliable estimate can be made of the amount of the obligation.

Any provisions for restructuring are recognised only when an agency has a detailed formal plan and the agency has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to be affected.

If the effect of the time value of money is material, provisions are discounted at a percentage, which is a pre-tax rate that reflects the current market assessments of the time value of money and the risks specific to the liability.

(f) Insurance

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

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

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.

Cash flows are included in the cash flow statement on a gross basis. However, the GST component of cash flows arising from investing and financing activities which is recoverable from or payable to the Australian Taxation Office are classified as operating cash flows.

(h) Acquisitions of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Trust. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the specific requirements of other Australian Accounting Standards.

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

Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties, in an arm's length transaction.

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

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

(i) Capitalisation Thresholds

Property, plant and equipment and intangible assets costing \$3,000 and above individually are capitalised. Computer related assets costing individually \$3,000 and above (or forming part of a network costing more than \$3,000) are capitalised.

(j) Revaluation of Property, Plant and Equipment

Physical non-current assets are valued in accordance with the Valuation of Physical Non-Current Assets at Fair Value Policy and Guidelines paper (TPP 07-01). This policy adopts fair value in accordance with AASB 116 Property, Plant and Equipment.

Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.

Fair value of property, plant and equipment is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market buying price, the best indicator of which is depreciated replacement cost.

The Trust revalue's each class of property, plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. The last revaluation was completed on 30 June 2008 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.

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.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

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

(i) Exhibitions

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

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

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.

(ii) Collections

The valuations of Collections were revised at 30 June 2008. Increases in the value of assets are transferred to the asset revaluation reserve for that class of assets. The overall revaluation exercise is required to be undertaken on a five yearly cycle as determined in the Treasury guidelines. The Museum's Capitalisation Policy also specifies a five year valuation cycle, but allows for the timely capitalisation of items where a direct purchase is involved, or where an item of established value is donated.

The method of revaluation is market value in its highest and best use, or where there is a lack of market-based evidence, Recollection Cost is used. Recollection Cost is based on an estimate of the current gross replacement cost of the assets, less allowances for obsolescence.

Acquisition of collection items are recorded at cost when purchased.

(k) Impairment of Property, Plant and Equipment

As a not-for-profit entity with no cash generating units, the Trust is effectively exempted from AASB 136 Impairment of Assets and impairment testing. This is because AASB 136 modifies the recoverable amount test to the higher of fair value less costs to sell and depreciate replacement cost. This means that, for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.

(l) Assets Not Able to be Reliably Measured

The Trust does not hold any assets other than those recognised in the Balance Sheet.

(m) Depreciation of Property, Plant and Equipment

Except for certain heritage assets, depreciation is provided for on a straight line basis for all depreciable assets so as to write-off the net cost or revalued amount of each asset as it is consumed over its useful life to its estimated residual value.

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

All material separately identifiable component assets are depreciated over their shorter useful lives.

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

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

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

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.

The useful life for each property, plant and equipment asset category is as follows:

Buildings	15 – 80 years
Plant and Equipment	3 – 10 years
Vehicles	6 – 7 years
Vessels	6 – 7 years

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.

(n) Major Inspection Costs

When each major inspection is performed the labour cost for faults is recognised in the carrying amount of an asset as a replacement of a part, if recognition criteria are satisfied.

(o) Restoration Costs

The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.

(p) Maintenance

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

(q) 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 a non-current asset is acquired by means of a finance lease, the asset is recognised at its fair value at the commencement of the lease term. 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 Income Statement systematically over the term of the lease. The Trust does not have any assets subject to finance leases.

(r) Intangible Assets

The Trust recognises intangible assets only if it is probable that future economic benefits will flow to the Trust and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is at fair value as at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met. The Trust has no intangible assets.

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

(s) Financial Instruments

The Trust's principal financial instruments policies are outlined below. These financial instruments arise directly from the Trust's operations or are required to finance its operations. The Trust uses derivative financial instruments (including forward currency contracts) to hedge its risks associated with foreign currency. Such derivative financial instruments are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured to fair value.

Derivatives are carried as assets when their fair value is positive and as liabilities when their fair value is negative.

Any gains or losses arising from changes in the fair value of derivatives are taken directly to profit or loss for the year. The fair values of forward currency contracts are calculated by reference to current forward exchange rates for contracts with similar maturity profiles. Trust does not enter into or trade financial instruments for speculative purposes.

(i) Cash and cash equivalent

Cash and cash equivalent is comprised of cash on hand and bank balances with the Westpac Bank, term deposits with the Commonwealth Bank of Australia and the NSW Government's Treasury Corporation (TCorp) Hour Glass cash facility. Interest on bank balance is earned on daily balances at a fixed rate. The interest rate is added to the term deposits every six months and at maturity. Interest revenues are recognised as they accrue. The term deposits in Commonwealth Bank of Australia relate to two bequest accounts.

(ii) Investments

The NSW Government's Treasury Corporation (TCorp) deposit facility is utilised to accommodate funds surplus to immediate needs. Funds placed in the TCorp Hour Glass cash facility are measured at fair value with interest revenue accrued as earned such that the fair value is reflected at no less than the amount payable on demand.

(t) Trade and other receivables

Trade and other receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value, usually based on the transaction cost or face value and subsequently measured at amortised cost using the effective interest method, less an allowance for impairment. Collectability of trade debtors is reviewed on an ongoing basis at an operating unit level. Debts that are known to be uncollectible are written-off. Any changes are accounted for in the Income Statement when impaired, derecognised or through the amortisation process. These are included in current assets, except for those with maturities greater than 12 months after balance date, which are classified as non-current.

Short-term receivables with no stated interest rates are measured at the original invoice amount where the effect of discounting is immaterial. The credit risk is the carrying amount (net of any allowances for impairment). No interest is earned on trade receivables. The carrying amount approximates fair value. Sales are made on 14 days terms.

(u) Inventories

Inventories held for sale are valued at the lower of cost and net realisable value. The cost is calculated using the "Weighted Average" method.

The Museum does not have any inventories acquired at no cost or for nominal consideration. Net realisable value is the estimated selling price in the ordinary course of business less the estimated cost of completion and the estimated costs necessary to make the sale.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

(v) Other assets

Other assets are recognised on a cost basis.

(w) Trade and other payables

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

(x) Loans and borrowings

Loans and borrowings are initially recognised at the fair value of the consideration received less directly attributable costs. After initial recognition, loans and borrowings are subsequently measured at amortised cost using the effective interest method.

(y) New Australian Accounting Standards issued but not yet operative

NSW Treasury has mandated that early adoption of standards is not permitted.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet effective have not been adopted for the annual reporting period ended 30 June 2009. These are listed as follows:-AASB 3, AASB 127 and AASB 2008-3 (Mar 2008) regarding business combinations and consolidations (1 Jul 2009)

AASB 8 and AASB 2007-3 (Feb 2007) regarding operating segments (1 Jan 2009)

AASB 101 and AASB 2007-8 (Sep 2007) regarding presentation of financial statements (1 Jan 2009)

AASB 123 and AASB 2007-6 (Jun 2007) regarding borrowing costs (1 Jan 2009)

AASB 1039 (Aug 2008) regarding concise financial reports (1 Jan 2009)

AASB 2008-1 (Feb 2008) regarding share-based payments: vesting conditions and cancellations (1 Jan 2009)

AASB 2008-2 (Mar 2008) regarding puttable financial instruments (1 Jan 2009)

AASB 2008-5 and AASB 2008-6 (Jul 2008) regarding annual improvements projects (1 Jan 2009 and 1 Jul 2009 respectively)

AASB 2008-7 (Jul 2008) regarding cost of an investment in a subsidiary (1 Jan 2009)

AASB 2008-8 (Aug 2008) regarding eligible hedged items (1 July 2009)

AASB 2008-9 (Sep 2008) regarding amendments to AASB 1049 for consistency with AASB 101 (1 Jan 2009)

AASB 2008-11 (Nov 2008) regarding business combinations among not-for-profit entities (1 Jul 2009)

Interpretation 4 (Feb 2007) regarding determining whether an arrangement contains a lease (1 Jan 2008)

Interpretation 12 (Jun 2007) and AASB 2007-2 regarding service concession arrangements (1 Jan 2008)

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

Interpretation 14 (Aug 2007) regarding the limit on a defined benefit asset (1 Jan 2008)

Interpretation 129 (Feb 2007) regarding service concession disclosures (1 Jan 2008)

Interpretation 15 (Aug 2008) on constructions of real estate (1 Jan 2009)

Interpretation 16 (Aug 2008) on hedges of a net investment in a foreign operation (1 Oct 2008)

Interpretation 17 and AASB 2008-13 (Dec 2008) on distribution of non-cash assets to owners
(1 Jul 2009)

It is considered that the impact of these new Standards and Interpretations in future periods will have no material impact on the financial statements of the Australian Museum.

(z) Taxation status

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

(aa) Trustee benefits

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

(bb) Services provided at no cost

Where material contributions are made to the Trust at no charge, an expense is recorded in the accounts to reflect the activities at the Museum and is offset by an equivalent revenue entry.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

2. EXPENSES

	2009	2008
	\$'000	\$'000
(a) Personnel services expenses¹		
Salaries and wages (including recreation leave)	18,379	17,153
Superannuation – defined benefits plans	624	554
Superannuation – defined contribution plans	1,205	1,121
Payroll Tax and Fringe Benefit Tax	1,181	1,201
Long Service Leave	802	377
Workers' Compensation Insurance	220	317
Other	149	125
	22,560	20,848
Employee related costs that have been capitalised in fixed asset accounts and therefore excluded from the above: \$290,000 (\$402,000 in 2007–08).		
1. Including services provided free of charge by DASR valued at \$1.46m (\$965,000 in 2007-08) Refer to Note 6.		
(b) Other operating expenses includes the following:		
Auditor's Remuneration audit and review of financial reports	71	72
Operating lease rental expense:		
minimum lease payments	481	520
rental outgoings	157	155
Freight	209	148
Motor Vehicles Expenses	226	210
Advertising and Promotional	646	1,087
Electricity	520	420
Gas	159	88
Cleaning and Waste Removal	673	559
Water	83	47
Contractors	2,430	1,950
Travel and Accommodation	454	435
Cost of Sales	609	593
Insurance	458	670
Postal and Telephone	410	421
Working Expenses	1,399	1,045
Security Services	93	48
Donations and Contributions	12	4
Hiring Costs	121	179
Books, Journals & Subscriptions	169	212
Consultants	193	8
Licenses	184	184

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

2. EXPENSES (continued)

	2009	2008
	\$'000	\$'000
Exhibition Costs	719	627
Minor Plant & Equipment	287	278
Promotion costs	273	283
Staff Training	191	122
Filming & Photography	23	17
Graphics & Design	110	97
Legal & Professional	33	49
Printing	228	406
Maintenance ¹ Refer to Reconciliation below	1,468	1,407
	13,089	12,341
<i>1. Reconciliation:</i>		
Maintenance expense, as above	1,468	1,407
Maintenance related employee expenses Included in Note 2 (a)	300	272
Total maintenance expenses	1,768	1,679
(c) Depreciation		
Buildings	442	236
Plant and Equipment	4,379	3,137
	4,821	3,373
(d) Grants and subsidies		
Visiting Fellowships	92	65
Other Grants	72	83
	164	148

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

3. REVENUE

	2009	2008
	\$'000	\$'000
(a) Sale of Goods		
Shop sales	1,234	1,020
Rendering of services	2,680	2,437
Admission Fees	2,506	1,927
Other	231	279
	6,651	5,663
(b) Investment Income		
TCorp Hour-Glass investment facility designated at fair value through profit and loss	564	1,125
Interest revenue from financial assets not at fair value through profit and loss	123	195
	687	1,320
4. GAIN/ (LOSS) ON DISPOSAL OF NON-CURRENT ASSETS		
Proceeds from disposal	12	38
Written down value of assets disposed	(57)	(13)
Gain / (Loss) on disposal of Non-Current Assets	(45)	25
5. OTHER GAINS/ (LOSSES)		
Restatement at fair value – loan		
Qld Government	0	366
Insurance recovery –Other	2,843	0
Impairment of receivables	0	17
	2,843	383

Insurance Recovery: \$2.84 million received in settlement of the claim of loss and damages incurred during the years from 1997 to 2002 to the collections items.

6. GRANTS AND CONTRIBUTIONS

For conditions on Grants and Contributions see Note 10.

Department of Arts, Sport and Recreation 1	29,243	44,692
Scientific Research - Federal Government Grants	456	500
Scientific Research - State Government Grants	34	18
Other Grants	596	407
Donations	1,024	1,265
Other	599	904
	31,952	47,786

1. Includes personnel services grants of \$1.46 million (\$965,000 in 2008)

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

7. CURRENT ASSETS – CASH AND CASH EQUIVALENTS

	2009	2008
	\$'000	\$'000
Cash at bank and on hand	1,037	530
Short term deposits	395	240
TCorp Hour-Glass Cash Facility	7,599	13,535
Total Cash and Cash Equivalents	9,031	14,305

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

The Trust has the following banking facilities

MasterCard facility (Total credit limit)	150	104
Cheque cashing facility (Total credit limit)	10	10
Tape negotiation authority ¹ .	4,800	4,800

Cash and cash equivalents (per Balance Sheet)	9,031	14,305
---	--------------	---------------

Closing cash and cash equivalents (per Cash Flow Statement)	9,031	14,305
---	--------------	---------------

1. The facility authorises the bank to debit the trust's operating bank account up to the above limit

**8. CURRENT / NON CURRENT ASSETS –
TRADE AND OTHER RECEIVABLES**

Sale of Goods & Services	1,337	1,735
Accrued Income	14	30
Prepayments	207	221
Other debtors	65	41

	1,623	2,027
Less: Allowance for Impairments	177	119

Total current receivables	1,446	1,908
----------------------------------	--------------	--------------

Non-Current Receivables

LIRRF funding for QLD loan ¹	344	0
---	-----	---

Total Non-Current Receivables	1,790	1,908
--------------------------------------	--------------	--------------

1. As per the Funding Deed signed between the Lizard Island Reef Research Foundation (LIRRF) and the Trust, LIRRF has underwritten to pay \$1million in 20 annual instalments of \$50,000 each beginning from the year 2018. The fair value of this commitment is calculated as per the Accounting Standards.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

9. CURRENT / NON CURRENT ASSETS – INVENTORIES

	2009	2008
	\$'000	\$'000
Held for Resale:		
Stock on hand – at cost	243	231
Total inventories	243	231

10. RESTRICTED ASSETS

CONDITIONS ON CONTRIBUTIONS AND RESTRICTED ASSETS

The Museum receives grants from various bodies for specific purposes (see Note 6). Generally grant conditions require monies granted to be spent only on specific projects; however grant conditions vary widely with respect to deliverables, timing, acquittal and repayment requirements. Cash and investments should be held equal to unspent balances where contractually specified.

Unexpended balances for all grant projects
at year end were:

Scientific Research – Federal Government Grants	646	889
Scientific Research – State Government Grants	327	576
Other Grants	109	63
	1,082	1,528

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

	Land	Buildings	Plant & Equipment	Collections	Total
At 30 June 2009	\$'000	\$'000	\$'000	\$'000	\$'000
Gross Carrying Amount	35,500	186,495	90,984	767,114	1,080,093
Accumulated Depreciation	0	(5,982)	(44,871)	0	(50,853)
At Fair Value	35,500	180,513	46,113	767,114	1,029,240

	Land	Buildings	Plant & Equipment	Collections	Total
At 30 June 2008	\$'000	\$'000	\$'000	\$'000	\$'000
Gross Carrying Amount	35,500	199,914	68,000	767,064	1,070,478
Accumulated Depreciation	0	(5,540)	(40,870)	0	(46,410)
At Fair Value	35,500	194,374	27,130	767,064	1,024,068

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

11. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (*continued*)

Reconciliation

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

	Land \$'000	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
At 30 June 2009					
Net carrying amount at the start of year (1 July 2008)	35,500	194,374	27,130	767,064	1,024,068
Transfer	0	(17,566)	17,566		0
Additions	0	4,147	5,853	50	10,050
Disposals	0	0	(57)	0	(57)
Depreciation	0	(442)	(4,379)	0	(4,821)
Net Carrying Amount at end of year June 2009	35,500	180,513	46,113	767,114	1,029,240

Assets were revalued as at 30 June 2008

The Research and Collections Building was incomplete at 30.06.08, with costs residing in WIP Buildings. On completion of the structure, a valuer was appointed to categorise and value the various components of the Building. Based on this information \$17.6 million was transferred from Buildings to Plant & Equipment to recognise the cost component of Lifts, Air Conditioning, Electrical, Fitments etc, as prescribed by the valuer.

	Land \$'000	Buildings \$'000	Plant & Equipment \$'000	Collections \$'000	Total \$'000
At 30 June 2008					
Net Carrying Amount at the start of the year	21,000	138,198	23,819	530,331	713,348
Net revaluation increment less revaluation decrements	14,500	34,675	1,479	236,094	286,748
Additions	0	21,737	4,982	639	27,358
Disposals	0	0	(13)	0	(13)
Depreciation	0	(236)	(3,137)	0	(3,373)
Net Carrying Amount at end of year June 2008	35,500	197,374	27,130	767,064	1,024,068

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

12. CURRENT LIABILITIES – TRADE AND OTHER PAYABLES

	2009	2008
	\$'000	\$'000
Creditors	1,878	4,219
Payable to personnel services providers: Accrued personnel services expenses		
– Recreation Leave	1,474	1,224
– Long Service Leave	647	520
– Accrued salaries, wages and on-costs	228	162
Sundry Accruals	264	200
Unearned revenue	217	75
	4,708	6,400

NON CURRENT LIABILITIES

Payable to personnel services providers: Accrued personnel services expenses		
– Long Service Leave on-costs	24	19
	24	19

13. AGGREGATE PERSONNEL SERVICES LIABILITIES

Aggregate Personnel services liabilities and related on-costs:		
Current	2,349	1,906
Non-current	24	19
Total provisions	2,373	1,925

14. CURRENT / NON-CURRENT LIABILITIES – BORROWINGS

Queensland Government loan at net present value ¹	344	324
	344	324

1. Due to long term nature of loan (30 years).
Repayments commence 2018. Loan is for Lizard Island facility.

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

15. CHANGES IN EQUITY

	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Balance at the beginning of the financial year	593,021	574,554	440,748	154,000	1,033,769	728,554
Increment/decrement on revaluation of:						
Land and buildings			0	49,175	0	49,175
Plant and equipment			0	1,479	0	1,479
Collections			0	236,094	0	236,094
Surplus/ (deficit) for the year	1,454	18,467			1,454	18,467
Total Balance at the end of the Financial year	594,475	593,021	440,748	440,748	1,035,223	1,033,769

The Asset Revaluation Reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Trust's policy on the revaluation of Property, Plant and Equipment as discussed in Note 1.

16. COMMITMENTS FOR EXPENDITURE

(a) Capital commitments

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

	2009 \$'000	2008 \$'000
Not later than one year	325	10,010
Total (including GST)	325	10,010

(b) Other expenditure commitments

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

	2009 \$'000	2008 \$'000
Not later than 1 year	820	1,004
Total (including GST)	820	1,004

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

(c) Operating lease commitments

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

Not later than 1 year	542	599
Later than 1 year & not later than 5 years	1,299	1,595
Later than 5 years	52	54
Total (including GST)	1,893	2,248

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

(d) Goods and Services Tax

The total commitments above include input tax credits of \$276,000 (2008 – \$1,001,252) that are expected to be recoverable from the Australian Taxation Office.

17. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO SURPLUS FOR THE YEAR

Reconciliation	2009 \$'000	2008 \$'000
Surplus for the Year	1,454	18,467
Depreciation	4,821	3,373
Allowance for impairment	58	(15)
Increase/(Decrease) in Trade and other payables	(246)	804
Decrease/(Increase) in Receivables	54	(529)
(Gain)/Loss on Disposal of Plant & Equipment	45	(25)
Decrease/(Increase) in Inventory	(13)	(2)
Net cash flows from operating activities	6,173	22,073

18. NON-CASH FINANCING AND INVESTING ACTIVITIES

Non-cash financing and investing activities represented the acceptance of personnel services cost of \$1.46 million (\$965,000 in 2008) by the NSW Government.

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

- ▶ Volunteer Services
- ▶ Donation of objects for the Collections

19. BEQUESTS AND SPECIAL FUNDS

The Trust may receive monies and gifts of scientific specimens or associated materials. Any such revenues provide for expenditure in the current and future years. There were no such amounts received during the year.

**AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009**

20. TRUSTEES' 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.

21. CONTINGENT ASSETS AND LIABILITIES

The Treasury Managed Fund normally calculates hindsight premiums each year. However in regard to workers compensation the final adjustment calculations are in arrears.

The Trust suffered loss as a result of thefts from its collections and subsequently lodged a claim with its insurer, the NSW Treasury Managed Fund which placed a preliminary estimate of \$4.7 million on the claim. The Trust received \$2.84 million in full settlement of the claim during the year.

The Trust was not aware of any other contingent asset or liability relevant to its functions as at 30 June 2009 (\$4.7m at 30 June 2008).

22. PROGRAM INFORMATION

The Australian Museum Trust 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.

23. FINANCIAL INSTRUMENTS

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

The Trust's main risks arising from financial instruments are outlined below, together with the Trust's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout this financial report.

The Audit Committee has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Trust, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit Committee on a continuous basis.

(a) Financial instrument categories

Financial Assets Class:	Note	Category	2009 \$'000 Carrying Amount	2008 \$'000 Carrying Amount
Cash and cash equivalents	7	N/A	9,031	14,305
Receivables ¹	8	Loans and receivables (at amortised cost)	951	561

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

Financial Liabilities			2009	2008
Class:	Note	Category	\$'000	\$'000
Payables ²	12	Financial liabilities measured (at amortised cost)	2,221	4,455
Borrowings	14	Financial liabilities measured (at amortised cost)	344	324

Notes

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

2. Excludes unearned revenue (i.e. not within scope of AASB 7).

(b) Credit Risk

Credit risk arises when there is the possibility of the Trust's debtors defaulting on their contractual obligations, resulting in a financial loss to the Trust. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the Trust, including cash, receivables and authority deposits. No collateral is held by the Trust. The Trust has not granted any financial guarantees.

Credit risk associated with the Trust's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards. Authority deposits held with NSW TCorp are guaranteed by the State.

Cash

Cash comprises cash on hand and bank balances outside of the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly rate set by each bank and paid quarterly. The TCorp Hour Glass cash facility is discussed below.

Receivables – trade debtors

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand. Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the entity will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30 day terms.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

The Trust is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2009: \$297,000 2008: \$323,666) and not less than three months past due (2009: \$ 276,000, 2008: \$187,035) are not considered impaired and together these represent 76% (81% 2008) of the total trade debtors. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

The only financial assets that are past due or impaired are 'sales of goods and services' in the 'receivables' category of the balance sheet.

	Total	Past due but not impaired	Considered impaired
	\$'000	\$'000	\$'000
2009			
< 3 months overdue	517	517	0
3 months – 6 months overdue	72	55	17
> 6 months overdue	160	0	160
2008			
< 3 months overdue	187	187	0
3 months – 6 months overdue	16	0	16
> 6 months overdue	103	0	103

The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7.

(c) Liquidity risk

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due.

The Trust continuously manages liquidity risk by monitoring future cash flows and maturities, planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

The Trust does not maintain any credit standby arrangements.

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. The Trust's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment. No interest was paid in both 2009 and 2008.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

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

Maturity Analysis and interest rate exposure of financial liabilities

	Weighted Average Effective Int. Rate	Nominal Amount ¹ \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non interest bearing \$'000	< 1 yr \$'000	1-5 yrs \$'000	> 5 yrs \$'000
2009								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	0%	228	0	0	228	228	0	0
Creditors	0%	1,954	0	0	1,954	1,954	0	0
<i>Borrowings:</i>								
Lizard Island loan	6.5%	1,000	1,000	0	0	0	0	1,000
		3,182	1,000	0	2,182	2,182	0	1,000
2008								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	0%	162	0	0	162	162	0	0
Creditors	0%	4,293	0	0	4,293	4,293	0	0
<i>Borrowings:</i>								
Lizard Island loan	6.5%	1,000	1,000	0	0	0	0	1,000
		5,455	1,000	0	4,455	4,455	0	1,000

Notes

1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, therefore the amounts disclosed above will not reconcile to the balance sheet.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Trust's exposures to market risk are primarily through interest rate risk on the Trust's investments and other price risks associated with the movement in the unit price of the Hour Glass Investment facilities. The Trust has no material exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Trust operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the balance sheet date. The analysis is performed on the same basis for 2008. The analysis assumes that all other variables remain constant.

Interest rate risk

The Trust does not hold any interest bearing liabilities. The Trust does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore for these financial instruments a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility. The Trust's exposure to interest rate risk is set out below.

	Carrying	-1%	Equity	1%	Equity
	\$'000	Profit	\$'000	Profit	\$'000
2009		\$'000		\$'000	
<i>Financial assets</i>					
Cash and cash equivalents	9,031	-90	0	90	0
Receivables	951				
<i>Financial liabilities</i>					
Payables	2,221				
Borrowings	344				
2008					
<i>Financial assets</i>					
Cash and cash equivalents	14,305	-143	0	143	0
Receivables	561				
<i>Financial liabilities</i>					
Payables	4,455				
Borrowings	324				

Other price risk – TCorp Hour Glass facilities

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

Exposure to 'other price risk' primarily arises through the investment in the TCorp Hour Glass Investment facilities, which are held for strategic rather than trading purposes. The Trust has no direct equity investments. The Trust holds units in the following Hour-Glass investment trusts:

Facility	Investment Sectors	Investment horizon	2009 \$'000	2008 \$'000
Cash facility	Cash, money market instruments	Up to 2 years	7,599	13,535

The unit price of each facility is equal to the total fair value of net assets held by the facility divided by the total number of units on issue for that facility. Unit prices are calculated and published daily.

NSW TCorp as trustee for each of the above facilities is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. However, TCorp acts as manager for part of the Cash Facility. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour Glass facilities limits the Trust's exposure to risk, as it allows diversification across a pool of funds, with different investment horizons and a mix of investments.

NSW TCorp provides sensitivity analysis information for each of the facilities, using historically based volatility information. The TCorp Hour Glass Investment facilities are designated at fair value through profit or loss and therefore any change in unit price impacts directly on profit (rather than equity).

	Impact on profit/loss Change in unit price	2009 \$'000	2008 \$'000
Hour Glass Investment – Cash facility	+/- 1%	76	135

A reasonable possible change is based on the percentage change in unit price multiplied by the redemption price as at 30 June each year for each facility (as advised by TCorp).

(e) Fair Value

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value. As discussed, the value of the Hour Glass Investments is based on the Trust's share of the value of the underlying assets of the facility, based on the market value. All of the Hour Glass facilities are valued using 'redemption' pricing.

AUSTRALIAN MUSEUM TRUST
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING JUNE 2009

Except where specified below, the amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short term nature of many of the financial instruments. The following table details the financial instruments where the fair value differs from the nominal amount:

	<i>Carrying amount (Fair Value) 2009 \$'000</i>	<i>Nominal Value 2009 \$'000</i>	<i>Carrying amount (Fair Value) 2008 \$'000</i>	<i>Nominal Value 2008 \$'000</i>
Non-current assets				
Trade and other receivables	344	1,000	0	0
Non-current liabilities				
Loan	344	1,000	324	1,000

(f) Derivative Financial Instruments

The Museum has entered into forward exchange contracts which are economic hedge but do not satisfy the requirements for hedge accounting. All movements in fair value are recognised in Profit or loss in the period they occur. The net fair value loss on foreign currency derivatives during the year was \$5,000.

	2009 \$'000	2008 \$'000
Current Liabilities		
Forward currency contracts (net)		
– held for hedges	5	0

	Notional Amount \$'000	Exchange Rate	Rate Sensitivity 20% -20% \$'000 \$'000		Rating
Buy Euro/Sell Australian \$ Maturity 0-12 months	266	0.5739	-43	65	A+

24. RESULTS OF FUNDRAISING APPEALS

The Trust conducted a number of fundraising activities during the year and the results are as follows:

	2009 \$'000	2008 \$'000
Gross proceeds from fundraising appeals	278	272

25. AFTER BALANCE DATE EVENTS

The Australian Museum Trust is not aware of any post balance date events that would impact this financial report.

Appendices



APPENDIX A ORGANISATION CHART



* Member of the Executive

APPENDIX B

TRUSTEE PROFILES AND ACTIVITIES

PROFILES OF TRUSTEES

Mr Brian Sherman, AM (President) B Comm, CTA, SIA (Aff)

In 2004, Brian was awarded the Order of Australia for service to the community and was awarded the Ernst and Young, Entrepreneur of the Year – 2006 Champion of Entrepreneurship Award for the Eastern Region. Brian is a director of a number of investment companies listed on the American Stock Exchange. He is Chairman of Aberdeen Leaders Limited listed on the Australian Stock Exchange and was a Director of Channel Ten for some 16 years. Brian is also a Director of Sherman Contemporary Art Foundation Limited, a charitable philanthropic organisation. Brian is the former Chairman and Joint Managing Director of the EquitiLink Group, and was previously a Director of the Sydney Organising Committee for the Olympic Games (SOCOG) and Chairman of SOCOG's Finance Committee. Brian is also involved in numerous charitable projects. He is Director of Voiceless, a non-profit organisation that promotes respect and compassion for animals. Brian was appointed to the Australian Museum Trust as President in January 2001.

Mr Michael Alscher B Comm

Michael Alscher is Founding Partner and Managing Director of Crescent Capital Partners, a leading private equity fund in Australia. Mr Alscher is a non-executive director and chairman of a number of portfolio companies and has an extensive background in investment, business management and strategy consulting. He was appointed to the Trust in January 2008.

Ms Cate Blanchett

Cate Blanchett is an internationally renowned actor and a graduate of the National Institute of Dramatic Art. Since January 2008, Cate has been the Co-Artistic Director and Co-CEO of the Sydney Theatre Company. Cate is also Ambassador for the Australian Film Institute and the Australian Conservation Foundation, and is a Patron of the Sydney Film Festival and of SolarAid. Cate was appointed to the Trust in May 2007.

Mr Michael Chaaya BEc (Hons) LLB (Hons)

Michael Chaaya is a Partner of Corrs Chambers Westgarth and a member of the firm's Financial Services Industry Division Leadership Team. Michael has over 11 years of expertise in advising some of Australia's leading product providers and financial services entities. His clients include trustee companies for superannuation funds; fund managers; banks and other financial service providers; and life insurance companies, administrators and custodians. He has a strong involvement in the community, access to justice and pro bono activities. Michael was a finalist for the Law and Justice Foundation of NSW Justice Medal in 2007 and was awarded the Australian Centenary Medal for service to the law, youth and community in 2003. Michael is currently a director of the National Children's & Youth Law Centre. He was appointed to the Trust in January 2009.

Mr David Handley BA, LLB, LLM

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

Dr Ronnie Harding BA, BSc (Hons), PhD (Zoology)

Ronnie Harding has had a lengthy career as an academic in the field of environmental studies. She retired in late 2004 from her role as Director of the Institute of Environmental Studies at the University of NSW (UNSW). Ronnie is currently an assistant commissioner of the NSW Natural Resources Commission, a member of the Metropolitan Water Independent Review Panel, a member of the NSW National Parks and Wildlife Advisory Council, a member of the Wentworth Group of Concerned Scientists, and a member of the Advisory Board to EP&T Pty Ltd. Ronnie is a Senior Visiting Fellow in the Institute of Environmental Studies at UNSW. She was appointed to the Trust in January 2003.

Ms Sam Mostyn BA, LLB

Sam Mostyn has an extensive background in law, corporate affairs, human resources and politics. Sam also serves on the Academic Advisory Board of the Australian Institute of Management (AIM) and is on the Board of the Sydney Festival and the Centenary Institute. Previously, she was the Group Executive, Culture and Reputation for the Insurance Australia Group (IAG), and Director of Corporate Development and Acting Human Resources Director at Cable & Wireless Optus. Before joining Cable & Wireless Optus, she was a senior advisor (communications) to the Prime Minister, The Hon. PJ Keating. Sam was appointed to the Trust in January 2003.

Ms Alison Page B.Design (Hons)

Alison Page is a designer and artist with an award-winning practice exploring links between cultural identity, art and the built environment. A Tharawal woman from La Perouse, Alison has worked with rural and urban Aboriginal communities in the delivery of health, education, office design,

exhibition design, cultural arts centres and public art projects. Alison has recently taken up a position at Arts Mid North Coast working on cultural and economic development projects with the region's Aboriginal communities. For the last six years, Alison has been a regular panelist on the ABC *New Inventors* program. Alison was appointed to the Trust in January 2009.

Dr Cindy Pan
MBBS, FRACGP

Dr Cindy Pan is a medical practitioner, author and media spokesperson. She has had many years experience working in general practice as well as sexual health and women's medicine, and has lectured, spoken and written extensively about health, lifestyle and relationship issues. She is the author of *Pandora's Box – Lifting the Lid on Life's Little Nasties*, a humorous book about health, relationships, sex and drugs, as well as *Playing Hard to Get*, a light-hearted look at courting and dating in the 21st century. She writes for newspapers and magazines in Australia and Asia and has appeared on a host of television shows including *The Glasshouse*, *Sunrise*, *The Morning Show*, *The Panel*, *Beauty and the Beast* and *The Super Debates*. She has been an AusAID Ambassador and Ambassador for Chinese New Year for the City of Sydney since 2000. Cindy is a Patron for the Bonnie Babes Foundation, Heartkids Australia. She is an Ambassador for the National Breast Cancer Foundation, Breast Cancer Network Australia, Northcott Disability Services and an Ambassador Mentor for the Make-A-Wish Foundation. Cindy was appointed to the Trust in January 2002.

Mr David Sherley
B.Ec, MBus

David is the General Manager of Bathurst Regional Council, and a board member of both the Central West Area Consultative Committee and Museums & Galleries NSW. David was an integral part of the team which coordinated Band Town in Bathurst during the 2000 Sydney Olympics, and has been involved with the establishment and running of the Australian Fossil and Mineral Museum. As General Manager of the Bathurst Regional Council, he has also been involved with the operation of the Chifley House Museum, the world famous Mt Panorama Racing Circuit and the National Motor Racing Museum. David was appointed to the Trust in January 2009.

Ms Julie Walton, OAM
BA, LLB, MT&CP

Julie Walton is a qualified lawyer and urban planner, and a non-practising solicitor of the Supreme Court of NSW. Julie 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 on legislation review, planning policy, public policy and regulatory systems. From 1991 to 1999, Julie was a Sydney City Councillor. From 1997 to 2000 she served as Chair of the Fair Trading Advisory Council and of the Property Services Advisory Council. Julie is a part-time member of the Consumer, Trader and Tenancy Tribunal and Senior Associate at O'Connor Marsden & Associates, a firm that provides governance, probity and assurance services to the public and private sector. Julie was appointed to the Trust in January 2000.

TRUST ACTIVITIES AND COMMITTEES

TRUST MEETINGS

The Trust met on five occasions during the 2008–09 financial year.

Attendance record of Trustees

Trustee	Number of meetings attended
Brian Sherman AM (President)	5
Michael Seyffer (retired April 2009)	3
Michael Alscher	4
Cate Blanchett	0
David Handley	1
Dr Ronnie Harding	5
Sam Mostyn	4
Dr Cindy Pan	5
Julie Walton OAM	4
David Sherley (appointed Jan 2009)	1
Michael Chaaya (appointed Jan 2009)	1
Alison Page (appointed Jan 2009)	1

TRUST COMMITTEES

Finance and Audit Committee

This committee ensures the sound financial position of the Museum through regular reviews of its financial position, budget, finance and business decisions and policies that have an impact on these areas. The committee also has an important role in risk management and audit through

endorsement of internal and external audit plans, review of audit reports and the review of risk assessment and management. Trustees on the Finance and Audit Committee at 30 June 2009 were Mr Brian Sherman AM (Chair), Mr Michael Alscher and Dr Cindy Pan.

Research and Collections Advisory Committee

This committee advises on the direction of research and collections management in the Museum. The committee's members were:

Dr Ronnie Harding, Chair (Museum Trustee and Visiting Associate Professor, Institute of Environmental Studies, University of New South Wales)

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

Dr Leslie Christidis (Assistant Director Research and Collections, Australian Museum) (resigned April 2009)

Dr Hal Cogger (John Evans Memorial Fellow, Australian Museum)

Mr Frank Howarth (Director, Australian Museum)

Dr Klaus Koop (Director, Environmental and Conservation Sciences, NSW Department of Environment, Climate Change & Water)

Professor Margaret Rose (Director, Research Management, South Eastern Sydney and Illawarra Area Health Service, University of New South Wales)

Dr Gaynor Macdonald (Senior Lecturer, Department of Anthropology, University of Sydney)

Mr Brian Sherman (President, Australian Museum Trust)

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

Professor John Talent (Department of Planetary Sciences, Division of

Environmental and Life Sciences, Macquarie University)

Ms Rebecca Hancock, Secretary (Special Projects Officer, Research and Collections, Australian Museum).

TRUST REPRESENTATION

Lizard Island Reef Research Foundation

The Trust has two members on the Lizard Island Reef Research Foundation: Dr Ronnie Harding and Mr Michael Seyffer (retired April 2009).

APPENDIX C EXECUTIVE PROFILES AND MANAGEMENT ACTIVITIES

Frank Howarth Director

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

Janet Carding Assistant Director, Public Programs & Operations

Janet was appointed Assistant Director, Public Programs and Operations in August 2004. She holds a degree from Cambridge University in History and Philosophy of

Science, and a Masters from the University of London in History of Science and Medicine. A museum professional for 22 years, Janet began her career at the Science Museum in London, initially as a curator and later in exhibition and programs development. For five years Janet worked on the development of the Wellcome Wing extension, including leading several exhibition development teams. Janet subsequently coordinated a major review of the National Museum of Science and Industry (NMSI) that resulted in a new strategic direction and organisational changes. For the three years prior to joining the Australian Museum, Janet held the post of Head of Planning and Development and led the strategic planning, major projects and forward program for NMSI's three museums. Janet currently teaches the Museums and Galleries Administration segment of Sydney University's Museum Studies program.

Dr Les Christidis Assistant Director, Research & Collections

After completing a Bachelor of Science (Honours) degree from the University of Melbourne in 1980, Les Christidis undertook a PhD at the Australian National University where he focused on the evolutionary genetics of Australian finches. He was one of the first to apply genetic-based approaches to understanding the evolution of Australian birds. From 1987 to 1996, Les was the Senior Curator of Ornithology at Museum Victoria and in 1997 he became the Science Program Director and later Head of the Department of Sciences. During this time (1997–2004), Dr Christidis led teams that produced major exhibitions for the Melbourne Museum and also led the team developing shows for Australia's first Digital Planetarium at Science Works. Beginning in 2004, Les was the Assistant Director, Research and Collections until he resigned from the Museum in April 2009.

Michael Harvey
Head, Exhibitions and Creative Services

Michael Harvey has worked in the science communication field for over 15 years, primarily in museums and science centres. He has studied zoology and the history and philosophy of science (BSc, University of Sydney), Scientific Communication (Graduate Diploma, Australian National University) and Museum Studies (M.Litt, University of Sydney). He has worked at Questacon as coordinator of the Shell Questacon Science Circus and as the manager of science programs for the British Council in Australia. Most recently, Michael spent over six years working at the Natural History Museum, London. There he occupied two posts, establishing and running the Darwin Centre Live program of scientist talks and webcasts, and carrying out strategic planning and concept development for new permanent galleries. He also worked as a distance learning tutor and occasional guest lecturer at the Department of Museum Studies at the University of Leicester. Michael is also a former staff member at the Australian Museum – working here as an Information Officer in *Search & Discover* and contributing to the development of the successful *Spiders* exhibition. He returned to the Museum after an absence of over nine years to take up his current post in February 2009.

Rosemary Swift
Manager, Development

Rosemary Swift was appointed Development Manager in July 2008. The Development Unit is responsible for individual philanthropic donations, community and direct fundraising, corporate sponsorships and bequests. Rosemary has more than 20 years experience in communications, marketing and fundraising. Before joining the Australian Museum, she was Public Appeals

Manager at the Taronga Foundation, which raises funds to support Taronga Zoo and Taronga Western Plains Zoo. Her background includes marketing positions with ABC Local Radio and ABC Classic FM and senior client service positions at marketing and promotional agencies. Rosemary has also worked as a freelance communications consultant with education, environmental, arts and corporate clients and is a member of the Fundraising Institute of Australia.

Dr Penny Berents
Head, Natural Science Collections

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

Christine Callen
Manager, Marketing

Christine Callen was appointed as the Marketing Manager in October 2004 and is responsible for the Museum's media, tourism and marketing activities. Christine has over 16 years experience in cultural and academic environments, including work with publications, graphic design and marketing. Before joining the Australian Museum, Christine was Marketing Manager at the Historic Houses Trust of NSW. Academic qualifications

include a Bachelor of Graphic Design, and a Graduate Diploma in Art History and Curatorship from the Australian National University. Christine is currently a committee member of the Tourism Industry Council's attractions and activities working group and a member of the Australian Marketing Institute, as well as member of the Marketing Association of Australia and New Zealand.

Vinod Daniel
Head, Cultural Heritage and Science Initiatives

Vinod Daniel is an internationally recognised materials conservation professional and was appointed as Head, Cultural Heritage and Science Initiatives, in 2005. He is currently responsible for the DNA Laboratory, Scanning Electron Microscopy, Scientific Publications, Materials Conservation, Cultural Collections and Community Engagement and Australian Museum Business Services. Vinod is the Chairman of AusHeritage, Australia's international heritage network established by the Australian Government. He is also a Board Member of the Australia-India Council (Department of Foreign Affairs and Trade) and Vice-Chairman of the International Council of Museums Committee for Conservation. Before joining the Australian Museum, he worked for the J Paul Getty Trust (USA). He has managed a number of major projects in the Australasia-Pacific region and has published over 40 technical papers.

Julie Garradd
Head, Visitor Programs & Services

Julie Garradd has an extensive background in visitor programs and services in a number of settings including sport and recreation, tourism, local council and the arts sector. Prior to joining the Museum, Julie was Head of Visitor Programs and Services at the Powerhouse Museum, where she was responsible for introducing

their highly successful and innovative public programs for children, families and adults. Other management positions Julie held included Manager, Regional Programs; Manager, Student and Volunteer Programs and Olympics Coordinator. Julie has worked on various special projects, the most recent being a new exhibition commissioning process. Julie's background also includes staff training and development, recreation facilities planning, and community development at a number of government departments including Sport and Recreation, Tourism, Education, and Minerals and Energy. She has a degree in Applied Social Science and a Diploma in Leisure Studies. Julie commenced her position with the Australian Museum in January 2006.

Dr Lynda Kelly
A/Head, Australian Museum Eureka Prizes, Web & Audience Research

Lynda Kelly has been working in the audience research and evaluation field since 1994. Lynda has extensive experience in planning and conducting quantitative and qualitative research for a variety of programs and clients – both inside and outside the Australian Museum. Lynda has written widely, presented many conference papers and facilitated workshops in evaluation and visitor research. She is particularly interested in visitor experiences and learning outcomes and how these can be measured.

Dr Brian Lassig
Head, Research

Brian Lassig has a background in coral reef-fish research with extensive field experience on the Great Barrier Reef through his post-graduate projects based at the Heron Island and Lizard Island Research Stations. Following his PhD from Macquarie University Brian worked as an account manager and market research consultant in the computer industry before

moving to the Great Barrier Reef Marine Park Authority in Townsville where he led the multi-disciplinary Crown-of-Thorns Starfish research program. While based in Townsville Brian was a member of the team responsible for the establishment of the Cooperative Research Centre (CRC) for Ecologically Sustainable Development of the Great Barrier Reef. He continued his participation in fieldwork through involvement in surveys and research on the Great Barrier Reef, in Torres Strait and in the Red Sea. Before joining the Museum in 2005 Brian held a variety of positions in the Department of the Environment and Heritage in Canberra with responsibilities including development of coastal monitoring programs, coordination of scientific input into Australia's Oceans Policy, leadership of environmental decision support system teams and management of workforce performance. Brian has been a member of national and state committees and advisory groups in the areas of marine science, environmental management and climate change.

Noella Lopez
Head, Commercial Services

Noella Lopez has a background in the commercial sector in Europe and in Australia with extensive experience in the management of small and large teams and growing businesses, both in hospitality and retail. Noella trained as a manager specialising in the hospitality industry, completing a Diploma of Management at the Lycée Hotelier de Bordeaux in France. She recently completed a Master of Business Administration majoring in Arts Management at the University of Technology, Sydney and the College of Fine Arts. Before joining the Museum, Noella was Marketing and Development Manager with a large Australian retail chain dedicated to art, graphic and craft supplies. She was responsible for all marketing and development aspects of the company

including supplier negotiations, product management, sourcing and development, store merchandising and the creation of a retail concept. Noella joined the Museum in November 2005.

Ken Pope
Head, Corporate and Knowledge Services

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

MANAGEMENT ACTIVITIES

The following contains information on management activities, significant corporate committees, internal management audits and risk management.

Management activities

The Museum's Executive met monthly to plan and monitor the Museum's service delivery and performance.

During 2008–09, the Museum completed the Renewal Project, Stage 1 with the opening of the new Collections & Research Building.

The Executive also dealt with a range of matters including:

- ▶ the annual review and revisions of the Corporate Strategic Plan
- ▶ boosting income, improving cost-recovery and reducing operating expenses
- ▶ managing the relocation of staff into the new Collections & Research Building as well as the relocation of other staff into refurbished accommodation
- ▶ planning for the next stage of the Museum's Renewal Project which focuses on the eastern end of the Museum site
- ▶ development of several strategic plans and policies including an IT Strategic Plan, a Disability Action Plan, a Fieldwork Policy and a three-year Occupational Health & Safety Strategic Plan
- ▶ revision of the Code of Conduct to reflect the NSW Government's establishment of a Register of Lobbyists and a Lobbyist Code of Conduct
- ▶ a draft energy audit as input to an Environmental Sustainability Plan
- ▶ input to the annual survey of the Council of Australasian Museum Directors
- ▶ a review of the admissions booking system
- ▶ development of emergency plans in the event of a swine flu pandemic.

The Museum provided administrative support to the Australian Museum Trust and its sub-committees.

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

Museum committees

Significant committees of the Australian Museum that were active during the reporting year are set out below.

Project Control Group

The Project Control Group was responsible for overseeing the management of the capital works program under the Museum's Revitalisation Project – Stage 1. The group reported to the Museum Trust on progress and important issues. The Group's work was completed with the opening of the new Collections & Research Building in November 2008 and was abolished.

Its members were Michael Seyffer (Trustee), Frank Howarth (Director), Janet Carding (Assistant Director, Public Programs and Operations), Les Christidis (Assistant Director, Research and Collections), Penny Berents (Head, Collections), John Gale (Gale Planning Group), Phill Andrew (Savills Australia) and Trish McDonald and Jacque Recsei (Project Officers).

Animal Care and Ethics Committee

As a registered user of animals for scientific purposes, the Australian Museum must comply with the requirements of the *Animal Research Act 1985* and the current Australian code of practice for the care and use of animals for scientific purposes. In accord with the requirements of the Act and the Code, the Museum has established the Australian Museum Animal Care and Ethics Committee to apply principles that govern the ethical conduct of persons whose work on behalf of the Museum involves the use of animals for scientific purposes. The committee must ensure that the use of animals is justified, provides for the welfare of those animals and incorporates the principles of replacement, reduction and refinement.

Its members were Richard Major (Chair); Glenn Shea, Damien Higgins and David Vella (veterinary representatives); Walter Boles, Fara Pelarek and Liz Romer (staff representatives); Daniel Large and Storm Stanford (welfare representatives); Val Hutt and Karen Lambert (community

representatives) and Greg Gowing (Committee Executive Officer).

Editorial Committee, *Records of the Australian Museum*

Members of the Editorial Committee are experts in their fields. They offer the editor advice on the scientific quality and suitability of manuscripts submitted for publication in the *Records of the Australian Museum*.

Its members were Shane McEvey (Editor, ex officio), and Associate Editors Val Attenbrow (Anthropology), Dan Bickel (Invertebrate Zoology), Don Colgan (Zoology/Genetics), Mark Eldridge (Zoology/Genetics), Sandy Ingleby (Vertebrate Zoology), Jeff Leis (Vertebrate Zoology), Chris Reid (Invertebrate Zoology) and George Wilson (Invertebrate Zoology).

Program Review Committee

The Program Review Committee is responsible for developing and initiating the Museum's forward strategic program of exhibitions and public programs in alignment with the Museum's Corporate Strategic Plan. This work includes identifying and evaluating concepts and proposals, setting the program schedule and developing briefs for exhibition and program development.

Its members were Michael Harvey (Chair and Head, Exhibitions & Creative Services), Penny Berents (Head, Natural Science Collections Branch), Rosemary Swift (Manager, Development), Christine Callen (Manager, Marketing & Publicity), Janet Carding (Assistant Director, Public Programs & Operations), Mark Eldridge (Research Scientist), Glenn Ferguson (Manager, Exhibitions), Julie Garradd (Head, Visitor & Learning Services), Lynda Kelly (A/Head, Australian Museum Eureka Prizes, Web & Audience Research), Noella Lopez (Head, Commercial Services) and Shelley Truskett (minutes secretary).

Income Generation Steering Committee

The Income Generation Steering Committee was responsible for generating and facilitating ideas for new income streams and for making our current income generating activities more effective. This work includes creating financial templates to understand costs and net income for the Museum, testing ideas and implementing them.

Its members were Noella Lopez (Chair and Head, Commercial Services), Mark Connolly (Manager, Venues), Sue Lindsay (Manager, Microscopy & Microanalysis Unit, Siddharth Samant (Finance), Shail Patel (Financial Coordinator, Public Programs and Operations), Fara Pelarek (Manager, Visitor Services), David Bock (Visitor Services), Jenny Horder (Manager, Learning Services), Elizabeth Phegan (Development), Kate Murray (Executive Officer, Australian Museum Members), and Bliss Jensen (Exhibitions).

Australian Museum's Environmental Sustainability Committee

In 2008–09 the Australian Museum's Environmental Sustainability Committee (AMESC) reconvened incorporating a number of groups into a formal committee. AMESC's objective is the development, implementation, and maintenance of environmental sustainability at the Museum, including the Museum's Environmental Sustainability Action Plan. The Museum has established a vision and goals, available on the Museum's website <http://australianmuseum.net.au/Environmental-Sustainability-at-the-Australian-Museum>, and realised a number of achievements including: introduction of Fairtrade organic coffee, replacement of printers and faxes with energy-rated multi-function devices, completion of an energy audit, carbon offsets purchased for all air travel, and installation of water-saving devices in public and staff amenities.

Members were: Ken Pope (Chair), Frank Howarth (Director), Philippa Ardlie (Executive Officer), Ben Carceller, David Child, Mark Connolly, Catherine Cooper, Michael Harvey, Glenn Hodges, Mike Kent, Sue Lewis, Colin Macgregor, Melissa Murray, George Notman, Tim Ralph, Jacqui Recsei and Steve Vogel.

Internal management audits

The Museum undertakes an internal audit program to improve its management practice. The program was funded by the Department of the Arts, Sport and Recreation and undertaken by Deloitte Touche Tohmatsu.

Four audits were completed in the reporting year:

- ▶ Staff Performance and Development
- ▶ Public Programs (Events & Holiday Programs)
- ▶ Information Technology (IT) Security
- ▶ Building Maintenance

The Museum is implementing the agreed recommendations from these audits.

Risk management

The Museum's Executive actively monitors its programs to identify and manage risks consistent with Government guidelines and policy. Risk management aims to safeguard the public, staff, collections, buildings and related assets. Risk control entails:

- ▶ surveying financial record-keeping (undertaken by the Treasury Managed Fund)
- ▶ assessing corporate risk and conducting management audits (undertaken by Deloitte Touche Tohmatsu)
- ▶ managing ongoing risk, including maintaining asset registers for various classes of assets, and conducting fire and safety audits
- ▶ valuing the collections and building assets, developing risk strategies for

public exhibitions and spaces, and conducting fire drills

- ▶ monitoring the Museum's buildings and site by full-time security staff and security-support systems
- ▶ maintaining appropriate insurance cover with the Treasury Managed Fund that covers all classes of risk.

APPENDIX D

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.

APPENDIX E

STAFF, EEO AND OHS STATISTICS

Senior Executive Service

There are currently three Senior Executive Service (SES) positions within the Museum (Tables E1 and E2). The Director, Frank Howarth, commenced duties in February 2004. The Assistant Director, Public Programs & Operations, Janet Carding, commenced duties in August 2004. The Assistant Director, Research & Collections, Dr Les Christidis, commenced duties in June 2004 and resigned in April 2009.

Table E1 SES positions

Table E1 shows the number of SES positions at 30 June for the reporting and previous four years.

	2005	2006	2007	2008	2009
SES 4	1	1	1	1	1
SES 2	1	1	1	1	1
SES 1	1	1	1	1	0

Table E2 Female SES positions

Table E2 shows the number of female SES officers at 30 June for the reporting and previous four years.

	2005	2006	2007	2008	2009
Female SES	1	1	1	1	1

Staff statistics

Table E3 shows the number of non-casual employees by salary level and status.

Table E4 shows the number of employees by employment basis and status.

Table E5 shows the number of non-casual employees by salary.

Table E6 shows trends in the representation of non-casual employees by EEO status (as % of Total Staff).

Table E7 shows trends in the distribution of non-casual employees by EEO status (as a distribution index).

Table E8 shows full-time equivalent staff by major occupation group.

Disability Action Plan

The Museum drafted a new Disability Action Plan during 2009 in accordance with the NSW Government's *Guidelines for disability action planning by NSW Government agencies* (September 2008). When finalised, the Plan will be submitted to the Department of Ageing, Disability and Home Care by the due date of 30 November 2009. The Museum continues to review physical access issues with a view

to improving the level of access for people with a disability. The Museum provides free parking for groups of people with disabilities, free admission to carers, and physical ramping where appropriate.

Occupational health and safety

In 2008–09 there were 12 lost-time injuries reported to the Museum's insurer. Of these claims, 33 per cent were deemed a 'significant injury' under section 42 of the *Workplace Injury Management & Workers Compensation Act 1998* – namely that the injured worker was absent from work for a continuous period of more than seven days. Of the remaining workers compensation claims:

- ▶ 17 per cent arose from falls at work/ or falls while on a journey
- ▶ 33 per cent were the result of ergonomics/work practices
- ▶ none were the result of faulty equipment/mechanics.

Following necessary workplace investigations, assessments, and support, all employees have successfully resumed their pre-injury duties.

Table E3 Non-casual employees by salary level and status at 30 June 2009.

* equivalent salary scale in 2009

Level*	Total Staff (number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose language first spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
< \$36,677	26	26	5	21	0	4	1	1	0
\$36,677 – \$48,172	17	17	0	17	0	0	0	0	0
\$48,173 – \$53,854	32	32	18	14	1	6	4	0	0
\$53,855 – \$68,147	62	62	22	40	1	12	10	0	0
\$68,148 – \$88,127	81	81	48	33	1	15	11	1	0
\$88,128 – \$110,160	27	27	17	10	0	3	3	1	0
> \$110,160 (non-SES)	11	11	8	3	0	1	0	0	0
> \$110,160 (SES)	2	2	1	1	0	0	0	0	0
Total	258	258	119	139	3	41	29	3	0

Table E4 Employees by employment basis and status at 30 June 2009.

Employment Basis	Total Staff (number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose language first spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
Permanent full-time	150	150	150	89	1	26	21	2	0
Permanent part-time	25	25	25	5	1	4	0	1	0
Temporary full-time	52	52	52	22	1	9	7	0	0
Temporary part-time	30	30	30	2	0	2	1	0	0
Contract – SES	2	2	1	1	0	0	0	0	0
Contract – non-SES	0	0	0	0	0	0	0	0	0
Training positions	0	0	0	0	0	0	0	0	0
Retained staff	0	0	0	0	0	0	0	0	0
Casual	49	49	18	31	0	8	4	0	0
Total	308	308	137	171	3	49	33	3	0

Note: Includes casuals not working at 30 June 2009 but considered part of the agency

Table E5 Non-casual employees by salary at 30 June 2009.

* equivalent salary scale in 2009

Level*	2005	2006	2007	2008	2009
< \$36,667	3	29	1	0	26
\$36,667 – \$48,172	14	28	9	7	17
\$48,173 – \$53,854	25	77	31	25	32
\$53,855 – \$68,147	62	52	78	71	62
\$68,148 – \$88,127	77	26	91	91	81
\$88,128 – \$111,160	27	8	30	29	27
> \$111,160 (non-SES)	15	13	12	11	11
> \$111,160 (SES)	3	3	3	3	2
Total	226	236	255	237	258

Table E6 Trends in the representation of non-casual employees by EEO status at 30 June 2009 (as % of Total Staff).

EEO Status	Benchmark or Target (%)	2005	2006	2007	2008	2009
Women	50	50	57	57	52	54
Aboriginal People & Torres Strait Islanders	2	1.8	1.5	2	0.8	1.2
People whose language first spoken as a child was not English	20	29	3	12	11	11
People with a disability	12	7	4	2	1	3
People with a disability requiring work-related adjustment	7	0	0	0	0	1

Table E7 Trends in the distribution of non-casual employees by EEO status at 30 June 2009 (as a distribution index)¹.

EEO Status	Benchmark or Target	2005	2006	2007	2008	2009
Women	100	87	86	92	94	79
Aboriginal People & Torres Strait Islanders	100	NA ²	NA ²	NA ²	NA ²	NA ²
People whose language first spoken as a child was not English	100	97	NA ²	97	93	106
People with a disability	100	NA ²	NA ²	NA ²	NA ²	NA ²
People with a disability requiring work-related adjustment	100	0	NA ²	0	0	NA ²

Notes:

1. 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.
2. The distribution index is not calculated where EEO group or non-EEO group numbers are less than 20.

Table E8 Full-time equivalent staff at June 2009 by major occupation group.

Occupation Group	Total Staff (number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose language first spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
Managers	43	43	22	21	1	6	4	1	0
Professionals	96	96	44	52	1	10	6	1	0
Technicians and Trades Workers	63	63	27	36	0	13	12	0	0
Community and Personal Service Workers	18	18	12	6	1	4	1	0	0
Clerical and Administrative Workers	32	32	12	20	0	7	5	1	0
Sales Workers	2	2	0	2	0	1	1	0	0
Machinery Operators and Drivers	0	0	0	0	0	0	0	0	0
Labourers	4	4	2	2	0	0	0	0	0
Total	258	258	119	139	3	41	29	3	0

Source: 2009 Q2FTE

APPENDIX F AUSTRALIAN MUSEUM VOLUNTEERS

Directorate volunteers

Margaret Killin
Angela Perou
Philipp Schorch

Corporate and Knowledge Services volunteers

Karin Brown
Susan Clinch
Nanette Goodsell
Catherine Hopkins
Lorell McIntyre
Susan Myatt
John Radkin
Jill Riley
Prue Walker

Visitor Programs and Services volunteers

Peter Andrews
Sylvie Bandrand
Michael Barnes
Les Bassett
Carole Bennetts
Warren Bennetts
Ray Biddle
Wendy Bishop
Alistair Bragg
David Brawn
Val Bower
Marsha Canning
Kyoung Hee (Anna) Chang
Douglas Cham
Helen Clark
Mavis Clements
Dennis Collins
Kate Cox
Fatima Dablan
Jan Duttmer
Tim Edwards
Monica Fernandes
Des Foster
Patricia Grocholsky
Peter Grocholsky
Sue Goorevich

Adrienne Hirst
Mary Hughes
Jennifer Johnson
Roger Langsworth
Angela Low
Dot Lucas
Joan Luijckink
Jim Mammoliti
Wendy Macallister
Lynne McKenzie
Amanda Milles
Albert Mispel
Kathy Mispel
Lynne Palmer
Denise Playoust
Evangeline Polyzos
Amelia Reid
Alan Roby
Lesley Roby
Libby Sakker
Asei Sando
John Schattiger
Marieanne Schattiger
Maira Shackleton
Hazel Sproule
Jenny Starling
Ailsa Stewart
Lesley Strauss
Lala Szybinski
Gillian Tansilao
Angela Thomas
Ashleigh Thomson
Barbara Tregear
Candy Tonkin
Judith Townsend
Jill Wellington
Jane (Jin) Wang
Karen Wong

Exhibitions and Creative Services volunteers

Geeyanjali Banwait
Ashisha Cunningham
Kristin Sadlier

Natural Science Collections volunteers

Noelia Araya
Michael Batley
Nicholas Bishop
Peter Blackwell
David Bray
Linda Brown
Gordon Campbell
Emily Cave
Jim Clark
Russell Cox
Christine Crowther
Lawrie Davis
Anja Divljan
Radka Dostal
Jan Fisher
Gabor Foldvary
Eduardo Gallo
Adrienne Gatt
Anne Gilling
Rosemary Golding
Dennis Hackett
Carmilla Hardjo
Barbara Harvey
Kerinne Harvey
Maureen Haydon
Andrew King
Alan Leishman
Peter Mallesch
Robin Marsh
Graham McLean
Marita Macrae
Pam Mudford
Janet Pagan
Nick Phillips
John Pollak
Rosemary Pryor
Penelope Ralph
Ainslie Robinson
Hazel Ronay
Felicity Roos
Sharn Rose
Phillip Russo
Jonathan Sandoval-Castillo
Margaret Schonell
Sascha Schulz
Norma Scott

Corey Sellwood
Doris Shearman
Letitia Silberbauer
Clodagh Smith
Ian Stevenson
Allen Sundholm
Jim Teys
Greg Towner
Leah Tsang
Marlene Vial
Wendy Walker
Jean Weiner
Cynthia Young

Research volunteers

Lynne Chamberlain
Pamela Da Costa
Katherine Daly
Margaret Dell'Oro
Vindhya Hettige
Brian Lobb
Heidi Macklin
Anne Murray
Margot O'Donoghue
Shui Phang
Cheryl Stanborough
Hugh Watt
Gillian Whitney

Cultural Heritage and Science Initiatives volunteers

Jelena Bojicic
Budiyanto
Peter Dadswell
Heather Joynes
Matthew Kofler
David Lind
Megan McFarlane
Abigail Maxwell-Bowen
Tessa De Romph
Mark Rowden
Rohman
Penny Zylstra

Research Library volunteers

Susan Clinch
Jill Riley
Cynthia Young
Lorelle McIntyre

APPENDIX G

KEY ACQUISITIONS AND DONATIONS TO RESEARCH AND COLLECTIONS

NATURAL SCIENCE COLLECTIONS

KEY ACQUISITIONS FROM FIELD WORK 2008–09

Arachnology

Graham Milledge, Helen Smith and Australian Museum fellowship holder Pawel Szymkowiak visited south-east New South Wales (NSW) to collect **fresh spider specimens** for DNA analysis and to collect new material for the Arachnology Collection.

Entomology

Dave Britton attended a multi-institutional pilot biodiversity survey in the newly established Charles Darwin Reserve, Western Australia. Dave collected mainly **nocturnal flying insects**, especially **moths**.

Herpetology

Ross Sadlier and Research Associate Glenn Shea collected **water skinks** from the Barrington region, NSW, for a project describing a new species in the group.

Jodi Rowley travelled to Vietnam and Cambodia to conduct amphibian and reptile surveys. Her research in South East Asia has added considerably to the representation of **amphibian species** from this region held in the Museum's collection, and is accompanied by valuable tissue samples used in determining species diversity. Over 90 per cent of the collection specimens deposited by Jodi are taxa previously unrepresented in the Museum's collection.

Malacology

Janet Waterhouse and Alison Miller collected **land snails** in the Blue Mountains areas of Colo and Kanangara.

Don Colgan and Mike Shea collected **leaf litter for micro land snails**, for their Gyrocochlea project, from northern NSW.

Rosemary Golding, the Museum's Chadwick Biodiversity Fellow, undertook field work in South East Asia to collect **snails** from a range of mangrove areas.

Marine invertebrates

Kate Attwood, Anna Murray, Roger Springthorpe and Stephen Keable assisted researchers Maria Capa and Lauren Hughes in collecting **polychaete and amphipod material** for morphological and molecular study.

A successful field trip, undertaken with Ornithology staff, to the Swansea and Lake Macquarie area of the NSW central coast collecting approximately 180 samples of **marine invertebrates** using the Museum's research vessel.

Jim Lowry, Lauren Hughes and Kate Attwood spent three weeks at Cocos (Keeling) Islands and Christmas Island in the Indian Ocean, collecting **marine amphipod crustaceans** for the Circum-Australian Amphipod Project (CAAP) funded by Department of the Environment, Water, Heritage and the Arts (DEWHA). This project will produce the first comprehensive set of distribution data for shallow-water amphipod crustaceans that will contribute to national conservation values.

Pat Hutchings, Maria Capa and Lauren Hughes participated in the CReefs Ningaloo 2009 expedition as invited attendees. They spent two weeks around the Coral Bay region of Ningaloo Reef, Western Australia collecting **small marine invertebrates** as part of a major coral reef biodiversity assessment study.

Mineralogy

Ross Pogson and Lin Sutherland collected **zeolite minerals** from basalts at Toowoomba and Laidley, Queensland, as part of the Joint Mineralogical Societies of Australia 32nd Annual Seminar in Brisbane.

Ross Pogson collected **cave minerals** from Jenolan Caves, NSW.

Lin Sutherland collected **andesite and volcanic secondary minerals** from Allandale Quarry, upper Hunter Valley, NSW, on a joint field trip with NSW Department of Mineral Resources..

Palaeontology

Yong Yi Zhen collected Late Cambrian–Early **Ordovician conodonts** in western NSW with colleagues from Macquarie University.

KEY ACQUISITIONS FROM DONATION 2008–09

Arachnology

Cathy Car (Charles Sturt University) donated several hundred lots of **millipedes** from her PhD project, including many new species.

Entomology

Over 2000 pinned Australian **orthorrhaphan Diptera** (flies) collected, identified and databased by Greg Daniels. The donation includes holotype and paratype specimens. Scott Ginn and Greg Gowing have successfully imported Greg's data into EMu (the Museum's collections database). Also included were several spectacular northern Queensland beetle species, including some excellent specimens of the **King Stag Beetle**, *Phalacrognathus muelleri*.

Graeme Cocks donated approximately 1000 various **dry and pinned insect specimens** collected from the Townsville region, Queensland. Graeme is an amateur collector who has been contributing to

the iBOL project. The donated specimens represent vouchers of specimens submitted for barcoding.

Henry Disney (University of Cambridge) donated six slides of holotype specimens of **Australian phorid flies**.

John Gollan (Australian Museum), Mick Ashcroft (Australian Museum), Michael Batley and Natalie Sullivan collected over **1000 bees** as part of research funded by the Scott Charitable Trust. They extended the known range of the target **exotic bee**, *Halictus smaragdulus*, previously known only from the Hunter Valley. It has now been found at Tamworth, and along the Goulburn River as far as Wellington. Another native species captured was previously known only in South Australia. A volunteer program was established where additional bees were captured and mailed to the Museum.

Lotte von Richter donated 118 vials and 221 pinned specimens of **insects** from Mount Annan Botanical Garden and Bushland Reserve.

Graham Pyke (Australian Museum) donated his voucher collections of **insect pollinators** from the Snowy Mountains.

Michael Shackleton (Environmental Protection Authority, Victoria) donated specimens of a newly described **caddis fly**.

Brent Turner (North Gosford, Sydney) donated 40 specimens of **PNG and New Britain butterflies and moths** collected by his grandfather during the Second World War.

Alan Watts (Sydney) donated a live female specimen of a **titan stick insect**, *Acrophylla titan*.

Alan York (University of Melbourne) gave over 1500 pinned specimens of **beetles** from the Bulls Ground Frequent Burning Study, Lorne State Forest, Victoria.

Ichthyology

Martin Angle (NSW Department of Primary Industries) donated an unusual **mullet specimen** from Wallis Lake, NSW.

Derek Gerkin (Australian New Guinea Fishes Association) donated two lots of **freshwater fish**.

Ian Kerr (Lord Howe Island) sent a number of specimens for the collection including a specimen of a **giant kahawai**, *Arripis xylabion*.

Jamie Knight (NSW Department of Primary Industries) donated an **Australian Bass specimen** and an introduced cichlid (freshwater fish).

Malacology

Phil Colman donated a suite of **pelagic molluscs and siphonophores** from Collaroy, Sydney.

Vince Kessner (Adelaide River) donated about 100 lots of **estuarine molluscs** from Northern Territory (NT) and the Kimberleys, Western Australia (WA).

Mr Vince Kessner donated 53 lots of **land snails** from WA and NT.

Frank Koehler (Department of Environment and Conservation WA) donated 21 lots of **marine gastropods** and 1 lot of **marine bivalve** from two islands off the Kimberley Coast (WA).

Robert McCormack (Australian Aquatic Biological Pty Ltd, NSW) donated two lots of **freshwater snails** from Norfolk Island.

Te Papa donated a paratype pair of the **large bivalve**, *Acesta maui*.

Mammals

Received a specimen of a **Southern Brown Bandicoot** from the very small population known from Ku-ring-gai Chase National Park.

Mark Eldridge donated approximately **200 kangaroo skulls** and approximately **1000 marsupial tissues** from Macquarie University.

Macquarie University donated a **New Guinea echidna specimen** along with various **Australian mammal species**.

The Department of Environment, Climate Change & Water donated a **Pygmy Killer Whale**.

Taronga Zoo donated **2 Bottle-nosed Dolphins, 2 New Zealand Fur Seals, 1 Pilot Whale, 1 Kodiak Bear skull and 12 native marine specimens** (cetaceans).

Marine invertebrates

Helen Smith (University of Sydney) donated **crustaceans (amphipods, isopods, shrimp)** collected from baited traps set at approximately 200 metre depth at oil drilling rigs north west of Dampier, Western Australia, representing undescribed species and new distribution records.

Hannelore Paxton (Macquarie University) donated 28 lots of **polychaetes (marine worms)** representing voucher material from various studies including new species being described from British Columbia and Atlantic deep-sea hydrothermal vents.

Danny Tang (University of Western Australia) donated 47 lots of **cyclopoid and harpacticoid copepods (Crustacea)** from Gnangara Mound region, Western Australia, including primary type material for four new species.

Jane Fromont, (Western Australian Museum) donated a **paratype specimen** of a new species of sponge from Western Australia.

Ashley Miskelly (private collector, Sydney) donated **echinoid (sea urchin)** specimens and a specimen of a **giant sea slater**, *Bathynomus*, from the Philippines.

Robin Wilson (Museum Victoria) donated type material of a new species of **polychaete (marine worm)** from NSW.

Peter Teske (Macquarie University) donated **crab specimens** of material he is studying the distribution of, using DNA analysis.

Pan Pan Chung (University of NSW) donated material of a species of **amphipod**.

Kristine Klebba (Gulf Coast Research Lab, USA) donated type material of a new species of **amphipod (beach hopper)** from Lizard Island.

Jiroh Nishi (Yokohama National University, Japan) donated type material of a new species of **polychaete** from Japan.

Brian Timms (Newcastle University) donated material of a new species of **branchiopod (clam shrimp)** from Queensland.

Alex Zeigler, Freie Universitat Berlin, Germany, donated three lots of identified **echinoid (sea urchin)** specimens from Antarctica.

Craig Humphreys (Australian Institute of Marine Science) donated 85 lots of identified and published **amphipods (beach hoppers)** from ecological studies at Magnetic Island, Queensland.

Robert McCormack (Australian Aquatic Biological Pty Ltd NSW) donated five lots of **crustacea** from Norfolk Island and Queensland including one species of freshwater crayfish not previously held in collections.

Adriana Giangrande (University of Salento, Italy) donated four paratypes of a new species of **Antarctic polychaete (marine worm)**.

Peter Teske (Macquarie University) donated one lot of **spider crabs** (Majidae).

Thomas Claverie (University of California, USA) donated 10 samples of **mantis**

shrimp (Stomatopoda) from Lizard Island Queensland including several species not previously held there.

Melissa Walker (NSW Department of Primary Industries) donated one lot of suspected **Asian Paddle Crab**. Roger Springthorpe (Australian Museum) determined that this was actually a new southern record for a native species, based on comparison to material in the collection and use of the literature, much to the comfort of the Fisheries Officers.

Mineralogy

Donation by Errol Hagelstein (Coffs Harbour) of unusual **carbonised wood** from Lismore, from logs caught up in one of the last lava flows from the Mount Warning volcano.

The Royal Scottish Museum, Edinburgh, donated **zeolite minerals** from the Isle of Skye, Scotland.

John Tottenham (Mineralogical Society of NSW) donated an unusual and valuable **cassiterite (tin oxide)** specimen from Pine Ridge, near Inverell NSW, on behalf of the late John Hume of Bingara.

Alun Baines (Dunedin, New Zealand) donated a specimen of ulrichite and a new mineral, **coombsite**.

Bev Mortenson (Mineralogical Society of Qld) donated **quartz with hematite** inclusions from Crystal Mountain, near Mount Isa, Qld and **quartz with limonite/hematite** inclusions from Kuridala, Qld.

Ornithology

The family of Gordon Alford donated a **series of eggs** and nicely **mounted waterbirds**. It is hoped that some mounts will replace those in the current bird gallery.

Mike Fisher donated some **British eggs**, including a hen's egg from World War II, the shell of which has a Ministry for Food stamp, used during food rationing.

Near-adult and juvenile **cassowaries** from Queensland National Parks and Wildlife Service.

An **egg collection** in a glass cabinet was donated by Helen Thompson on behalf of her father.

Palaeontology

Steven Avery (Silverdale) donated seven **Triassic xenacanth shark specimens** and one **Triassic amphibian skull**. This collection is to be valued for the purpose of a donation under the Philanthropy Program.

Other

Identifications and registrations as outlined in the two Australian Museum mini-grant proposals to the Ocean Biogeographic Information System (OBIS) were completed. With the resources provided we exceeded expectations providing 1056 non-polychaete invertebrates (proposal indicates 813) and 530 polychaetes (proposal indicates 402).

CULTURAL COLLECTIONS

Acquisition and donations to the Cultural Collections are made in accordance with the *Australian Museum Collection Development Strategy, Ethnographic Collections 2008–2012*. New collections may be acquired through donation, purchase and field work.

KEY ACQUISITIONS BY DONATION 2008–09 – CULTURAL GIFTS

Sam and Louise Dawson
(Field collector: David Baker)

► Three junior Rom masks

Rammily family, north Ambrym, Vanuatu
Jochin Kilfan, Halhal, north Ambrym,
Vanuatu Chief Tofor, Lonyokwon, north
Ambrym, Vanuatu.

► **Slit drum**

Tebal Ignace of Newea for Norbert Napong of Olal, north Ambrym, Vanuatu

► **Tree fern figure, Tabu Chief House**

Joachin Kilfan, Halhal, north Ambrym, Vanuatu

► **Two figurines**

from Batasur, north Ambrym, Vanuatu

The above collection was donated under the Australian Government Cultural Gifts program.

Ms M Gibbs

Three lime spatulas collected by Sir Harry Gibbs from the Massim people of Papua New Guinea.

Professor Paul Scully Power

One decorated cooking pot from the Eastern Highlands of Papua New Guinea.

Mr Trevor Shearston

161 artefacts including weapons and utilities collected by Trevor Shearston from 1968 to 1970 from the Southern Highlands of Papua New Guinea.

This unique collection was selected for inclusion in the Museum's Intangible Cultural Heritage program and several hours of audiovisual footage was recorded.

KEY PURCHASES

Zugubal, 2007

Lino print by Alick Tipoti, Torres Strait Islander

Slit drum

Made by Freddy Bule, north Ambrym

Rom mask

Made by Kepu Narcisse of Bogur

Above objects purchased with assistance from the Australian Museum Foundation.

Rom Mask

Mansak's family, Ranpupupre, north Ambrym

Spirit figure (*Temar ne ari*)

Mansak's family, Ranpupupre, north Ambrym

Two magic figurines

Mansak's family, Ranpupupre, north Ambrym

Above purchased with assistance of the Gwendoline West Bequest.

KEY ACQUISITION FROM FIELD WORK 2008–09

Museum staff field collector:
Yvonne Carrillo-Huffman

- **26 bark cloths and 2 baskets** from the people of Erromango, Vanuatu.

This unique collection was selected for inclusion in the Museum's Intangible Cultural Heritage program and audiovisual footage was recorded.

- **16 decorated bark cloths, 3 bark cloth masks, 3 bark cloth and grass skirts, 4 decorated penis gourds, 2 textiles** from the people of Lake Sentani, West Papua, (Irian Jaya), Indonesia.

This unique collection was selected for inclusion in the Museum's Intangible Cultural Heritage program and audiovisual footage was recorded.

Materials Conservation:
Katrina McCormick

Katrina carried out the flensing (stripping) of an extremely rare Andrew's Beaked Whale that washed up on Wairo Beach on the NSW south coast in June. Katrina recovered the skeletal elements that are now being prepared for accession to the Mammals Collection.

APPENDIX H RECOGNISING RESEARCH AND COLLECTIONS DIVISION STAFF ACHIEVEMENTS

EXTERNAL COMMITTEE REPRESENTATION

Research and Collections Division staff are members of 24 external committees of both national and international importance (see Table H1).

RESEARCH AND COLLECTIONS STAFF AWARDS, APPOINTMENTS AND RECOGNITION

RESEARCH BRANCH

Visiting researcher from Brazil –
Fabiane Gallucci

Completed six months of research, funded by an Australian Endeavour Fellowship, on the distribution of nematodes in a variety of estuarine habitats including areas infested with the introduced *Caulerpa* (a genus of seaweed).

Val Attenbrow

Awarded with colleagues, the Best Overall Paper prize for, *The Multiplicity of Uses of Backed Artefacts in the NSW Central Coast*, presented at Australian Archaeological Association Conference, Queensland, December 2008.

Dan Bickel

Re-appointed for three years as an Associate in Science at the Bishop Museum, Honolulu, a position that recognises significant collaboration with the Australian Museum's Research and Collections Division.

Dan Faith

Co-established a new NEScent (National Evolutionary Synthesis Center) Catalysis group that involves a network of about 30 scientists worldwide. The group adds

major value to the contributions of individual scientists over the past decade to data acquisition and phylogenetics by demonstrating how this can link to practical biodiversity conservation planning (including addressing the 2010 biodiversity target).

Invited as an 'eminent conservation biologist' to be a member of the eight member jury for the Conservation Biology Award within the international BBVA Foundation Frontiers of Knowledge Awards. A new award scheme 'comparable only to the Nobel Prizes'.

Invited international speaker at Darwin Day (marking of Charles Darwin's birthday), hosted by the National Evolutionary Synthesis Center and Society Sigma Xi in the USA. The symposium, *Darwin's Legacy: Evolutionary Approaches to World Challenges* was filmed and will be part of an online teaching resource.

Invited to be a biodiversity adviser for the Group on Earth Observations (GEO), which promotes the coordination of Earth observations across its member organisations and encourages the use of the observations for societal benefits.

Joined the steering committee to develop a global biodiversity observation network (GEO BON). The Convention on Biological Diversity (CBD) meeting in Bonn recognised the importance of GEO BON and recommended continuing collaboration.

Alan Jones

Co-authored the paper, *Sandy Beach Ecosystems: Key Features, Sampling Issues, Management Challenges and Climate Change Impacts*, which was posted on the European Union environmental policy website www.ec.europa.eu/environment/integration/research/research_alert_en.htm. This website is the European Commission's environmental news service for policy makers, distributed to 8000 subscribers.

Jeff Leis

Appointed as Honorary Research Fellow in the Tasmanian Aquaculture and Fisheries Institute (TAFI), University of Tasmania, and will collaborate on larval fish behaviour research with TAFI staff.

Promoted to Senior Principal Research Scientist at the Museum from 1 July 2009, one of only 12 in the NSW public sector.

Appointed Adjunct Professor in the Faculty of Science, University of Technology, Sydney for three years from February 2009.

Richard Major

Received the Eureka Prize for Sustainability Education on behalf of the *Birds in Backyards* team in August 2008.

Winston Ponder

Awarded the Silver Jubilee Prize for lifetime achievement at the New Zealand Marine Sciences Society and the Australian Marine Sciences Association joint conference in New Zealand.

Robin Torrence

Chaired the session, at the 6th World Archaeological Conference, that was selected for the School for Advanced Research (SAR) award. Reviewers noted that the topic, *Unpacking the Collection* is 'incredibly significant', 'very timely' and especially identified the discussion as highly productive.

NATURAL SCIENCE COLLECTIONS BRANCH

Walter Boles

Hosted the 7th Society of Avian Paleontology and Evolution international meeting, August 2008.

Paul Flemons

Appointed as the Oceania joint representative for the Taxonomic Databases Working Group (TDWG) Executive Committee.

Pat Hutchings

Appointed as Adjunct Associate Professor at Queensland University.

Ross Pogson

Honoured with an invitation to deliver the annual Betty Mayne Memorial Lecture to the Mineralogical Society of NSW in August 2008, speaking on *Mineral icons of the Australian Museum – and the stories behind them*.

CULTURAL HERITAGE AND SCIENCE INITIATIVES BRANCH

Phil Gordon

Awarded a 2009 Visiting Fellowship at the National Museum of Australia, Canberra regarding the history of repatriation in Australia. This will provide a comprehensive history of repatriation of both objects and ancestral remains to traditional owners in Australia, 30 years on from the first formal repatriation of Aboriginal remains to Wallaga Lake in NSW. This project will provide the first overview of not only the history of repatriation but also the personal experiences of those associated with the process.

Sue Lindsay

Two scanning electron microscope images were accepted in the 2009 Australian and New Zealand Microscopy and Microanalysis calendar.

Table H1 External committee representation

* TDWG: Taxonomic Database Working Group

** GBIF: Global Biodiversity Information Facility

External committee	Research and Collections Division staff
AusHeritage	Vinod Daniel (Chair)
Australia India Council	Vinod Daniel
Australian Aviation Wildlife Hazard Group	Rebecca Johnson
Australian Barcode of Life Network Steering Committee	Les Christidis (to April 09) Rebecca Hancock (Secretary) Dan Faith
Australian Institute for the Conservation of Cultural Material (Treasurer)	Colin Macgregor (NSW Division)
Biodiversity Information Standards (TDWG)* Executive	Paul Flemons (Oceania representative)
Birds in Backyards Steering Committee	Richard Major
Committee on Tax Incentives for the Arts	Pat Hutchings
Conservation, Heritage & Indigenous Partnerships Reef Advisory Committee	Pat Hutchings
Council of Heads of Australian Faunal Collections	Penny Berents (Chair)
Council of Heads of Entomological Collections	Dave Britton
EarthWatch ClimateWatch Technical Advisory Committee	Paul Flemons
GBIF** Global Strategy and Action Plan for Mobilisation of Natural History Collections Data (GSAP-NHC) Task Group	Penny Berents
International Council for Museums (ICOM) Committee for Conservation	Vinod Daniel (Vice Chair)
Legal Aid Advisory Committee, NSW	Richard Major
Malacological Society of Australasia	Don Colgan (Treasurer & Secretary)
National Cultural Heritage Committee	Phil Gordon
National Trust Australia, NSW – Industrial Heritage Committee	Jennie Lindbergh
Non-native Animals Advisory Committee	Sandy Ingleby
NSW Committee for the Coordination of Government Geoscience Programs	Robert Jones
NSW Repatriation Working Group	Phil Gordon
NSW Scientific Committee	Richard Major (Chair)
Sydney Institute of Marine Sciences Scientific Advisory Committee	Brian Lassig Penny Berents

APPENDIX I

HONORARY APPOINTMENTS 2008–09

The Australian Museum has a long history of making honorary appointments as a way of recognising individuals who have contributed to the advancement of the Museum. The following people hold honorary appointments:

HONORARY ASSOCIATES

His Imperial Majesty Emperor Akihito of Japan
 Dr Hal Cogger, John Evans Memorial Fellow
 Dr Desmond Griffin, AM, Gerard Krefft Memorial Fellow
 Dr Ronald Strahan, AM
 Professor Frank Talbot
 Dr Robyn Williams, AM, President Emeritus, Australian Museum Trust

SENIOR FELLOWS

Mr Desmond Beechey
 Dr Michael Gray
 Dr Douglass Hoese
 Dr Alan Jones
 Dr Kate Khan
 Dr David McAlpine
 Dr Max Moulds
 Dr John Paxton
 Dr Winston Ponder
 Dr Graham Pyke
 Dr Harry Recher
 Dr Alex Ritchie
 Dr Frank Rowe
 Dr William Rudman
 Dr Courtenay Smithers
 Dr Jim Specht
 Dr Lin Sutherland

RESEARCH ASSOCIATES

Dr Larry Barron
 Dr Michael Batley
 Dr Peter Bayliss
 Dr Katherine Belov
 Mr Andrew Cody
 Mr David Colchester
 Mr Neville Coleman
 Ms Tessa Corkill
 Dr Lyndall Dawson
 Mr Roger de Keyser
 Mr H John Disney
 Mr Brian England
 Mr Joseph Forshaw
 Emeritus Professor
 Richard Frankham
 Dr Richard Fullagar
 Dr Lorraine Gibson
 Dr Barry Goldman
 Dr Ian Graham
 Mr Ken Graham
 Mr Owen Griffiths
 Mr Randolph Griffiths
 Prof Colin Groves
 Mr Sebastine Haraha
 Dr Peter Hiscock
 Mr Kirk Huffman
 Dr Margaret Humphrey
 Dr Isabel Hyman
 Dr Walter Ivantsoff
 Ms Patricia Kailola

Mr Vince Kessner
 Dr Nina Kononenko
 Mr Robert Lachlan
 Dr Nathan Lo
 Mr Wayne Longmore
 Associate Professor Peter Matthews
 Mr Katsusuke Meguro
 Dr Hiroyuki Motomura
 Dr Anne Musser
 Dr Armstrong Osborne
 Dr Harry Parnaby
 Dr Hannelore Paxton
 Dr John Pickett
 Dr David Pollard
 Mr Tony Rose
 Dr Glenn Shea
 Ms Elizabeth Smith
 Mr Roger Steene
 Dr Jeffrey Stilwell
 Dr Desmond Strusz
 Professor Glenn Summerhayes
 Dr Pamela Swadling
 Mr Günther Theischinger
 Dr Brian Timms
 Dr Eren Turak
 Mr Gary Watson
 Mr Jean Weiner
 Dr Arthur White
 Dr Geoff Williams, OAM
 Ms Lois Wilson
 Mr Graham Wishart
 Dr Gavin Young

APPENDIX J OVERSEAS TRAVEL

Australian Museum staff members often travel overseas as a requirement of grants to the Museum and to plan and curate travelling exhibitions consistent with contractual obligations. Overseas travel includes international meetings and field trips by Research and Collections staff.

Staff member	Purpose	Country	Dates
Kate Attwood	Field work to catalogue marine amphipod biodiversity.	Christmas Island & Cocos Island	5–28 October 2008
Penny Berents	Represent the Australian Museum and Atlas of Living Australia at the Society for the Preservation of Natural History Collections conference – ‘New Initiatives and Perspectives in Natural History Collections’ in Leiden. Deliver a keynote address about the Atlas of Living Australia. Attend meetings at the Natural Museum London, and GBIF.	UK, Denmark, The Netherlands	27 June – 14 July 2009
Carole Betts	Attend Tourism NSW New Product USA workshop and research on American inbound tourist marketing and Indigenous program research with USA American Indian Museums for current Indigenous Aboriginal programs at the Museum and possible Indigenous cultural centre in Sydney. Showcase our new Indigenous Australian adult tourism products to a ready-made market.	USA	25–31 March 2009
Robert Buhler	Place orders with manufacturers and suppliers for the importation of goods related to two upcoming major exhibitions. Import general merchandise for the Museum shop and source suppliers for Museum-branded products. Attend the Guanzhou toy trade fair.	China	18–26 October 2008
Robert Buhler	Place orders with manufacturers and suppliers for the importation of merchandise related to the upcoming exhibition <i>Egyptian Treasures: Art of the Pharaohs</i> .	Egypt	3–15 May 2009
Janet Carding	Attend International Council of Museums (ICOM) 2008 conference.	Rotorua, New Zealand	23–29 November 2008
Elliott Cole	Meet with curators and conservation managers during the installation of the <i>Egyptian Treasures</i> exhibition in Korea, observe, assist and photograph the object installation.	South Korea	20–25 April 2009
Elizabeth Cowell	Make the final object selection for the <i>Egyptian Treasures: Art of the Pharaohs</i> exhibition in collaboration with Kunsthistorisches Museum, Vienna and National Museum, Singapore, and establish the exhibition narrative and key exhibits for promotion in Australia and coordinate exhibition display with our Singapore colleagues so that all parties can present a cohesive and powerful travelling exhibition.	Austria and Singapore	26 Oct – 5 November 2008

Staff member	Purpose	Country	Dates
Elizabeth Cowell	As Exhibition Project Manager, present the ongoing contributions from Macquarie University Department of Archaeology and other researchers and content specialists to the Steering Committee and staff and managers of Te Papa Museum involved in the <i>Alexandria and the Last Pharaoh</i> exhibition. Fulfill other obligations under terms of a Memorandum of Understanding between three museum collaborators; Australian Museum, Melbourne Museum and Te Papa Tongarewa: Museum of New Zealand.	New Zealand	21–25 March 2009
Vinod Daniel	Attend the meeting of the Directory Board of the International Council of Museums – Committee for Conservation in Lisbon. Mr Daniel is Vice-Chairman of the Board	Portugal and UK	10–19 March 2009
Fran Dorey	Visit Auckland Museum and Museum of New Zealand, Wellington to establish relationships with senior staff for the development and touring of exhibitions; examine the use and interpretation of museum collections in exhibitions and public programs with a particular focus on indigenous and pacific cultural material; examine use of technology and interactives in museums for ongoing development of Australian Museum programs.	New Zealand	24–29 May 2009
Michael Elliott	Attend the EMu User Group Meeting and present a paper on the use of Microsoft Access 2007 for reporting within the collections database EMu.	New Zealand	8–11 September 2008
Dan Faith	An invited speaker at the symposium 'Evolutionary Biology and Biodiversity Conservation: Scientific and Social Aspects' and attended the Biogenesis Annual Science Meeting in Sao Paulo.	Sao Paulo	10–14 November 2008
Dan Faith	Invited to speak at the EDIT biodiversity conference, Brussels.	Brussels	4–5 November 2008
Dan Faith	An invited international speaker for the marking of Darwin's birthday – at 'Darwin Day' hosted by the National Evolutionary Synthesis Center and Society Sigma Xi. The symposium was titled, 'Darwin's Legacy: Evolutionary Approaches to World Challenges'. Dan was also the invited speaker on conservation challenges. His lecture was filmed and will be part of an online teaching resource.	USA	21 February 2009
Dan Faith	An invited speaker at the 15th governing Board meeting of the Global Biodiversity Information Facility.	Arusha, Tanzania	1–7 November 2008

Staff member	Purpose	Country	Dates
Dan Faith	Was the invited guest of WWF at the workshop, 'Arctic conservation in times of rapid climate change', and partly focussed on transferring ideas and methods from his WWF-linked biodiversity work in south-west Australia to this challenging context.	Abisko, Sweden	18–22 March 2009
Glenn Ferguson	Hold initial meetings with potential project partners working towards the development and touring of collaborative exhibition projects for the Australian Museum.	Hong Kong, China & Korea	30 May–6 June 2009
Glenn Ferguson	As a member of the Project Steering Committee, meet to manage the ongoing planning and negotiation for the development and distributed production of a major international exhibition (<i>Alexandria and the Last Pharaoh</i>), under terms of a Memorandum of Understanding between three museum collaborators; Australian Museum, Melbourne Museum and Te Papa Tongarewa: Museum of New Zealand.	New Zealand	21–25 March 2009
Paul Flemons & Ajay Ranipeta	Attended a project meeting for the BioGeoBif project that Paul is a Principal Investigator. The project aims to develop and implement a process for automated georeferencing of records held within the Global Biodiversity Information Facility data cache.	Boulder, Colorado	1–8 August 2008
Paul Flemons	Represent the Australian Museum and Atlas of Living Australia at the e-Biosphere 09 International Conference on Biodiversity Informatics.	UK	30 May–8 June
Rosemary Golding	Collect undescribed species of gastropods (snails) from mangrove habitat, identify known species and collect samples for use in a molecular phylogeny of the group.	Thailand, Singapore, Philippines, Hong Kong	30 May–5 June 2009
Frank Howarth	Hold initial meetings to set up a new international collaborative exhibition project with project partners in China and Hong Kong. It also encompassed meetings with key stakeholders for commercial tours of exhibition projects for the Australian Museum.	Hong Kong, China & Korea	1–5 June 2009
Bliss Jensen	Attend ICEE 2008, International Committee for Exhibitions & Exchange meeting – Exhibition Worlds: natural, cultural, virtual.	New Zealand	8–12 November 2008

Staff member	Purpose	Country	Dates
Rebecca Johnson	Attended the Consortium for the Barcode Of Life (CBOL), Leading Laboratories meeting in San Diego.	San Diego	23–25 June 2008
Jeff Leis	Participate in the invitation-only Larval fish Workshop at the National Museum of Science and Nature, Tokyo.	Japan	28 Feb – 15 March 2009
Jim Lowry	Field work to catalogue marine amphipod biodiversity.	Christmas Island & Cocos Island	5–28 October 2008
Paul Monaghan	Deliver on key aspects of an International Council of Museums (ICOM) Australia grant for developing and testing an intangible cultural heritage field kit in the Solomon Islands.	Solomon Islands	16–26 August 2008
Chris Reid	Provide training and assistance to the Solomons Islands Agriculture Department in agricultural entomology. Collect entomological material for research in the Australian Museum.	Solomon Islands	4–15 May 2009
Jodi Rowley	Investigate the diversity and conservation of the amphibian and reptile fauna of Southeast Asia, and build on data collected during 13 previous surveys led by Dr Rowley in Indochina. Fulfils external grant obligations for 2009.	Vietnam & Cambodia	17 May – 5 June 2009
Robin Torrence	Travel to Vladivostok in order to make extensive measurements on ancient stone tools acquired through her previous fieldwork.	Russia	24 May – 14 June 2009

APPENDIX K PUBLICATIONS, CONFERENCE PAPERS, CHAIRED SESSIONS AND PRESENTATIONS

PUBLICATIONS BY AUSTRALIAN MUSEUM RESEARCH STAFF AND SENIOR FELLOWS (indicated in bold type), July 2008 – June 2009

Publications include refereed journals, books and book chapters, non-refereed/other, abstracts, published conference papers, web publications, commissioned reports, and films.

Andrefouet, S., M.J. Costello, **D.P. Faith**, S. Ferrier, G.N. Geller, R. Höft, N. Jürgens, M.A. Lane, A. Larigauderie, G. Mace, S. Miazza, D. Muchoney, T. Parr, H.M. Pereira, R. Sayre, R.J. Scholes, M.L.J. Stiassny, W. Turner, B.A. Walther & T. Yahara, 2008. The GEO Biodiversity Observation Network: Concept Document. GEO–Group on Earth Observations, Geneva, Switzerland. Available at www.earthobservations.com/documents/cop/bi_geobon/200811_geobon_concept_document.pdf.

Ashcroft, M.B., L.A. Chisholm & K.O. French, 2009. Climate change at the landscape scale: predicting fine-grained spatial heterogeneity in warming and potential refugia for vegetation. *Global Change Biology* 15: 656–667.

Attenbrow, V., 2008. Ethnographic and archaeological collections by F.D. McCarthy held in the Australian Museum. In *Makers and Making of Indigenous Australian Museum Collections*, eds. N. Peterson, L. Hamby & L. Allen, Melbourne University Press.

Attenbrow, V., 2009. The Mountain Darug. In *Blue Mountains Dreaming. The Aboriginal Heritage*, eds. E. Stockton & J. Merriman. Lawson, NSW: Blue Mountains Education and Research

Trust. Pp. 105–28 (second edition).

Attenbrow, V., T. Doelman & T. Corkill, 2008. Organising the manufacture of Bondi points at Balmoral beach, Middle Harbour, Sydney, NSW, Australia. *Archaeology in Oceania* 43(3): 104–119.

Baehr, B.C. & **H.M. Smith**, 2008. Three new species of the Australian orsolobid spider genus *Hickmanolobus* (Araneae: Orsolobidae). *Records of the Western Australian Museum* 24: 323–334.

Barron, L.M., T.P. Mernagh, **R. Pogson** & B.J. Barron, 2008. Alluvial Ultrahigh Pressure (UHP) macrodiamond at Copeton/Bingara (Eastern Australia), and Cempaka (Kalimantan, Indonesia). *9th International Kimberlite Conference Extended Abstract No. 9IKC-A-00039*, pp. 3.

Barton, D.N., **D.P. Faith**, G. Rusch, H. Acevedo, L. Paniagua & M. Castro, 2009. Environmental service payments: Evaluating biodiversity conservation trade-offs and cost efficiency in the Osa Conservation Area, Costa Rica. *Journal of Environmental Management*, 90: 901–911.

Bauer A.M., T. Jackman, **R.A. Sadlier** & A.H. Whitaker, 2009. Review and phylogeny of the New Caledonian diplodactylid gekkotan genus *Eurydactylodes* Wermuth, 1965, with the description of a new species, in *Zoologia Neocaledonica* 7. Biodiversity studies in New Caledonia, ed. Grandcolas P., *Mémoires du Muséum National d'Histoire naturelle* 198: 13–36.

Bickel, D.J. 2009. Biogeography of Diptera in the Southwest Pacific, pp 257–275. In, T. Pape, D.J Bickel & R. Meier, eds, *Diptera Diversity: Status, Challenges and Tools*, Brill, Leiden.

Bickel, D.J. 2009. The first species described from Cape York Amber, Australia: *Chaetogonopteron bethnorrisae* n. sp. (Diptera: Dolichopodidae), p 35–39. In:

Berning, B. & S. Podenas (Eds): *Amber – Archive of Deep Time*, *Denisia* 26, 294.

Bickel, D.J., 2008. Pouebo (Diptera: Dolichopodidae), a remarkable new genus from New Caledonia, with secondary symmetry in the male postabdomen. *Zoologia Neocaledonica* 6, *Mémoires du Muséum National d'Histoire naturelle* 197: 49–55.

Bickel, D.J., 2008. The Dolichopodinae (Diptera: Dolichopodidae) of New Caledonia, with descriptions and records from Australia, New Zealand and Melanesia *Zoologia Neocaledonica*, *Mémoires du Muséum National d'Histoire naturelle* 197: 13–48.

Bickel, D.J., 2009. Why *Hilara* is not amusing: the problem of open-ended taxa and the limits of taxonomic knowledge, pp. 279–301. In *Diptera Diversity: Status, Challenges and Tools*, eds. T. Pape, D. J. Bickel & R. Meier, Brill, Leiden.

Bickel, D.J., 2009. *Amblypsilopus* (Diptera: Dolichopodidae: Sciapodinae) from the Southwest Pacific, with a focus on the radiation in Fiji and Vanuatu. In *Fiji Arthropods XIII*, eds., Evenhuis, N.L. & Bickel, D.J., *Bishop Museum Occasional Papers* 103: 3–61.

Black, M., S. Mooney & **V. Attenbrow**, 2008. The implications of a 14,200 year contiguous fire record from Goochs Swamp, NSW Blue Mountains, Australia, for human-fire-climate relationships. *The Holocene* 18(3): 437–47.

Boles, W.E., 2008. Systematics of the fossil Australian giant megapodes *Progura* (Aves: Megapodiidae). *Oryctos* 7: 191–211.

Boon, W.-M., O. Robinet, N. Rawlence, V. Bretagnolle, J.A. Norman, **L. Christidis** & G. K. Chambers., 2008. Morphological, behavioural and genetic differentiation within the Horned Parakeet (*Eunymphicus cornutus*) and its affinities

to *Cyanoramphus* and *Prosopoeia*. *Emu* 108: 251–260.

Bordenstein S.R., C. Paraskevopoulos, J.C. Dunning Hotopp, P. Sapountzis, **N. Lo**, C. Bandi, H. Tettelin, J.H. Werren & K. Bourtzis, 2009. Parasitism and mutualism in *Wolbachia*: what the phylogenomic trees can and can not say. *Molecular Biology and Evolution* 26: 231–241.

Borja, A., S.B. Bricker, D.M. Dauer, N.T. Demetriades, J.G. Ferreira, A.T. Forbes, **P. Hutchings**, X. Jia, R. Kenchington, J.C. Marques & C. Zhu, 2009. Ecological integrity assessment, ecosystem-based approach, and integrative methodologies: Are these concepts equivalent? *Marine Pollution Bulletin* 58: 457–458.

Borja, A., S.B. Bricker, D.M. Dauer, N.T. Demetriades, J.G. Ferreira, A.T. Forbes, **P. Hutchings**, X. Jia, R. Kenchington, J.C. Marques, C. Zhu, 2008. Overview of integrative tools and methods in assessing ecological integrity in estuarine and coastal systems worldwide. *Marine Pollution Bulletin* 56: 1519–1537.

Britton, D.R. & J. Couper, 2009. A larval food plant for *Atteva alboguttata* (Zeller) (Lepidoptera: Yponomeutidae: Attevininae). *Australian Entomologist* 36: 23–28.

Cariou, M.-L., D. Lachaise, J. Gerlach, P. Matyot, C. Montchamp, D. Legrand & **S.F. McEvey**, 2008. Drosophilidae of Seychelles: biogeography, ecology and conservation status. *Phelsuma* 16: 19–30.

Cariou, M.-L., D. Lachaise, P. Matyot, J. Gerlach, C. Montchamp, D. Legrand & **S.F. McEvey**, 2009. Family Drosophilidae. In *Diptera of the Seychelles Islands*. Seychelles Fauna Monographs 5, ed. J. Gerlach, pp. 355–385, plate 3. Sofia & Moscow: Pensoft Publishers.

Carrillo-Huffman, Y., 2008. The Revival of Nemas: Reconstructing Erromangan

Traditions. *Explore* 30: 24–26.

Carrillo-Huffman, Y., 2008. *Nelokompne Rises Again*. A documentary film, made in collaboration with members of the Erromangan Cultural Association.

Carter, E.A., M.D. Hargreaves, N. Kononenko, I. Graham, G.M. Edwards, B. Swarbrick & **R. Torrence**, 2009. Raman spectroscopy applied to understanding prehistoric obsidian trade in the Pacific Region. *Vibrational Spectroscopy* 50: 116–124.

Cheng, Y., H.V. Siddle, P. Coghill, S. Beck, **M.D.B. Eldridge** & K. Belov, 2009. High levels of genetic variation at MHC class II DBB loci in the tammar wallaby (*Macropus eugenii*). *Immunogenetics* 61: 111–118.

Cheng, Y., Wakefield, M., Siddle, H.V., Coghill, P., Herbert, C.A., Beck, S., Belov, K. & **M.D.B. Eldridge**, 2009. Isolation and characterization of 10 MHC Class I-associated microsatellite loci in tammar wallaby (*Macropus eugenii*). *Molecular Ecology Resources* 9: 346–349.

Christidis L., P. Horton & J.A. Norman, 2008. Subspeciation in the Short-tailed Grasswren (*Amytornis merrotsyi*, *Maluridae*). *Emu* 108, 275–282.

Christidis, L., V. Daniel, P. Monaghan, Y. Carrillo-Huffman & K. Huffman, 2008. Engaging with Creator Communities: The Way Forward for Museums, *The International Journal of the Inclusive Museum*, 1(2): 1–6.

Daniel, V. & S. King, 2008. Environmental Monitoring as a Decision Making Tool, *Proceedings of the 31st International Symposium on the Conservation and Restoration of Cultural Property*, Tokyo. National Institute for Cultural Property, pp. 23–31.

Daniel, V., 2009. Cultural Exchange. *Australia India Business*. pp. 151–152.

Daniel, V., L. Christidis, P. Monaghan & E. Waterman, 2008. Australian Museum-Pacific Island Museums and Communities: A Partnership Approach. *Proceedings of International Council of Museums 15th Triennial Meeting*, New Delhi, India, September, pp. 12–16.

Davis, W.E., Jr, **H.F. Recher, W.E. Boles** & J.A. Jackson (eds.), 2008. Contributions to the History of Australasian Ornithology. *Memoirs of the Nuttall Ornithological Club*, No. 14, pp. 481.

Defeo, O., A. McLachlan, D.S. Schoeman, T.A. Schlacher, J. Dugan, **A. Jones**, M. Lastra & F. Scapini, 2009. Threats to sandy beach ecosystems: A review. *Estuarine, Coastal and Shelf Science* 81: 1–12.

Denham, T., J. Atchison, J. Austin, S. Bestel, D. Bowdery, A. Crowther, N. Dolby, A. Fairbairn, J. Field, A. Kennedy, C. Lentfer, C. Matheson, S. Nugent, J. Parr, M. Prebble, G. Robertson, **J. Specht, R. Torrence**, H. Barton, R. Fullagar, S. Haberle, M. Horrocks, T. Lewis & P. Matthews, 2009. Archaeobotany in Australia and New Guinea: Practice, potential and prospects. *Australian Archaeology* 68: 1–10.

Donoghue, M.J., T. Yahara, E. Conti, J. Cracraft, K.A. Crandall, **D.P. Faith**, C. Häuser, A.P. Hendry, C. Joly, K. Kogure, L.G. Lohmann, S.A. Magallón, C. Moritz, S. Tillier, R. Zardoya, A. Prieur-Richard, A. Larigauderie, & B.A. Walther, 2009. *bioGENESIS: Providing an Evolutionary Framework for Biodiversity Science*. DIVERSITAS Report No. 6, pp. 52.

Eldridge, M.D.B., 2008. Book review: *Australia's mammal extinctions: a 50,000 year history* by C.N. Johnson. Cambridge University Press: Melbourne, 2006. *Australian Zoologist* 34(4): 515.

Eldridge, M.D.B., P.M. Johnson, P. Hensler, J.K. Holden & R.L. Close, 2008. Distribution

of three parapatric cryptic species of rock-wallaby (*Petrogale*) in north-east Queensland: *P. assimilis*, *P. mareeba* and *P. sharmani*. *Australian Mammalogy* 30: 37–42.

Faith D.P., 2009. Phylogenetic triage, efficiency and risk aversion. *Trends in Ecology & Evolution* 24: 182.

Faith D.P., 2009. Phylogenetics and ecological niche modelling. In *Strategies in Taxonomy: Research in a Changing World*, eds. Grant, F., de Jong, Y., Kirschner, J., Petrík, P., Segers, H., Sharman, M., Tillier, S., Watt, A., Young, J., pp. 39.

Faith D.P., 2009. Taxonomy as a basis for ecological research and biodiversity conservation. In *Strategies in Taxonomy: Research in a Changing World*, eds. Grant, F., de Jong, Y., Kirschner, J., Petrík, P., Segers, H., Sharman, M., Tillier, S., Watt, A., Young, J., pp. 49.

Faith, D.P., 2008. GEO BON and the 2010 biodiversity target. In *European contribution to GEO BON. Report of the BioStrat e-conference, September 2008*, eds. Grant, F., Török, K., Kull, T. & Watt, A.D., pp. 28–29.

Faith, D.P., 2008. Phylogenetic diversity and conservation. In *Conservation Biology: Evolution in Action*, eds. S.P. Carroll & C. Fox, Oxford University Press, New York, NY, pp. 99–115.

Faith, D.P., 2008. Threatened species and the preservation of phylogenetic diversity (PD): assessments based on extinction probabilities and risk analysis. *Conservation Biology* 22: 1461–1470.

Ferrier S., **D.P. Faith**, A. Arponen & M. Drielsma, 2009. Chapter 7 – Community-level approaches to spatial conservation prioritisation. *Systematic Conservation Planning* Oxford University Press.

Fisher, R. & **J.M. Leis**, 2009. Swimming

performance in larval fishes: from escaping predators to the potential for long distance migration. In *Fish locomotion: an etho-ecological approach*, eds. P. Domenici & B.G. Kapoor. Science Publishers, Enfield, New Hampshire, USA, pp. 333–373.

Fowler, A.M., **J.M. Leis** & I.M. Suthers, 2008. On-offshore distribution and abundance of tuna larvae (Pisces: Scombridae: Thunnini) in near-reef waters of the Coral Sea. *US Fishery Bulletin* 106(4): 405–416.

Gibson, L., 2008. We don't do dots – ours is lines: asserting a Barkindji Style Oceania, 78(3): 280–298.

Gibson, L., 2008. Art, culture and ambiguity in Wilcannia New South Wales. *The Australian Journal of Anthropology* 19(3): 294–313.

Gibson, L., 2008. Making art and making culture in far western New South Wales. *Australian Aboriginal Studies* 1: 67–78.

Golding, R.E., W.F. Ponder & M. Byrne, 2009. Three dimensional reconstruction of the odontophoral cartilages of Caenogastropoda (Mollusca: Gastropoda) using micro-CT: Morphology and phylogenetic significance. *Journal of Morphology* 270: 558–587.

Gollan, J.R., M.B. Ashcroft, G. Cassis, A.P. Donnelly & S.A. Lassau, 2009. Testing common habitat-based surrogates of invertebrate diversity in a semi-arid rangeland. *Biodiversity and Conservation* 18: 1147–1159.

Graham, I.T., **F.L. Sutherland**, K. Zaw, V. Nachaev & A. Khanchuk, 2008. Advances in our understanding of the gem corundum deposits of the West Pacific continental margins intraplate basaltic fields. Special Issue *The Genesis of Gem Deposits*, guest eds. I.T. Graham, Khin Zaw & N.J. Cook, Ore Geol. Rev. 34 (1–2), pp. 200–215.

Grave, P. & **V. Attenbrow**, 2009. X-Ray specs: viewing artefacts in a new light. *Explore* 31(1): 13.

Higgins, P. J., **L. Christidis** & H.A. Ford, 2008. Family Meliphagidae. In *Handbook of the Birds of the World*. Volume 13. Penduline Tits to Shrikes, eds. J. Del Hoyo, A. Elliot, & D. Christie, Lynx Edicions, Barcelona, pp. 498–691.

Hoese, D.F. & G.R. Allen, 2009. Description of three new species of *Glossogobius* from Australia and New Guinea. *Zootaxa* 1981: 1–14.

Hutchings, P., M. Kingsford & O. Hoegh-Guldberg, 2008. *The Great Barrier Reef, Biology, Environment and Management*, CSIRO Publishing, pp. 377.

Hutchinson, I & **V. Attenbrow**, 2009. Late Holocene mega-tsunamis in the Tasman Sea: an assessment of the coastal archaeological record of New South Wales. *The Holocene* 19(4): 599–609.

Irisson, J.-O., **J.M. Leis**, C. Paris & H. Browman, 2009. Biological Processes: Behavior and Settlement. In *Manual of Recommended Practices for Modelling Physical-Biological Interactions During Fish Early Life*, eds. North, E.W., A. Gallego & P. Petitgas *International Council for the Exploration of the Sea Cooperative Research Report* 295: 42–60.

Johnson, G.D., **J.R. Paxton**, T.T. Sutton, T.P. Satoh, T. Sado, M. Nishida & M. Miya, 2009. Deep-sea mystery solved: astonishing larval transformations and extreme sexual dimorphism unite three fish families. *Biology Letters* 5: 235–239.

Johnson, G.D., **J.R. Paxton**, T.T. Sutton, T.P. Satoh, T. Sado, M. Nishida & M. Miya, 2009. Deep-sea mystery solved: astonishing larval transformations and extreme sexual dimorphism unite three fish families. *Biology Letters* 5(2): 235–239.

Jones, A., 2008. Sandy Beaches (Part III) Management. *Waves* 14 (2): 10.

Jones, A., T. Schlacher, J. Dugan, M. Lastra, D. Schoeman, A. McLachlan & F. Scapini, 2008. Sandy beach ecosystems: vulnerability, resilience and management. *NSW Coastal Conference 2008*, [www.coastalconference](http://www.coastalconference.com.au), viewed online 31 August 2009.

Jönsson K.A., R.C.K. Bowie, R.G. Moyle, L. Christidis, C.E. Filardi, J.A. Norman & J. Fjeldså, 2008. Molecular phylogenetics and diversification within one of the most geographically variable bird species complexes *Pachycephala pectoralis/melanura*. *Journal of Avian Biology* 39 (5): 473–478.

Jurado-Rivera, J.A., A.P. Vogler, C.A.M. Reid, E. Petitpierre & J. Gomez-Zurita, 2008. DNA barcoding insect host plant associations. *Proceedings Royal Society Series B*. <http://royalsocietypublishing.org/content/276/1657/639.full>. Viewed online 31 August 2009.

Keith, D.A., C. Orscheg, C.C. Simpson, P.J. Clarke, L. Hughes, S.J. Kennelly, R.E. Major, T.R. Soderquist, A.L. Wilson & M. Bedward, 2009. A new approach and case study for estimating extent and rates of habitat loss for ecological communities. *Biological Conservation* 142: 1469–1479.

Khan, K., 2008. The man who collected everything: W.E. Roth. In *The Makers and Making of Indigenous Australian Museum Collection*, eds. N. Peterson, L. Allen and L. Hamby, pp. 163–89. Melbourne University Press, Melbourne.

Khin, Z., F.L. Sutherland, I.T. Graham, B. McGee, S. Meffre & T. Kyaw, 2008. Dating zircon inclusions in gem corundum from placer deposits, as a guide to their origin. At 33rd International Geological Conference Oslo 2008, 6–14 August 2008, abstracts.

Kishimoto-Yamada, K., T. Itioka, S. Sakai, K. Momose, T. Nagamitsu, H. Kiliang, P. Meleng, L. Chong, A.A. Hamid Karim, S. Yamane, M. Kato, C.A.M. Reid, T. Nakashizuka & T. Inoue, 2009. Population fluctuations of light-attracted chrysomelid beetles in relation to supra-annual environmental changes in a Bornean rainforest, *Bulletin Entomological Research* 99: 217–227.

Kononenko, N. & R. Torrence, 2009. Tattooing in Melanesia: local invention or Lapita introduction? *Antiquity* 83: 320.

Lassau, S., B. Ryan, R. Close, C. Moon, P. Geraghty, A. Coyle & J. Pile, 2008. Home ranges and mortalities of a roadside Koala *Phascolarctos cinereus* population at Bonville, New South Wales. In *Too Close for Comfort. Contentious issues in human-wildlife encounters*. Royal Zoological Society of NSW.

Leis, J.M., A.C. Hay & G.J. Howarth, 2009. Ontogeny of in situ behaviours relevant to dispersal and population connectivity in larvae of coral-reef fishes. *Marine Ecology Progress Series* 379: 163–179.

Leis, J.M., R.F. Piola, A.C. Hay, C. Wen & K.-P. Kan, 2009. Ontogeny of behaviour relevant to dispersal and connectivity in larvae of two non-reef demersal, tropical fish species. *Marine and Freshwater Research* 60: 211–223.

Lowry, J.K. & C. De Broyer, 2008. Two new callynophorate families of amphipod crustaceans. *Zootaxa* 1843: 57–66.

Lowry, J.K. & R.T. Springthorpe, 2009. *Talorchestia brucei* sp. nov. (Amphipoda, Talitridae), the first talitrid from the Northern Territory, Australia. *Crustaceana* 82(7): 897–912.

Lowry, J.K. & W. Zeidler, 2008. *Thurstonella*, replacement name for the Antarctic amphipod genus *Clarencia* K.H. Barnard, 1931 (Crustacea,

Amphipoda, Thurstonellidae), preoccupied by *Clarencia* Sloane, 1917 (Insecta, Coleoptera, Carabidae). *Zootaxa* 1840: 67–68.

Macgregor, C., 2009. The role of the conservator in the preservation of megafaunal bone from the excavations at Cuddie Springs, NSW. *New Directions in Archaeological Science: Terra Australis* 28: 255–262.

Mason, R. A. B., J. Cooke, A. T. Moles, & M. R. Leishman, 2008. Reproductive output of invasive versus native plants. *Global Ecology & Biogeography* 17(5): 633–640.

Mason, R. A. B., K.-A. Gray, R.N. Johnson, C. Price & W.E. Boles, 2008. Conservation genetics of the Bush Stone-curlew (*Burhinus grallarius*). *Genetics Society of AustralAsia 55th Annual Meeting Adelaide, Australia 7–10 July 2008: Information and Abstracts*, pp. 25–26.

Massin, C., S. Uthicke, S.W. Purcell, F.W.E. Rowe & Y. Samyn, 2009. Taxonomy of the heavily exploited Indo-Pacific sandfish complex (Echinodermata: Holothuriidae). *Zoological Journal of the Linnean Society of London* 155: 40–59.

McCook, L.J., G.R. Almany, M.L. Berumen, J.C. Day, A.L. Green, G.P. Jones, J.M. Leis, S. Planes, G.R. Russ, P.F. Sale & S.R. Thorrold, 2009. Management under uncertainty: guide-lines for incorporating connectivity into the protection of coral reefs. *Coral Reefs* 28: 353–366.

McEvey, S. F., 2009. Taxonomic review of the Australian *Drosophila setifemur* species group, a new name for the *D. dispers* species group (Diptera: Drosophilidae). *Records of the Australian Museum* 61(1): 31–38. doi: 10.3853/j.0067-1975.61.2009.1517.

McEvey, S.F., 2008. *Checklist of Australian Drosophilidae* [ABRS online-resources/fauna]. Australian Faunal Directory. Australian Government, Department of

the Environment, Water, Heritage and the Arts, www.environment.gov.au/biodiversity/abrs/online-resources/fauna/afd/taxa/DROSOPHILIDAE.

McEvey, S.F., M. Schiffer, J.-L. Da Lage, J.R. David, F. Lemeunier, D. Joly, P. Capy & M.-L. Cariou, 2008. Comments on the proposed conservation of usage of *Drosophila* Fallén, 1823 (Insecta, Diptera) [Case 3407]. *Bulletin of Zoological Nomenclature* 65(2): 147–150.

Monaghan, P., L. Christidis & V. Daniel, 2008. Safeguarding Intangible Cultural Heritage in the Pacific: a Brief Report on Recent Progress at the Australian Museum. *International Journal of Intangible Heritage* 3: 144–147.

Mooers, A.Ø., **D.P. Faith** & W.P. Maddison, 2008. Converting Endangered Species Categories to Probabilities of Extinction for Phylogenetic Conservation Prioritization. *PLoS ONE* 3(11): e3700. doi:10.1371/journal.pone.0003700.

Moore, A.S. & **S.G. Ginn**, 2009. New Records of Butterflies (Lepidoptera) from the Port Macquarie area, NSW area. *Australian Entomologist* 36(1): 21–22.

Moulds, M.S., 2008. Talcopsaltriini, a new tribe for a new genus and species of Australian cicada (Hemiptera: Cicadoidea: Cicadidae). *Records of the Australian Museum* 60(3): 207–214. doi:10.3853/j.0067-1975.60.2008.1496.

Moulds, M.S., 2008. *Thopha hutchinsoni*, a new cicada (Cicadoidea: Cicadidae) from Western Australia with notes on the distribution and colour polymorphism of *Thopha sessiliba* Distant. *Australian Entomologist* 35: 129–140.

Moulds, M.S., 2009. Cicadas. In *Encyclopedia of Insects*, eds. Resh, V.H. & Carde, R.T. 2nd edition. Academic Press pp. 163–164.

Moulds, M.S., 2009. Insects of the Fly River system. In *The Fly River, Papua New Guinea: environmental studies in an impacted tropical river system*, ed. Bolton, B. (Elsevier, Amsterdam. Developments in Earth and Environmental Sciences Vol. 9. Chapter 14, pp. 493–513.

Muir, G.W., 2008. Design of a movement corridor for the Green and Golden Bell Frog *Litoria aurea* at Sydney Olympic Park. *Australian Zoologist* 34(3): 297–302.

Munday, P.L., **J.M. Leis**, J.M. Lough, C.B. Paris, M.J. Kingsford, M.L. Berumen & J. Lambrechts, 2009. Climate change and coral reef connectivity. *Coral Reefs* 28:379–395.

Neall, V., R. Wallace & **R. Torrence**, 2008. The volcanic environment for 40,000 years of human occupation on the Willaumez Isthmus, West New Britain, Papua New Guinea. *Journal of Volcanology and Geothermal Research* 176: 330–343.

Paplinka, J.Z., **M.D.B. Eldridge**, D.W. Cooper, P.D.M. Temple-Smith & M.B. Renfree, 2009. Use of genetic methods to establish male biased dispersal in a cryptic mammal, the swamp wallaby *Wallabia bicolor*. *Australian Journal of Zoology* 57: 65–72.

Paris, C., **J.M. Leis** & J.O. Irisson, 2009. Biological Processes: Pelagic larval duration. In *Manual of Recommended Practices for Modelling Physical-Biological Interactions During Fish Early Life* eds. North, E.W., A. Gallego & P. Petitgas. International Council for the Exploration of the Sea Cooperative Research Report 295: 23–24.

Paris, C., J.-O. Irisson, G. Lacroix, Ø. Fiksen, **J.M. Leis**, & C. Mullon, 2009. Connectivity. In *Manual of Recommended Practices for Modelling Physical-Biological Interactions During Fish Early Life*. International Council for the Exploration of the Sea Cooperative

Research Report, eds. North, E. W., A. Gallego & P. Petitgas 295: 63–77.

Parr, J., W. Boyd, V. Harriott & **R. Torrence**, 2009. Human adaptive responses to catastrophic landscape disruptions during the Holocene at Numundo, PNG. *Geographical Research* 47(2): 155–174.

Parsons, H., K. French & **R.E. Major**, 2008. The vegetation requirements of Superb Fairy-wrens (*Malurus cyaneus*) in non-urban edge and urbanised habitats. *Emu* 108: 283–291.

Paxton, J.R. & D.J. Bray, 2008. Family Neoscopelidae Neoscopelids; Family Myctophidae Lanternfishes. In *Fishes of Australia's Southern Coast* eds. M.F. Gomon, D.J. Bray & R.H. Kuiter. Sydney: New Holland, pp. 269–294.

Paxton, J.R., 2008. Family Barbourisiidae Redvelvet Whalefish; Family Rondeletiidae Redmouth Whalefish. In *Fishes of Australia's Southern Coast* eds. M.F. Gomon, D.J. Bray & R.H. Kuiter. Sydney: New Holland, pp. 413–414.

Penman, T.D., **Muir, G.W.**, Magarey, E.R. & Burns, E.L., 2008. Impact of a Chytrid-related mortality event on a population of the Green and Golden Bell Frog *Litoria aurea*. *Australian Zoologist* 34 (3): 314–318.

Petrie, C. & **R. Torrence**, 2008. Assessing the effects of volcanic disasters on human settlement in the Willaumez Peninsula, Papua New Guinea: a Bayesian approach. *The Holocene* 18 (5): 729–744.

Pogson, R.E., 2008. Copper minerals in the Australian Museum collection. Copper Mines and Minerals, 31st Annual Seminar, Joint Mineralogical Societies of Australasia, 3–7 November 2008, Zeehan, Tasmania, pp. 12.

- Pola, M., **W.B. Rudman** & T.M. Gosliner, 2009. Systematics and preliminary phylogeny of the Bornellidae (Mollusca: Nudibranchia: Dendronotina) based on morphological characters with descriptions of four new species. *Zootaxa* 1975: 1–57.
- Ponder, W.F.**, T. Wilke, W.-H. Zhang, **R.E. Golding**, H. Fukuda & R.A.B. Mason, 2008. *Edgbastonia alanwillsi* n.gen & n.sp. (Tateinae: Hydrobiidae s.l.: Rissooidea: Caenogastropoda); a snail from an artesian spring group in western Queensland, Australia, convergent with some Asian Amnicolidae. *Molluscan Research* 28: 89–106.
- Ponder, W.F.** & D.R. Lindberg, 2008. Introduction In *Evolution and Phylogeny of the Mollusca*, eds. Ponder, W.F. & Lindburg, D.R. University of California Press, pp. 1–17.
- Przeslawski, R., S. Ah Yong, M. Byrne, G. Wörheide & **P. Hutchings**, 2008. Beyond corals and fish: the effects of climate change on non-coral benthic invertebrates of tropical reefs. *Global Change Biology* 14: 1–23.
- Pyke G.H.**, 2008. Plague Minnow or Mosquito Fish? A review of the Biology and Impacts of Introduced *Gambusia* Species. *Annual Review of Ecology, Evolution and Systematics* 39: 171–91.
- Pyke, G.H.** & **G.W. Muir**, 2008. Rice-growing and conservation of the Southern Bell Frog *Litoria raniformis* in New South Wales, Australia. *Australian Zoologist* 34 (3): 453–458.
- Pyke, G.H.** & **J. J. L. Rowley**, 2008. Interactions between tadpoles of Green and Golden Bell Frog *Litoria aurea* and Striped Marsh Frog *Limnodynastes peronii*. *Australian Zoologist* 34 (4): 570–576.
- Pyke, G.H.**, 2008. Mining a museum frog collection for environmental bio-indicators using specimens of the Striped Marsh Frog *Limnodynastes peronii*. *Pacific Conservation Biologist* 14 (3): 200–205.
- Pyke, G.H.**, **J. Rowley**, J. Shoulder & **A.W. White** (Research Associate), 2008. Attempted introduction of the endangered Green and Golden Bell Frog to Long Reef Golf Course: a step towards recovery? *Australian Zoologist* 34: 361–372.
- Reid, C.A.M.**, **M. Beatson**, & J. Hasenpusch, 2009. The morphology and biology of *Pterodunga mirabile* Daccordi, an unusual subsocial Chrysomeline (Coleoptera: Chrysomelidae). *Journal of Natural History* 43: 373–398.
- Reid, C.A.M.** & S.C. Nally, 2008. Revision of the genus *Menippus* Clark in Australia (Coleoptera: Chrysomelidae: Galerucinae). *Australian Journal of Entomology* 47: 87–101.
- Rheindt, F.E., **L. Christidis** & J.A. Norman, 2009. Genetic introgression, incomplete lineage sorting and faulty taxonomy create multiple cases of polyphyly in a montane clade of *Elaenia* flycatchers. *Zoological Scripta* 38: 143–153.
- Rheindt, F.E., J.A. Norman & **L. Christidis**, 2008. Genetic differentiation across the Andes in two pan-Neotropical tyrant-flycatcher species. *Emu* 108: 261–268.
- Rheindt F.E., J.A. Norman & **L. Christidis**, 2008. Habitat shifts in the evolutionary history of a Neotropical flycatcher lineage from forest and open landscapes. *BMC Evolutionary Biology* 8: 1193.
- Rheindt F.E., J.A. Norman & **L. Christidis**, 2008. DNA evidence shows vocalizations to be a better indicator of taxonomic limits than plumage patterns in *Zimmerius* tyrant-flycatchers. *Molecular Phylogenetics and Evolution* 48: 150–156.
- Robertson, G. & **V. Attenbrow**, 2008. Skin-working at Emu Tracks II, New South Wales, Australia: an integrated residue and use-wear analysis of backed artefacts. *Lithic Technology* 33(1): 31–49.
- Robertson, G., **V. Attenbrow** & P. Hiscock, 2009. The multiple uses of Australian backed artefacts. *Antiquity* 83(320): 296–308.
- Romer, L.** & **L. Christidis**, 2008. Natural history museums, zoos and aquaria-making the most of our animal collections. *Thylacinus* 32: 3–5.
- Rowley, J.J.L.** & R.A. Alford, 2009. Movement and habitat use of the endangered Australian tree frog *Nyctimystes dayi*. *Herpetological Review* 40: 29–32.
- Sadlier R.A.**, S.A. Smith, A.M. Bauer & A.H. Whitaker, 2009. Three new species of skink in the genus *Marmorosphax* Sadlier (Squamata: Scincidae) from New Caledonia. In *Zoologia Neocaledonica* 7, ed. Grandcolas P., Biodiversity studies in New Caledonia. *Mémoires du Muséum National d'Histoire naturelle* 198: 373–390.
- Sadlier, R.A.**, S.A. Smith, A. Whitaker & A.M. Bauer, 2009. A New Live-bearing Species of Scincid Lizard (Reptilia: Scincidae) From New Caledonia, Southwest Pacific. *Pacific Science* 63(1): 123–136.
- Saminpanya, S. & **F.L. Sutherland**, 2008. Black opaque gem minerals associated with corundum in the alluvial deposits of Thailand. *Australian Gemmologist*. 23(6): 242–253.
- San Martin, G., **P. Hutchings** & M.T. Aguado, 2008. Syllinae (Polychaeta, Syllidae) from Australia. Part 2. Genera *Inermosyllis*, *Megasyllis* n. gen., *Opisthosyllis*, and *Trypanosyllis*. *Zootaxa* 1840: 1–53.
- San Martin, G., **P. Hutchings** & M.T. Aguado, 2008. Syllinae (Polychaeta, Syllidae) from Australia. Part. 1. Genera *Branchiosyllis*, *Eurysyllis*, *Karroonsyllis*,

- Parasphaerosyllis*, *Plakosyllis*, *Rhopalosyllis*, *Tetrapalpia* n. gen., and *Xenosyllis*. *Records of Australian Museum* 60(2): 119–160. doi: 10.3853/j.0067-1975.60.2008.1494.
- Sassera D., **N. Lo**, E.A.P. Bouman, S. Epis, M. Mortarino & C. Bandi, 2008. Midichloria endosymbionts bloom after blood meal of the host, the hard tick *Ixodes ricinus*. *Applied and Environmental Microbiology* 74: 6138–6140.
- Schlacher, T.A., D.S. Schoeman, J. Dugan, M. Lastra, **A. Jones**, F. Scapini & A. McLachlan, 2008. Sandy beach ecosystems: key features, sampling issues, management challenges and climate change impacts. *Marine Ecology* 29 s1:70–90. (Advances in sandy shore ecology: *Proceedings of the fourth International Sandy Beach Symposium*, pp. 1–194.)
- Schotte, M., J.C. Markham & **G.D.F. Wilson**, 2009. Isopoda. In *Gulf of Mexico Origin, Waters and Biota*, eds. Felder, D.L. & Camp D. Volume 1, Biodiversity. Texas A&M University Press, Corpus Christi, pp. 1312.
- Schug, M.D., J.F. Baines, A. Killon-Atwood, S. Mohanty, A. Das, S. Grath, S.G. Smith, S. Zargham, **S.F. McEvey** & W. Stephan, 2008. Evolution of mating isolation between populations of *Drosophila ananassae*. *Molecular Ecology* 17(11): 2706–2721.
- Serejo, C. & **J.K. Lowry**, 2008. Coastal talitrids of south and Western Australia (Crustacea: Amphipoda: Talitridae). *Records of the Australian Museum* 60(2): 161–206. doi:10.3853/j.0067-1975.60.2008.1491.
- Shea, G.M., Jourdan, H., **Sadlier, R.A.** & Bauer, A.M., 2009. Natural history of the New Caledonian whiptailed skink *Tropidoscincus variabilis* (Bavay, 1869) (Squamata: Scincidae). *Amphibia-Reptilia* 30: 207–220.
- Smith, D.J.** & S.O. Shattuck, 2009. Six new, unusually small ants of the genus *Leptomyrmex* (Hymenoptera: Formicidae). *Zootaxa* 2142: 57–68.
- Smith, H.M.**, 2009. The costs of moving for a diurnally cryptic araneid spider. *Journal of Arachnology* 37: 84–91.
- Sutherland L.**, 2008. Climate change: A geologist's view. *Explore* 30(2): 24–27.
- Sutherland, F.L. & G. Webb**, 2008. Copper gem minerals in the Australian Museum. Copper Mines and Minerals, 31st Annual Seminar, Joint Mineralogical Societies of Australasia, 3–7 November 2008, Zeehan, Tasmania, pp. 22.
- Sutherland, F.L. & G. Webb**, 2008. Evolution of a museum gemstone project, over 35 years of technological advancement: The story of the Barrington Ruby Mine, Australia. Sixth Intl. Conf. Mineralogy & Museums, 7–9 September, Golden, Colorado, USA, pp. 38.
- Sutherland, F.L. & G. Webb**, 2009. Queensland gem minerals-rough and smooth. Minerals, Mines & Collectors, 32nd Annual Seminar, Joint Mineralogical Societies of Australasia, 5–9 June 2009, Brisbane, Queensland, pp. 12–13.
- Sutherland, F.L.**, K. Zaw, S. Meffre, G. Giuliani, A.E. Fallick & I.T. Graham (Research Associate), 2008. Applied Mineralogy in characterising origins of natural sapphire. Ninth International Congress for Applied Mineralogy, Brisbane, Qld, September 2008. AusIMM, Melbourne, pp. 561–565.
- Sutherland, F.L.**, B.J. Barron, **R.E. Pogson**, J.L. Everard, S.M. Forsyth & J.D. Hollis, 2008. Unusual pegmatoid crystallizations in a nepheline plug, near Round Lagoon, eastern Central Plateau, Tasmania. *Papers and Proceedings of the Royal Society of Tasmania* 142 (2): 23–38.
- Sutherland, F.L.**, G. Giuliani, A.E. Fallick, M. Garland & G. Webb, 2009. Sapphire-ruby characteristics, West Pailin, Cambodia: Clues to their origin based on trace element and O isotope analysis. *Australian Gemmologist* 23 (9), pp. 401–407.
- Sutherland, F.L.**, I.T. Graham & K. Zaw, 2008. Gem corundum sources, Pacific margins, links to former spreading rifts. *Geol. Soc. Austr. Absts.* 89, 236.
- Sutherland, F.L.**, J.M. Duroc-Danner & S. Meffre, 2008. Age and origin of gem corundum and zircon megacrysts from the Mercaderes-Rio Mayo area, South-West Colombia, South America. Special Issue *The Genesis of Gem Deposits*, Guest eds. I.T. Graham, Khin Zaw and N.J. Cook, *Ore Geol. Rev.* 34(1–2), pp. 155–168.
- Tann, J., L. Kelly & P. Flemons**, 2008. Atlas of Living Australia user needs analysis. *Atlas of Living Australia*, pp. 152.
- Tokuda, G., **N. Lo**, A. Takase, A. Yamada & H. Watanabe, 2008. Genome Size Estimation of the Cockroach Endosymbiont *Blattabacterium cuenoti* (Bacterioidetes, Flavobacteria): A Small Genome Typical of Intracellular Proteobacterial Symbionts. *BMC Research Notes* 1: 118.
- Torrence, R. & P. Swadling**, 2008. Social networks and the origin of Lapita pottery. *Antiquity* 82: 600–625.
- Torrence, R. & P. Swadling**, 2009. Where is this axe? *OAS Newsletter* 14 (1): 4.
- Torrence, R.**, 2008. Punctuated landscapes: creating cultural places in volcanically active environments. In *Handbook of Landscape Archaeology*, eds. B. David & J. Thomas (eds), pp. 333–343. Walnut Creek, California: Left Coast Press.
- Torrence, R.**, P. Swadling, W. Ambrose, N. Kononenko, P. Rath & M. Glascock, 2009. Obsidian stemmed tools and Mid-Holocene interaction. *Asian Perspectives* 48(1): 118–147.

- Webby, B.D. & **Y.Y. Zhen**, 2008. Devonian syringostromatid stromatoporoids from the Broken River region, North Queensland. *Records of the Australian Museum* 60: 215–236.
- White, A.W. & **G.H. Pyke**, 2008. Green and Golden Bell Frogs in New South Wales: current status and future prospects. *Australian Zoologist* 34: 319–333.
- Williams, K.J., R.J.L. Storey, S.J. Richards, G. Manion, **D.P. Faith**, S. Ferrier, & L. Alonso, 2008. Identifying sites for multi-taxa surveys in Papua New Guinea: an application of the .NET Survey Gap Analysis Tool. A report prepared for Conservation International's Rapid Assessment Program, Centre for Applied Biodiversity Science, Arlington USA.
- Wilson G. D. F.**, 2008. Local and regional species diversity of benthic Isopoda (Crustacea) in the deep Gulf of Mexico. *Deep Sea Research* 55: 2634–2649.
- Wilson, G.D.F.**, C.L. Humphrey, **D.J. Colgan**, **K. Gray** & **R. Johnson**, 2009. Monsoon-influenced speciation patterns in a species flock of *Eophreatoicus* Nicholls (Isopoda; Crustacea). *Molecular Phylogeny and Evolution* 51: 349–364.
- Wright, K.J., D.M. Higgs, A.J. Belanger & **J.M. Leis**, 2008. Auditory and olfactory abilities of larvae of the Indo-Pacific Coral Trout *Plectropomus leopardus* (Lacepède) at settlement. *Journal of Fish Biology* 72: 2543–2556.
- Yeates, D.K., **D.J. Bickel**, **D.K. McAlpine** & D.H. Colless, 2009. Diversity, Relationships and Biogeography of Australian Flies, pp. 227–256. In: T. Pape, D.J. Bickel & R. Meier, eds., *Diptera Diversity: Status, Challenges and Tools*, Brill, Leiden.
- Zhen, Y.Y.** & R.S. Nicoll, 2009. Biogeographic and biostratigraphic implications of the *Serratognathus bilobatus* fauna (Conodonta) from the Emanuel Formation (Early Ordovician) of the Canning Basin, Western Australia. *Records of the Australian Museum* 61(1): 1–30. doi:10.3853/j.0067-1975.61.2009.1520.
- Zhen, Y.Y.** & Z.Y. Zhou, 2008. Chapter 11: History of trilobite biodiversity – a Chinese perspective. In *Trilobite Record of China* Zhou, eds. Z.Y. & Zhen, Y.Y. Science Press, Beijing, pp. 301–330.
- Zhen, Y.Y.**, Y.D. Zhang, & I.G. Percival, 2009. Early Sandbian (Late Ordovician) conodonts from the Yenwashan Formation, western Zhejiang, South China. *Alcheringa* 33: 133–161.
- Zhou, Z.Y. & **Y.Y. Zhen**, (eds.), 2008. *Trilobite Record of China*. Science Press, Beijing, pp. 402.
- Zhou, Z.Y. & **Y.Y. Zhen**, 2008. Chapter 1: Introduction with reference to previous work, stratigraphical and geological settings, and biogeography. In *Trilobite record of China*, eds. Zhou, Z.Y. & **Zhen, Y.Y.**, pp. 1–20. Science Press, Beijing.
- Zhou, Z.Y. & **Y.Y. Zhen** (eds.), 2008. Editorial preface. I–V. In *Trilobite Record of China*. Science Press, Beijing.
- Zhou, Z.Y., **Y.Y. Zhen** & Shanchi Peng, 2008. A review of Cambrian biogeography of China. In *Advances in trilobite research*, eds. Rábano, I., Gozalo, R. & Garcia-Bellido, D. *Cuadernos del Museo Geominero*, 9. Instituto Geológico y Minero de España, Madrid, pp. 435–442.
- Zhou, Z.Y., **Y.Y. Zhen**, S.C. Peng & H.J. Zhu, 2008. Notes on Cambrian trilobite biogeography of China. *Acta Palaeontologica Sinica* 47(4): 393–404.
- Zhou, Z.Y., **Y.Y. Zhen**, Z.Q. Zhou & W.W. Yuan, 2009. Ordovician trilobite biogeography of China. *Journal of Palaeogeography* 11(1): 69–80.

**PUBLICATIONS OF AUSTRALIAN
MUSEUM RESEARCH ASSOCIATES
(indicated in bold type),
July 2008 – June 2009.**

- Attenbrow, V., T. Doelman & **T. Corkill**, 2008. Organising the manufacture of Bondi points at Balmoral beach, Middle Harbour, Sydney, NSW, Australia. *Archaeology in Oceania* 43(3): 104–119.
- Barron, B.J. & **L.M. Barron**, 2008. Phanerozoic diamonds and decompression microstructures in eclogitic garnet and clinopyroxene from eastern Australia: Implications for continental crust-mantle development. 9th International Kimberlite Conference Extended Abstract No. 9IKC-A-00025, pp. 4.
- Barron, L.M.**, B.J. Barron, T.P. Mernagh & W.D. Birch, 2008. Ultrahigh pressure macro diamonds from Copeton (New South Wales, Australia), based on Raman spectroscopy of inclusions. *Ore Geology Reviews* 34: 76–86.
- Barron, L.M.**, T.P. Mernagh, R. Pogson & B.J. Barron, 2008. Alluvial Ultrahigh Pressure (UHP) macrodiamond at Copeton/Bingara (Eastern Australia), and Cempaka (Kalimantan, Indonesia). 9th International Kimberlite Conference Extended Abstract No. 9IKC-A-00039, pp. 3.
- Barron, L.M.**, T.P. Mernagh & B.J. Barron, 2008. Relation between remnant pressure and strain birefringence on inclusions in diamond. *Australian Journal of Earth Sciences* 55: 157–163.
- Barron, L.M.**, T.P. Mernagh & B.J. Barron, 2008. Reply to Howells and Nasdala's Discussion of publication 1 (Relation between remnant pressure and strain birefringence on inclusions in diamond). *Australian Journal of Earth Sciences* 56: 1178–1180.
- Batley, M.** & K. Hogendoorn, 2009. Diversity and conservation status of native Australian bees. *Apidologie* 40: 347–354.
- Carter, E.A., M.D. Hargreaves, **N. Kononenko**, **I. Graham**, G.M. Edwards, B. Swarbrick & R. Torrence, 2009. Raman spectroscopy applied to understanding prehistoric obsidian trade in the Pacific Region. *Vibrational Spectroscopy* 50: 116–124.
- Christidis, L., V. Daniel, P. Monaghan, Y. Carrillo-Huffman & **K. Huffman**, 2008. Engaging with Creator Communities: The Way Forward for Museums, *The International Journal of the Inclusive Museum*, 1(2): 1–6.
- Debus, S.J.S., A.J. Ley & **A.B. Rose**, 2008. Further dietary items of the Eastern Barn Owl *Tyto javanica* in Diamantina National Park, Queensland. *Australian Field Ornithology* 25: 149–152.
- Fitzsimmons, J.A., D. Marshall & **A.B. Rose**, 2008. Diet of an Eastern Barn Owl *Tyto javanica* on the Pathos Plains, northern Victoria. *Australian Field Ornithology* 25: 145–148.
- Fitzsimons, J.A. & **A.B. Rose**, 2008. Notes on the diet of the northern masked owl *Tyto novaehollandiae kimberli* in north Queensland. *Memoirs of the Queensland Museum* 52: 148.
- Frankham, R.**, 2009. Genetic architecture of reproductive fitness and its consequences. In *Adaptation and Fitness in Animal Populations: Evolutionary and Breeding Perspectives on Genetic Resource Management*, ed. J. van der Werf, H.-U. Graser, R. Frankham & C. Gondro, pp. 15–39. Springer, Dordrecht.
- Frankham, R.**, 2009. Genetic considerations in reintroduction programmes for top-order, terrestrial predators. In *Reintroduction of Top-Order Predators*, eds. M.W. Hayward & M.J. Somers, pp. 371–387. Blackwell, Oxford.
- Frankham, R.**, J.D. Ballou & D.A. Briscoe, 2009. Portuguese translation of 'A Primer of Conservation Genetics', *Brazilian Genetics Society*, Sao Paulo, Brazil.
- Graham, I.T.**, F.L. Sutherland, K. Zaw, V. Nachaev & A. Khanchuk, 2008. Advances in our understanding of the gem corundum deposits of the West Pacific continental margins intraplate basaltic fields. Special Issue *The Genesis of Gem Deposits*, guest eds. I.T. Graham, Khin Zaw & N.J. Cook, *Ore Geol. Rev.* 34 (1–2), pp. 200–215.
- Huffman, K.**, Inventorying Intangible Cultural Heritage in the Pacific' Report for UNESCO, Paris, September 2008. Not publicly available.
- Huffman, K.**, 2009. Sacred Pigs to Picasso: Vanuatu art in the traditional and 'modern' worlds, *Art & Australia* 46(3): 472–479.
- Huffman, K.**, 2009. We tried to tell you that!: Indigenous Communities and Climate Change. *Explore* 31(1): 26–29.
- Ivantsoff, A. & **W. Ivantsoff**, 2009. Description of a new subfamily, genus and species of a freshwater atherinid, *Bleheratherina pierucciae* (Pisces, Atherinidae), from New Caledonia. *Aqua, International Journal of Ichthyology* 15(1): 1–24.
- Khin, Z., F.L. Sutherland, **I.T. Graham**, B. McGee, S. Meffre & T. Kyaw, 2008. Dating zircon inclusions in gem corundum from placer deposits, as a guide to their origin. At 33rd International Geological Conference Oslo 2008, 6–14 August 2008, abstracts.
- Kononenko, N.A.**, 2008. Functional analysis of stone artefacts from the Palaeolithic site of Hopyeong-dong, Korea. In *Hopyeong-dong Paleolithic site (Namyangju, Gyeonggi Province, Korea)*, ed. Hong, Mi-Young and Jong-Heon Kim. Seoul: Korea Land Corporation, Gyeonggi Cultural Foundation. Pp. 746–788.

- Lachlan, R.**, 2009. Two new species of Gnathothlibus Wallengren from Fiji and Samoa and a new species of Theretra Hübner from Papua New Guinea (Lepidoptera: Sphingidae). *Records of the Australian Museum* 61(1): 73–87. doi:10.3853/j.0067-1975.61.2009.1523.
- Long, J.A., B. Choo & **G.C. Young**, 2008. A new basal actinopterygian fish from the Middle Devonian Aztec Siltstone of Antarctica. *Antarctic Science* 20: 393–412.
- O'Grady, J. J., D.H. Reed, B.W. Brook & **R. Frankham**, 2008. Extinction risk scales better to generations than years. *Animal Conservation* 11: 442–451.
- Olsen, J., E. Fuentes, D.M. Bird, **A.B. Rose** & D. Judge, 2008. Dietary shifts based upon prey availability in Peregrine Falcons and Australian Hobbies breeding near Canberra, Australia. *Journal of Raptor Research* 42: 125–137.
- Paxton, H.** & M. Morineaux, 2009. Three species of Dorvilleidae (Annelida: Polychaeta) associated with Atlantic deep-sea reducing habitats, with the description of *Ophryotrocha fabriae*, new species. *Proceedings of the Biological Society of Washington* 122: 14–25.
- Paxton, H.** & M. Safarik, 2008. Jaw growth and replacement in *Diopatra aciculata* (Annelida: Onuphidae). The Beagle, *Records of the Museums and Art Galleries of the Northern Territory* 24: 15–21.
- Paxton, H.**, 2009. A new species of *Palpiphitime* (Annelida: Dorvilleidae) from western Canada. *Proceedings of the Biological Society of Washington* 122: 26–31.
- Pickett, J.W.**, D.J. Och & E.C. Leitch, 2009. Devonian marine invertebrate fossils from the Port Macquarie Block, New South Wales. *Proceedings of the Linnean Society of New South Wales* 130: 193–217.
- Robertson, G., V. Attenbrow & **P. Hiscock**, 2009. The multiple uses of Australian backed artefacts. *Antiquity* 83(320): 296–308.
- Shea, G.M.** & J.P. Michels, 2008. A replacement name for *Sphenomorphus keiensis* (Kopstein, 1926) (Reptilia: Squamata: Scincidae) from the southeastern Moluccas, Indonesia, with a redescription of the species. *Zoologische Mededelingen* 82(52): 737–747.
- Shea, G.M.**, 2008. Rejection of an Australian distribution of the Solomon Islands agamid lizard *Hypsilurus longii* (Macleay, 1878). *Hamadryad* 33: 127–129.
- Shea, G.M.**, Jourdan, H., Sadlier, R.A. & Bauer, A.M., 2009. Natural history of the New Caledonian whiptailed skink *Tropidoscincus variabilis* (Bavay, 1869) (Squamata: Scincidae). *Amphibia-Reptilia* 30: 207–220.
- Strusz, D.L.**, 2009. Silurian rhynchonellide brachiopods from Yass, New South Wales. *Proceedings of the Linnean Society of New South Wales* 130: 139–146.
- Sutherland, F.L., **I.T. Graham** & K. Zaw, 2008. Gem corundum sources, Pacific margins, links to former spreading rifts. *Geol. Soc. Austr. Abstr.* 89, 236.
- Timms, B.** & S. Richter, 2009. The clam shrimp *Eocyclus* in Australia (Crustacea: Branchiopoda: Spinicaudata: Cyzicidae). *Journal of Crustacean Biology* 29: 245–253.
- Timms, B.**, 2009. A revision of the Australian endemic clam shrimp *Limnadopsis* Spencer & Hall (Crustacea: Branchiopoda: Spinicaudata: Limnadiidae). *Records of the Australian Museum* 61: 49–72.
- Torrence, R. & **P. Swadling**, 2009. Where is this axe? *OAS Newsletter* 14 (1): 4.
- Torrence, R., P. Swadling, W. Ambrose, **N. Kononenko**, P. Rath & M. Glascock, 2009. Obsidian stemmed tools and Mid-Holocene interaction. *Asian Perspectives* 48(1): 118–147.
- van der Werf, J., H.-U. Graser, C. Gondro & **R. Frankham**, eds., 2009. *Adaptation and Fitness in Animal Populations: Evolutionary and Breeding Perspectives on Genetic Resource Management*. Springer, Dordrecht.
- White, P.**, R. Torrence & P. Swadling, 2008. Linked by stone. *Our way*, In-flight Magazine of Airlines PNG 11: 14–17.
- White, A.W.** & G. H. Pyke, 2008. Green and Golden Bell Frogs in New South Wales: current status and future prospects. *Australian Zoologist* 34: 319–333.
- Young, G.C.**, 2008. Relationships of tristichopterids (osteolepiform lobe-finned fishes) from the Middle-Late Devonian of East Gondwana. *Alcheringa* 32: 321–336.

RESEARCH AND COLLECTIONS DIVISION – CONFERENCE PAPERS, CHAired SESSIONS AND PRESENTATIONS

Conference papers, chaired sessions and presentations by Australian Museum research staff and Research Associates.

Research Branch

Attenbrow V., 2008. 'The multiplicity of uses of backed artefacts in the NSW central coast'. Paper presented, with Gail Robertson and Peter Hiscock, at the Australian Archaeological Association annual conference, Noosa, Queensland, December 2008.

Attenbrow V., 2008. 'Human Responses to Mid-Late Holocene Climate Change'. A session co-chaired with John Grattan of Aberystwyth University at the World Archaeological Congress (WAC-6) held in Dublin, Ireland, July 2008.

Eldridge, M.D.B., 2008. Member of the judging panel for the best student presentation at the 55th Annual Meeting of the Genetics Society of Australasia, University of Adelaide, July 2008. The following papers were presented. 'Development of MHC-linked microsatellite markers in the tammar wallaby (*Macropus eugenii*)', Cheng Y, Wakefield M, Siddle H, Coggill PC, Herbert C, Beck S, Belov K & Eldridge M. 'Phylogeography and population genetics of rock-wallabies in the Kimberley, WA': Potter S, Taggart D, Cooper S & Eldridge M.

Eldridge, M.D.B., 2008. Member of the judging panel for the best student poster at the 54th Scientific Meeting of the Australian Mammal Society Darwin, Northern Territory, October 2008. The following papers were presented: 'We know everything about tammars don't we? Intraspecific differentiation of tammar wallaby populations in South and Western

Australia' Eldridge, M.D.B., Herbert, C.A., Cooper, D.W. and Zenger, K. 2008; 'Living on the edge: reproductive ecology of tammar wallabies inhabiting the Abrolhos Archipelago, Western Australia' Herbert, C.A, Morris, K., Orell, P., Miller, E.J., Eldridge, M.D.B. & Renfree, M. 2008; 'Swimming tammars? Relationships amongst the tammar wallaby populations in the Houtman Abrolhos Archipelago, Western Australia' Miller, E.J., Eldridge, M.D.B., Morris, K. & Herbert, C.A. 2008; 'Mapping ESU boundaries using DNA from Museum samples' Paplinska, J.Z., Corrigan, T., Eldridge, M.D.B. & Taggart, D. A. 2008; 'Tasmanian Devil Facial Tumour Disease (DFTD) is evolving' Pearce, A.M., Swift, K., Siddle, H.V., Belov, K. & Eldridge, M.D.B. 2008; 'Population genetics of short-eared rock-wallabies in the Kimberley, Western Australia' Potter, S., Taggart, D.A., Eldridge, M.D.B. & Cooper, S. 2008.

Eldridge M., 2008. 'Relationships amongst the tammar wallaby populations in the Houtman Abrolhos Archipelago, Western Australia', Eldridge, M.D.B., Morris, K. & Herbert, C.A. 2008, & 'Bilbies behind bars: captive management and the effect on genetic diversity in a threatened species', Miller, E.J., Eldridge, M.D.B., Thomas, N., Marlow, N., Noakes, N., Morris, K. & Herbert, C.A. 2008, presented at the 21st Scientific Meeting of the Australasian Wildlife Management Society, Fremantle, Western Australia, November 2008.

Faith D., 2009. 'Taxonomy as a basis for ecological research and biodiversity conservation', keynote presentation at the European Platform for Biodiversity Science e-conference, April 2009.

Leis J., 2008. 'Orientation behaviour and its ontogeny in the pelagic larvae of marine, demersal fishes', a plenary lecture at the 8th Larval Biology Symposium in Lisbon, July 2008.

Leis J., 2008. 'The metamorphosis of larval fish biology in Australia: from who to where to what'. Keynote speaker and K Radway Allen Medal recipient. Australian Society for Fish Biology annual conference. Jeff also chaired a session on larval-fish biology. The conference was held in Sydney, September 2008.

Leis J., 2009. 'What to do with tigerfishes, tripletails and velvetfishes? The phylogenetic position of *Lobotes*, *Datnioides*, and *Haplochromis* based on larval and adult morphology' Leis J. & Gill A., and 'With a little help from your friends: group navigation in larval reef fish' Leis J. Papers presented at the Indo-Pacific Fish Conference, Fremantle, June 2009. Jeff co-convened and co-chaired a symposium on ontogeny and systematics of Fishes.

Torrence, R., 2008. 'Shifting cultivation in the aftermath of volcanic eruptions in the Willaumez Peninsula, Papua New Guinea': Torrence R., 'The ties that bind: how museum objects brokered social relations': Lilje E., Clarke A., Philp J. and Torrence R., 'Suitable for decoration of halls and billiard rooms: finding Indigenous agency in historic auction catalogues: Torrence R. & Clarke A., papers presented; 'Rainforest as Artefact, Theme' organised by Torrence R. with Barton H., Denham T., Paz V. & Kennedy J., 'Shifting Cultivation: Definitions, Method, Theory' session co-chaired with Denham T. and 'Unpacking the Collections: Museums, Identity and Agency' session co-chaired with Bryne S., Clarke A. & Harrison R. the World Archaeological Congress-6, Dublin, Ireland, July 2008.

Torrence, R., 2008. 'Shifting cultivation in West New Britain? Rethinking accepted models': Torrence R., 'Following the Ring of Fire: The Use and Distribution of Volcanic Glass Artefacts in far East Russia'. Doelman T., Torrence R., Kluyev N., Sleptsov I. & Popov V. presented papers. 'Raman

spectroscopy applied to understand prehistoric obsidian trade in Melanesia': Carter E., Hargreaves M., Kononenko N., Graham I., Edwards H., Swarbrick B. and Torrence R. Poster presented at the Annual Meeting of the Australian Archaeological Association, Noosa, December 2008.

Natural Science Collections Branch

Ashcroft M., 2008. 'Estimating fine-scale spatial variability in climate warming and potential refugia for vegetation': Ashcroft M., Chisholm L.A., French K.O. Paper presented at the Ecological Society of Australia's Annual Conference, University of Sydney, December 2008

Boles W., 2009. 'Systematics and Taxonomy of Australian Birds: Putting the List Together', a presentation to the Cumberland Bird Observers Club, Sydney, 2009.

Boles W. & Sladek J., 2008. Hosted the VII International Meeting of the Society of Avian Paleontology and presented a paper, 'A revision of C.W. De Vis' fossil cormorants (Aves: Phalacrocoracidae)', Sydney, August 2008.

Flemons P., Tann J. & Kelly L., 2008. 'Biodiversity Data: User Needs Assessment', project results presented to the Biodiversity Informatics Standards (TDWG) conference, Perth, 2008.

Berents P., 2008–09. Chaired the Council of Heads of Australian Faunal Collections meetings at the Western Australian Museum, October 2008 and at the Queen Victoria Museum and Art Gallery, April 2009.

Flemons P., 2009. 'BioMaps and web-based visualization and analysis tools', a talk presented to the Ecological Information workshop for the Terrestrial Ecological Research Network, Adelaide, April 2009

Gollan J., 2008. 'A surrogate for web-building spider biodiversity and its

application for monitoring the success of restoration'. Gollan J.R., Smith H., Bulbert M., Donnelley A.P. & Wilkie L. Paper presented at the Ecological Society of Australia's Annual Conference, University of Sydney, December 2008.

Pogson R., 2008. 'Copper Minerals in the Australian Museum Collection'. Presented at the Joint Mineralogical Societies of Australia 31st Annual Seminar, Zeehan, Tasmania, November 2008.

Pogson R., 2009. 'Aragonite and Moonmilk – Jenolan Caves Mysteries'. Presented at the Joint Mineralogical Societies of Australia 32nd Annual Seminar in Brisbane, June 2009.

Sutherland, F.L. & Webb, G., 2008. 'Copper Gem Materials in the Australian Museum Collection'. Presented at the Joint Mineralogical Societies of Australia 31st Annual Seminar, Zeehan, Tasmania, November 2008.

Sutherland, F.L. & Webb, G., 2009. 'Queensland Gem Minerals – Rough and Smooth'. Presented at the Joint Mineralogical Societies of Australia 32nd Annual Seminar in Brisbane, June 2009.

Sullivan N., 2008. 'A new exotic bee species in Australia: determining its potential extent using the distribution in its native range' Gollan J.R., Ashcroft M., Sullivan N.A., Batley M. & Pauly A. Paper presented at the Ecological Society of Australia's Annual Conference, University of Sydney, December 2008

Musser, A. M. & Jones, R. K., 2009. 'New perspectives on the palaeoecology of Lightning Ridge, New South Wales', Musser, A. M. & Jones, R. K., and 'First Australian non-mammalian cynodont: new evidence for the unusual nature of Australia's Cretaceous vertebrates', Musser A.m., Luo Z-X., Martinelli A., Lamanna M.C., Weisbacker V., Wroe S.

& Salisbury S.W. Papers presented at the 12th Conference on Australasian Vertebrate Evolution Palaeontology and Systematics, Sydney, June 2009.

Pogson R., 2009. Presented 'Astronomy and Sundials' to the Newcastle Space Frontier Society meeting and the Astronomical Society of NSW meeting, as a contribution to the 2009 International Year of Astronomy.

Tann J., Flemons P. & Kelly L., 2008. As part of the Atlas of Living Australia project two 'user needs assessment' workshops were conducted to analyse the needs of those who use biodiversity data, September 2008.

Tann J. & Flemons P., 2009. 'Sensitive data and the Atlas of Living Australia'. Presentation to the Fauna Collections Informatics Group at its meeting in Launceston, Tasmania, April 2009.

Cultural Heritage and Science Initiatives Branch

Gray K., 2008. Poster presentation at the Ecological Society of Australia conference, December 2008.

Johnson R., 2008/2009. 'The case of the budgie smuggler – and other stories of wildlife forensics at the Australian Museum', presented at the Australian Museum seminar series and to the Australian Museum volunteers 'thankyou event', December 2008.

Mason R., 2008. 'Conservation genetics of the Bush Stone-curlew (*Burhinus grallarius*)', Robert A. B. Mason, Karen-Ann Gray, Rebecca N. Johnson, Catherine Price, & Walter E. Boles. Paper presented at the Genetics Society of Australia meeting, Adelaide, July 2008.

Macgregor C., 2009. Conservation Strategies for Museums. Lecture presentation at the Museum Studies Unit, University of Sydney, May 2009.

Peita D., 2009. 'Te Hokinga mai: artistic expression from the South Pacific'. Lecture presentation to the Australasian Interpreters committee at the Australian Museum, Sydney, May 2009.

Semeniuk M. & Muir G., 2009 'Investigation of the impacts of roads on koalas', poster presented at the Breaking the Barriers: Engineering Solutions to Ecological Problems conference held by the Environment Institute of Australia and New Zealand (EIANZ), May 2009.

Other publications

Explore, the Australian Museum magazine

vol 30 issue 3, Spring,
September to November 2008

vol 30 issue 4, Summer,
December 2008 to February 2009

vol 31 issue 1, Autumn,
March to May 2009

vol 31 issue 2, Winter,
June to August 2009

What's On

Spring,
September to November 2008

Summer,
December 2008 to February 2009

Autumn,
March to May 2009

Winter,
June to August 2009

*Our research, new knowledge,
your future*

booklet,
November 2008

Annual report 2007–08

October 2008

Australian Museum 2007–08

highlights and snapshots,
November 2008

APPENDIX L GRANTS

Tables L.1 and L.2 set out the details of grant-funded projects administered by the Museum, and other institutions where a Museum scientist was nominated as either a chief or principal investigator.

Table L.1 Grant-funded projects administered by the Australian Museum

The table below sets out details of grant-funding projects administered by the Museum that received funding during the financial year. The total value of these grants was \$806,760 (previous year, \$698,418), with an average value of \$31,029 (previous year, \$26,860).

(Australian Museum staff shown in bold type).

Principal Investigator(s)	Title of project	Granting body
D Britton	Biodiversity Blitz on Charles Darwin Reserve – Pilot Project	Department of the Environment, Water, Heritage and the Arts (ABRS)
D Colgan , J Stanisic	Morphological and molecular investigations of the systematics and biogeography of the speciose landsnail genus <i>Gyrocochlea</i>	Department of the Environment, Water, Heritage and the Arts (ABRS)
D Colgan	Monitoring the response of NSW bivalves to changed environments	NSW Environmental Trust, research grant
M Eldridge , R Johnson , P Meek	Investigation of the Taxonomy of the Christmas Island Shrew	Department of the Environment, Water, Heritage and the Arts – through Southern Cross University
P Flemons	Digital Stories for Taxonomic Databases Working Group	Global Biodiversity Information Facility
P Flemons , L Kelly , J Tann	Atlas of Living Australia User Needs Analysis	CSIRO
P Flemons	BioMaps: Strategic Directions	Rio Tinto
J Gollan , M Ashcroft	Piloting Fine-Scale Climate Data Collection in the Hunter Valley	Department of Environment, Climate Change & Water (NSW)
R Golding , W Ponder	Exploring the diversity and biogeography of Australasian mangrove snails	James N Kirby Foundation
R Golding	Chadwick Biodiversity Fellowship: position co-funded by the Australian Museum Trust	Australian Museum Foundation
P Gordon	Return of Indigenous Cultural Property Program (2009)	Dept of Environment, Water, Heritage and the Arts
P Hutchings , M Capa	Phylogeny of Sabellida: Postdoctoral Fellowship	Jointly funded Australian Museum and Department of the Environment, Water, Heritage and the Arts (ABRS)

Principal Investigator(s)	Title of project	Granting body
P Hutchings, M Capa , C Glasby, C Watson, V Wei, K Gibb	Polychaete fauna of coral reefs: morphological and molecular characterisation and keys to species	Department of the Environment, Water, Heritage and the Arts (ABRS)
S Keable	Identification and Data Capture for Arafura Sea Polychaeta & Arafura Sea Invertebrata	Ocean Biogeographic Information System (OBIS)
J Leis , C Paris	How do baby fish find a home?	Hermon Slade Foundation
J Lowry	Description of the Australian Lysianassoid Amphipod Fauna (Crustacea: Malacostraca)	Department of the Environment, Water, Heritage and the Arts (ABRS)
J Lowry	Circum Amphipoda Australia Project in the Kimberley	Department of the Environment, Water, Heritage and the Arts (Natural Heritage Trust)
J Lowry	Circum Amphipoda Australia Project in Tasmania	Department of the Environment, Water, Heritage and the Arts (Natural Heritage Trust)
H Smith	The systematics of Australian comb-footed spiders in the subfamily Hadrotarsinae (Araneae: Theridiidae)	Australian Biological Resources Study
J Rowley	Amphibian Conservation in Vietnam	Ocean Park Conservation Fund, Hong Kong
J Rowley	Amphibian Conservation in Indo-Burma	ADM Capital Foundation, Hong Kong

Table L.2 Museum staff engaged with a number of grants not administered by the Museum

The table below sets out the grants on which Museum staff worked during the financial year for which they were listed as chief or principal investigators.

Principal Investigator(s)	Title of project	Granting body
S Ulm, V Attenbrow	Marine carbon reservoir variability along the NSW Coast	Australian Institute of Nuclear Science and Engineering (AINSE)
P Hiscock, V Attenbrow	Evolution of technology and tool use in 10,000 years of Aboriginal History – ANU	Australian Research Council (Discovery Project)
A Vickers, L Christidis (until April 2009); P Monaghan until April 2009), V Daniel (from April 2009), D Pieta (from April 2009), P Worsley, S Diamond	Understanding Balinese paintings: collections, narrative, aesthetics and society – through University of Sydney	Australian Research Council (Linkage Project)
A Lawson, L Christidis (until April 2009); V Daniel; P Eklund, B Bunt	The application of concept lattices to digital museum collection management and Access – through University of Wollongong	Australian Research Council (Linkage Project)
K Belov, M Eldridge, S Beck	Characterisation of the tammar wallaby MHC	Australian Research Council (Discovery Project)
LA Hughes; AJ Beattie; DP Faith; RL Kitching	A new phylogenetic framework for estimating local, regional and global biodiversity	Australian Research Council (Discovery Project)
SG Dove; WP Leggat; D Yellowlees; JM Lough; PA Hutchings; KG Caldeira	Assessing the risk of ocean acidification for the Great Barrier Reef	Australian Research Council (Linkage Project)
JN Marshall; SP Collin; RD McCauley; KA Fritsches; NS Hart; BM Degnan; SM Degnan; MD Norman; JN Hooper; PA Hutchings; MG Meekan; EA Widder; T Frank; JC Partridge; CE Diebel; EJ Warrant; S Johnsen; G Worheide; DJ Lindsay	Deep Downunder: designing a deep-sea exploration and discovery capability for Australia	Australian Research Council (Linkage Project)
S Hand, M Archer, DJ Bickel, ME Dettmann	Precious time-capsule: discovery of fossil-rich amber from Australia. (With the University of NSW and University of Queensland.)	Australian Research Council – (Discovery Project)
AF Clarke, JP Philp, R Torrence	Producers and Collectors: Uncovering the Role of Indigenous agency in the Formation of Museum	Australian Research Council (Linkage Project)
J Leis , L Mason, GP Jones (Project Leader for Program 8: T Hughes)	Resilience and connectivity: development of and test of realistic larval-fish dispersal models for the Great Barrier Reef (project within Program 8: Sustainable use and Management of Marine resources of the GBR)	Marine & Tropical Sciences Research Facility, through James Cook University
R Torrence , E Carter, N Konomenko	Valuing Stones: obsidian stemmed tools in the creation of social complexity in PNG (University of Sydney)	Australian Research Council (Discovery Project)

Principal Investigator(s)	Title of project	Granting body
D Faith, R Torrence, H Cogger, G Wilson (Network of 50 individuals – includes above Museum staff – administered by University of Adelaide.)	Discovering the past and present to shape the future: networking environmental sciences for understanding and Managing Australian biodiversity	Australian Research Council (Research Networks Grant)
D Faith, S Ferrier, C Brown, J Soberon, T Peterson, D Yeates, C Slatyer, J West, V Savolainen	GBIF for 2010	Project lead by United Nations Environment Programme-World Conservation Monitoring Centre (UNEP-WCMC) to develop proposals for involvement in the GBIF campaign to significantly reduce by 2010 the current rate of biodiversity loss at the global, regional and national level
P Flemons, R Beaman, R Guralnick, A Hill, A Stewart	BiogeoBIF: A system for increasing the georeferencing quantity and quality of all GBIF-mediated occurrence records	University of Florida
P Flemons (Network: Museum of Victoria, Tasmanian Museum and Art Gallery, Museum and Art Gallery of Northern Territory, Queen Victoria Museum and Art Gallery, South Australian Museum, Western Australian Museum, Queensland Museum, Commonwealth Scientific and Industrial Research Organisation)	Ozcam Cache Upgrades – through Museum of Victoria	Department of the Environment, Water, Heritage and the Arts (ABRS)

APPENDIX M DISABILITY ACTION PLAN

The Ministerial Memorandum 2009–01 *Guidelines for Disability Action Planning* by NSW Government Agencies required NSW government agencies to submit a Disability Action Plan by 30 June 2009, later extended to 30 November 2009.

The Museum reviewed its Disability Action Plan 2002 and has prepared a new draft Plan. The Museum was ably assisted in the process by Accessible Arts NSW who provided expertise in planning for people with a disability.

The draft Disability Action Plan 2010–12 is based on the NSW Government's framework. It will be finalised and submitted before the extended deadline. The plan will be available on the Museum's website www.australianmuseum.net.au.

APPENDIX N ETHNIC AFFAIRS PRIORITY STATEMENT

RESEARCH AND COLLECTIONS

The Australian Museum prioritises supporting Aboriginal and Torres Strait Islander and Pacific Islander researchers and communities involved in programs aiming to strengthen cultural identity. The Australian Museum also plays an important role in exploring and promoting the rich diversity of Aboriginal and Torres Strait Islander cultures, Pacific Islander cultures and South East Asian cultures through collection development, interpretation and management. Support includes facilitating access to collections, supplying photographs and documentation, sharing skills, and providing advice and contacts.

In 2008–09:

- ▶ Members of the Boolarng Nagamai Aboriginal Art and Culture Studio (NSW south coast) used the Museum

collections as a significant resource when revitalising the production of shell fishhooks, tools and other cultural materials in their community.

- ▶ The Dharriwaa Elders Group accessed the Museum collections to develop an exhibition *Wugan Gaay* featuring photographs of wooden materials from the Australian Museum collection.
- ▶ A group of 22 Tongan women living in Hawaii and Australia accessed the collections during a major cultural gathering held at the Queen Salote College Association in Sydney.
- ▶ The Erromango Cultural Association is including collection images and archival information provided by the Museum in the development of an education booklet for schools.
- ▶ The Vanuatu Cultural Centre's 33 field workers requested copies of the film *Nelokompne rises again*, a documentary about the cultural revival that resulted when Sophie Nemban and Jerry Taki worked with the Museum's Erromangan collections.
- ▶ A diverse range of Indigenous researchers and practitioners accessed the collection for cultural purposes.

The *Ethnographic Collection Development Strategy 2008–12* targets Aboriginal, Torres Strait Islander, Melanesian, Polynesian, Micronesian, and South East Asian materials, including materials created by Pacific and Indonesian diasporas living in New South Wales (see [Appendix G Acquisitions and donations](#)).

The Intangible Cultural Heritage program recognises and supports Indigenous knowledge traditions by collecting stories, songs and cultural expressions, particularly those relating to material culture.

A range of collection tours are provided for target audiences including Indigenous community groups, VIPs, university

students and professionals working in the cultural heritage field, for example, Asei Sando (intern from Papua New Guinea National Museum) provided a tour of the New Ireland Malangan Collections to art students from Newcastle TAFE.

Collections are loaned to a range of museums and other organisations, for example, gamelan orchestras are on long-term loan to the University of Sydney so they can be used by community groups for rehearsals and performances.

LEARNING SERVICES

Learning Services continued to focus on incorporating multicultural services throughout 2008–09, including the following:

- ▶ Pacific Island Heritage workshop 20 November 2008
- ▶ Involved Pacific Islander high-school students in a full-day program, including access to the Museum's Pacific Island collection
- ▶ Provided educational material for ESL teachers who bring classes to the Museum
- ▶ Provided Aboriginal Studies programs for primary and high-school students
- ▶ Provided Indigenous Art workshops for school students
- ▶ Studio artist Richard Campbell in the *Indigenous Australians* exhibition leading up to and including NAIDOC Week
- ▶ Contiki Tours through the *Indigenous Australians* exhibition for overseas students from different cultures.
- ▶ Museum educational programs were provided to students from all cultural backgrounds on a daily basis during school term times, including students from Islamic, Greek and Jewish schools, among others.

VISITOR SERVICES

Visitor Services organised a one-off free music and dance performance by the PNG Canberra Cultural Group choir (enjoyed by 250 visitors), to coincide with their visit to *Frank Hurley – Journeys into Papua* exhibition.

APPENDIX O USE OF CONSULTANTS

There was one consultant engaged during the year where the fee was over \$30,000.

Consultant

Let's Think Pty Ltd

Purpose

Development of licensing strategies for using the Museum's intellectual property

Cost

\$211,970

There were no consultants engaged where the fee was less than \$30,000.

APPENDIX P ENERGY MANAGEMENT

The aim of the Government Energy Management policy is to achieve sustainable energy and cost reduction across the NSW Public Service. The policy uses energy use and greenhouse gas emissions in 1995–96 as a baseline against which savings are assessed. During 2008–09, the Museum commenced occupation of the new Collections & Research Building at its College Street site. This provided in excess of 7000 m² of air-conditioned premises for the storage of natural history collections together with associated laboratories and work areas. This new building is responsible for the increase in energy use.

Figure P1 Energy consumption by fuel type (GJ)

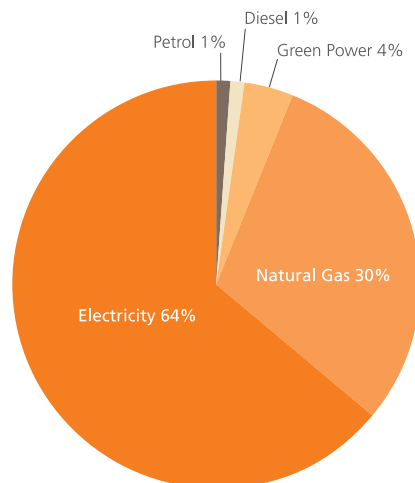


Table P1 Energy usage 2005–09

Note: Base year energy use was 25,107 GJ and greenhouse gas emission was 5128 tonnes.

	2005	2006	2007	2008	2009	Change
Energy use (GJ)	21,519	22,915	22,500	23,012	29,354	16.9%
Greenhouse gas (tonnes)	4037	4209	4157	4251	5415	5.6%

APPENDIX Q HERITAGE MANAGEMENT

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

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

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

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

Items of regional significance include:

- ▶ Still Addition
- ▶ Spirit House
- ▶ Old School Building
- ▶ Collections & Research 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 R
WASTE REDUCTION AND RECYCLING

The Museum’s Waste Reduction and Purchasing Policy was drafted in 1998 in liaison with the NSW Environment Protection Authority. The Museum’s recycling and waste system was implemented in April 2001. The Museum aims to reduce the level of waste generated in both public and non-public areas of the Museum. Significant improvements have been made to the amount of waste that is recycled.

The Museum ceased onsite sorting of recyclable materials from November 2006. It is now undertaken by its waste contractor Environmental Solutions Australia (WSN).

Table R1 Waste generated by the Australian Museum from July 2008 to 30 June 2009.

Note: The data for 2007 represents the six months from November 2006 to May 2007 and was the only data available at the time of publication.

The table indicates increases in waste output for the year. This increase can be attributed to the following factors:

- relocating staff into the completed Collection & Research Building generated an increase in waste due to the decanting of old offices and collection areas.
- an increase in the number of visitors and contractors onsite.

Waste management	2007 ⁽¹⁾	2008	2009
Volume collected (m³)	519.2	na	na
Weight collected (tonnes)	46.7	92.1	100.5
Weight to landfill (tonnes)	15.5	38.9	15.8
Percentage recycled	67%	58%	84%

APPENDIX S
PRIVACY AND PERSONAL INFORMATION

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

The plan is available to staff on the Museum’s intranet. Copies may be obtained by contacting the Privacy Contact Officer, Archives and Records Unit, Australian Museum, 6 College Street, Sydney NSW 2010, phone: 02 9320 6224, fax: 02 9320 6050. The Museum’s website privacy statement is published online at www.australianmuseum.net.au.

There were no applications for internal review during the year.

APPENDIX T
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 2009.

The Australian Museum had its inception as the Colonial Museum in 1827 and was subsequently incorporated by Act of Parliament as the Australian Museum in 1853. *The Australian Museum Trust Act 1975*, No.95 defines 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 2002*.

The organisation chart (see page 71) outlines the formal structure and responsibilities of the Museum’s various divisions.

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

The Museum will provide visitors and the wider audience with a fair and reasonable opportunity to be heard regarding any aspect of the running of 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 it also offers online information products and services. The address is www.australianmuseum.net.au.

DOCUMENTS HELD BY THE AUSTRALIAN MUSEUM

As might be expected from an institution of its age and nature, the Australian Museum holds many documents, mainly onsite. The categories of documents held are described below, as are the ways in which they may be accessed and whether or not a charge is involved. Some of the documents listed below are freely available. For various reasons, such as personal privacy, commercial confidentiality or cultural restrictions, some documents may not be made available informally without the need for a formal Freedom Of Information (FOI) application. These documents are not generally open for inspection and requests for access to them should be made to the FOI Coordinator (see page 116 for contact details).

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 collections of specimens and artefacts, 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 is indexed. In addition the Archives also holds Minute Books, reports, files, exhibition files, research notes and papers, news cuttings, photographs, drawings and illustrations, material archives, maps, plans, and publications.

Access to items held in the Archives is available through the Australian Museum Archives. *A Guide to the Australian Museum Archives 1989* is available for consultation. The Museum's institutional archives are public records and come under the *NSW State Records Act 1998* and are managed and accessed in accordance with that Act. Acquired archives are accessed in accordance with donor conditions.

STAFF RECORDS

All records relating to staff, selection, appraisal, recruitment and training are held in the Human Resources Unit. Staff of the Museum may gain access to their own files by contacting this unit. 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 Research and Collections Division include: management of the collections, research, contributing to public programs, and disseminating information. The records created and maintained reflect these functions: collection records (documenting the acquisition, registration, use, conservation and management of the collections); research records (notes, data, field trips, pictorial material, manuscripts, conferences and committee, professional societies); information files; publications; correspondence files; and administrative records (budgets, corporate plans, grant applications, annual reports, correspondence).

PUBLIC PROGRAM RECORDS

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

PLANNING AND POLICY DOCUMENTS

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

The Australian Museum Corporate Strategic Plan (also available online www.australianmuseum.net.au).

Aboriginal Cultural Protocols for Public Events
Alcohol and Drugs
Anti-bullying Policy
Asset Disposal 2000
Asset Management Guide 2000
Business Accounts Policy
Charges for Loans to Other Cultural Institutions Policy
Code of Conduct 2004
Collections Conservation Policy
Collection Management Policy 2008
Communication Devices
Conflict of Interest 1988
Corporate Sponsorship Guidelines 1992
Corrupt Conduct Reporting 2004
Corruption Prevention Policy and Procedures 2005
Credit Card Use 2001
Display and Use of Live Animals
Draft Policy: Occupational Health and Safety Guidelines for Safe Field Operations 1999
Employee Related Concerns and Grievances
Emergency Response Procedures Manual 2005
Evacuation diagram
Family and Friends on Field Trips 1995
Flexible Working Hours Agreement 2005

Guidelines For Purchasing Goods and Services 2001
 Guidelines on Research Practice 1998
 Harassment Free Workplace 1999
 Honorary Appointments at the Australian Museum
 Image and Photographic Management
 Information Technology Security Policy 2005 (PDF)
 Information Technology Security Policy 2005 (HTML)
 Intellectual Property
 Intellectual Property – Frequently Asked Questions
 Legislation and External Policy Requirements 2006
 Library Collection Management Policy
 Media 2008
 Motor Vehicles 2001
 Occupational Health and Safety (OH&S) 2007
 Outreach Strategy 2008–09 to 2012–13
 Policy and Procedures for the Aboriginal Heritage Unit and Related Issues 2000
 Privacy Management Plan 2000
 Privacy Procedures
 Procedures for the Receipt and Opening of Tenders 2001
 Procurement Guidelines 2001
 Procurement Guidelines Checklist 2001
 Procurement Policy and Best Practice Guidelines 2001
 Records Management 1999
 Repatriation Policy
 SEM Unit Policy for New Personnel, Visitors and Volunteers 1997
 Service of Alcohol at Staff Functions
 Sick Leave 1996
 Sleepover Policy
 Smoking in the Workplace
 Staff Development 1992
 Study Time 1999
 TAMS Excursions – Leave Provisions for Staff Leaders 1988
 Tender Audit 2001
 Use of Equipment Outside the Museum 1995

Volunteers and Field Trips Policy
 Waste Reduction and Purchasing 1998
 Web Privacy Statement
 Workplace Surveillance by use of CCTV equipment within the Australian Museum

PUBLICATIONS

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

ACCESS ARRANGEMENTS, PROCEDURES AND POINTS OF CONTACT

Documents published by the Australian Museum All of the Museum's published books, serials and reports may be accessed through the Australian Museum Research Library, open by appointment, phone 02 9320 6152.

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

Policy and planning documents These may all be accessed through the Australian Museum Archives, open by appointment, phone 02 9320 6148.

Archives These may be accessed through the Australian Museum Archives, open by appointment, phone 02 9320 6148.

All other documents To access all other records, applications in writing or in person must be made to the FOI Coordinator, Australian Museum, 6 College Street, Sydney NSW 2010, phone 02 9320 6224. Requests for access under the FOI Act must be accompanied by a \$30 application fee.

FREEDOM OF INFORMATION REQUESTS

The Museum received no requests for information in 2008–09.

APPENDIX U CODE OF CONDUCT

The Museum amended its code of conduct in 2008–09 to reflect the NSW Government *Lobbyist Code of Conduct*, and the February 2009 update for M97-10 *Model Code of Conduct for NSW Public Agencies*.

APPENDIX V CREDIT CARD CERTIFICATION

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

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

In accordance with Treasurer's Direction 205.01, I certify that credit card usage in the reporting period by officers of the Australian Museum was in line with NSW Government requirements.

Frank Howarth
Director

APPENDIX W

BENEFACTORS AND SPONSORS

The Australian Museum is pleased to recognise the generosity and passion of our benefactors and sponsors. We thank those listed here and all our supporters for their contribution to the educational services, public programs and scientific research conducted by the Australian Museum.

AUSTRALIAN MUSEUM SUPPORTERS

City of Sydney
 Department of Environment,
 Climate Change & Water NSW
 JCDecaux
 National Geographic Channel
 Panasonic Australia
 Raleigh and CPI + Edwards Dunlop Paper
 Reckitt Benckiser
 Rio Tinto
 Scitech
 Sydney Grammar School
Sydney's Child
The Sydney Morning Herald

AUSTRALIAN MUSEUM FOUNDATION

PRESIDENT'S CIRCLE

ANZ Banking Group Ltd
 Anita and Luca Belgiorio-Nettis
 Tim and Kathryn Berry
 Susan Conde
 Christopher Grubb
 Ian and Stephanie Miller
 Mrs Judy Lee
 Lend Lease
 Diccon Loxton
 Helen Molesworth
 Rob and Helen Rich
 The Sherman Foundation
 Lucy Turnbull

SUPPORTERS

James and Belinda Allen
 The Ronald Geoffrey Arnott Foundation
 David Baker
 Mr and Mrs K R Bell
 Jane Beniac
 Alan and Christine Bishop
 Barry Casey
 Estate of the late Clarence E Chadwick
 Belinda Gibson
 Owen Griffiths and Biodiversity
 Conservation Madagascar Association
 David Handley
 Ronnie Harding
 Ann Hoban
 Frank Howarth
 Gwen Keir
 James Lockhart and Simone Hartman
 Robert McDougall
 Mabs Melville
 Stephane Miller and Martin Pool
 David Norman
 O'Connell Street Associates
 John Pearson
 Patricia Reid
 David Robb
 Jane and Neville Rowden
 Alastair Stevenson
 Rosemary Swift
 Senta Taft-Hendry
 Estate of the late Gwendoline A West

GIFTS TO COLLECTIONS

Ursula Burgoyne
 Louise and Sam Dawson
 The late John Hume
 Paul Scully-Power
 Trevor Shearston

Index

A

Aboriginal Education Consultative Group, 23
 Accounts payable performance report, 39
 Acquisitions, 11, 256, 34, 86–9
 Admission charges, iii
All About Evil, 21
 Ambrym, Vanuatu, 11, 26, 34
 Animal Care and Ethics Committee, 79
 Archives, 28, 29, 117
 Artlink, 23
 Artlook, 23
 Assets, 35
 Atlas of Living Australia, 12, 26
 Audience research, 21
 Australian Museum
 actions, 17
 charter, 3
 context, 4
 goals, 4
 objectives, 17
 overview, 3
 purpose, 4
 services, 3
 values, 4
 vision, 4
 Australian Museum Business Services (AMBS), 8, 34–5
 Australian Museum's Environmental Sustainability Committee, 33, 80
 Australian Museum Eureka Prizes, 11, 17, 18, 19, 21, 31, 90
 Australian Museum Foundation, 11, 12, 33, 119
 Australian Museum Lizard Island Research Station, 27, 28
 Australian Museum Members, 11, 24
 tours, 6, 7
 Australian Museum Trust, 11
 Balance sheet, 45
 Cash flow statement, 46
 Committees, 75
 Financial statement, 42
 Income statement, 43
 Income and expenses statement, 44
 Meetings, 75
 Representation, 76
 Trustees, 11, 74–5
Australian Museum Trust Act 1975, iii, 3
 objectives, 3

B

Barcode of Life, 12, 30
 Benefactors, 117
 Bequest program, 34
 Biodiversity, 12
 assessment, 8
 conservation and management, 8
 loss of, 3, 12
 monitoring, 8
 Biosecurity, 12
Birds of Australia, 20

BugWise for Schools, 6, 24
 Bush walk program, 25

C

Campbell, Richard, 6, 7, 23
 Capabilities, building, 17
 Chadwick Biodiversity Fellowship, 27, 28
Chapman Mineral Collection, 20
 Charter, 3
 Children, 6
 Circum-Australian Amphipod Project (CAAP), 26, 28
 City of Sydney, 24, 31, 119
 Climate change, 3, 8
Climate Change: Our Future, Our Choice, 6, 11, 12, 14, 21, 23, 31, 32
 Code of conduct, 118
 Collections, 25
 access and engagement to, 26
 development, 25
 highlights, 28, 29
 management, 3
 moves, 29
 Collections & Research Building, 5, 10, 11, 15, 25, 31, 35
 College Street site, 8, 11
 Commercial Services branch, 34
 Communication, 31
 Communities, engaging with, 6
 Community outreach, 29
 Connected Classrooms programs, 6
 Consultants, 115
 Consulting services, 34
 Content management system (CMS), 25, 33
 Coral reef systems, 8
 Corporate partners, 33
 Credit card certification, 118
 Cultural identity, search for, 3
 Customers, 3

D

Department of Education and Training (NSW), 6
 Department of Environment, Climate Change and Water (NSW), 24, 31, 35, 76, 87, 110
 Department of the Arts, Sport and Recreation (NSW), 3, 13, 80
 Department of the Environment, Water, Heritage and the Arts (DEWHA), 26, 28, 33, 35, 86, 110, 111, 113
 Dining with Darwin, 24
 Dinosaur puppet show, 6, 7, 11
Dinosaurs, 11, 20, 21, 22, 23
 Dinosaurs Sleepovers, 25
 Director's report, 12
 Disability Action Plan, 81, 114
 DNA barcoding, 12

E

Electronic Museum Management System (EMu), 23, 86, 94
 Energy management, 115
 Environmental Sustainability Committee, 33, 80
 Ethnic Affairs Priority Statement, 114
 Eureka Prizes, *see* Australian Museum Eureka Prizes
Eureka 20th Anniversary, 21
 Evolution of Australian Biota Study Day, 14, 24
 Executive profiles, 76–8
 Exhibition Hunts program, 23
 Exhibitions, 6, 19, 20, 21, 22–3
 see also Special exhibitions
Explore, 24, 29, 32

F

Facilities management, 35
 Family Day program, 23
 Fashion Less Waste Competition, 23
 Fashion Parade, 23
 Finance and Audit Committee, 75
 Financial commentary, 38
 Financial efficiency, 33
 Financial statements, 42–6
 see also Australian Museum Trust
 Notes to Financial statements, 47–71
Frank Hurley: Journeys into Papua, 6
 Freedom of information, 116
 Funding, 3, 13

G

Governance, iii
 Grants, 8, 15, 27, 110–13
 Granville Boys High School, 6, 7
 Guarantee of service, 81

H

Haas, Yasmin, 23
 Haunted Museum Halloween Party, 25
 Heritage management, 115
 Highlights, 5–10
 Honorary appointments, 92
 Human resources, 32
 Human Story Study Day, 14, 24

I

Income Generation Steering Committee, 80
 Independent auditor's report, 40–1
Indigenous Australians, 20, 21, 23
 Indigenous communities, 26
 Indigenous Cultural Centre, 12
 Indigenous Education Assistant, 23
 Indigenous learning programs, 23
 Information desk, 22
Insects & Invertebrates of Land and Freshwater, 20
 Internal management audits, 80

J

Joint Consultative Committee (JCC), 32

K

Key acquisitions, 86–9
 Kids College, 21
Kidspace, 22, 23
 Knowledge generation, 27
 Koolmatie, Yvonne, 11, 34
 Koometa, Craig, 11, 34

L

Learning services, 23
 Lectures, 25
Life on the Darling, 23
Lizard Island, 21
 Lizard Island Reef Research Foundation, 11, 12, 76
 Lizard Island Research Station, *see* Australian Museum Lizard Island Research Station

M

Materials Conservation, 21
 Management activities, 78–9
 Marketing strategies, 31
 Memorandums of Understanding (MoUs), 30
Menagerie: Contemporary Indigenous Sculpture, 11, 31, 34
 Mineralogy section, 8
 Minister, iii
 Museum committees, 79
 Museum in a Box, 6, 7, 11, 14, 23
 Museum Shop, 34
 Museum-branded products, 10
 Muttaborrasaurus dinosaur puppet show, 6, 11, 22
 My Museum, 25

N

National Museum of Australia, 6
 National Museum of Natural History, Paris, 6
 Natural History Museum, London, 6
 Natural Science Collection Branch, 25
New Scientist Eureka Prize for Science Photography, 2008, 21
 NSW Government, 3
 NSW State Plan, 4

O

Occupational health and safety, 35, 79, 80, 81
 Occupational Health and Safety Committee, 32
 Online communities, 6
 Online services, 5, 14, 17, 19, 20, 25, 26
 Opening hours, iii

Operating achievements, 20
 Organisation chart, 73
 Outreach, 23
 Overseas travel, 27, 93

P

Pacific collection, 11
 Pacific cultures, 21, 114
 Pacific communities, 26
 Palaeontology section, 8
Papunya Painting: Out of the Desert, 6, 11, 14, 21
 Parkes Farmer wing, 8
 Patfield, Sally, 23
 Pearson, David, 33
 People to People program, 23
 Performance reports, 18–35
 Performance snapshot, 13
 Personal information, 116
Planet of Minerals, 20
 Policies and procedures, 33
 President's Circle, 33, 119
 President's Report, 11
 Privacy, 116
 Program Review Committee, 79
 Project Control Group, 79
 Public communication, 28
 Public programs, 3, 14, 20, 30
 Publications, 8, 15, 28, 97–109
 Puppet show, see Dinosaur puppet show

R

Reading Room (company), 25
 Records management, 29
 Recycling, 116
 Relationships, developing, 17, 30–2
 Repatriation, 26
 Renewable energy dance floor, 6, 7
 Research, 27
 authoritative, 15
 institutional collaborations, 30
 key, 27
 partnerships, 30
 Research and Collections Advisory Committee (RACAC), 27, 76
 Research and Collections Division, 8
 staff achievements, 89–91
 Research Library, 28
 Resources, increasing, 17, 33–5
 Results and Services Plan, 19
 Results indicator, 20
 Retail services, 34
 Revenue
 generation, 13
 revenue raising activities, 10, 13
 sources of, 13
 Revitalisation, 10
 Risk management, 80

S

Salvation Army, 10, 11, 24
 Sando, Asei, 23, 27
 School holiday programs, 22
 Schools, 6, 14
 Science communication, 24
 Science in the City, Suburbs and Bush, 6, 14, 24
 Science Morning Teas, 10, 11, 21, 24
 Scientific research, 3, 12,
 see also Research
 Scitech, 6
Search & Discover, 21, 22
 Senior Executive Service (SES), 81
 Services
 delivering, 17, 20–9
 measures, 19
 monitoring delivery, 33
Skeletons exhibition, 10, 20
 Slit drums, 8, 11, 26, 34, 89
 Special events, 31
 Special (temporary) exhibitions, 6,
 11, 12, 14, 19, 34
 Sponsors, 119
 Staff, 79
 development, 32
 statistics, 79
 Stakeholders, 3
 Supporters, 119
Surviving Australia, 11, 20, 22, 23
 Sydney Institute of Marine Science, 30

T

Taronga Zoo, 24
 Taxonomic research, 15
 Teachers College, 21
The Thylacine, 21
The Wollemi Pine, 21
 Touch tables, 22
 Tourism, 31
 Tours, 22

U

Up Close and Spineless, 21, 22

V

Vanuatu, 11, 26, 34
 Venue hire, 10, 34
 Virtual Museum of the Pacific, 6,
 12, 26
 Visitors, 6, 7, 11
 feedback from, 21
 services, 22
 Volunteers, 85
 evaluation, 33
 program, 21, 22

W

Waste reduction, 116
 Website, 5, 11, 25
 Weil, Stephen E, 12
What's On, 32
When Mammoths Roamed, 6, 11,
 12, 14, 22, 23, 32
Wildlife Photographer of the Year,
 6, 14, 32, 34
 Winnie, see Dinosaur puppet show
 Workshops, 22
 World Indigenous Peoples Conference,
 23

Y

Yalandja, Owen, 11, 34
 Younger audiences, 6

www.australianmuseum.net.au