

LIBRARY COUNCIL OF NSW

2015–16 Annual Report



STATE LIBRARY®
NEW SOUTH WALES

LIBRARY COUNCIL OF NSW

2015–16 Annual Report

CONTACT INFORMATION AND ACKNOWLEDGMENTS

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Service	Monday to Thursday	Friday	Saturday	Sunday
State Library website providing access to our collections, services and public programs: www.sl.nsw.gov.au	Available 24/7	Available 24/7	Available 24/7	Available 24/7
Governor Marie Bashir Reading Room	9 am – 8 pm	9 am – 5 pm	10 am – 5 pm	10 am – 5 pm
Mitchell Library Reading Room	9 am – 8 pm	9 am – 5 pm	10 am – 5 pm	10 am – 5 pm The Special Collections area is closed on Sundays
Ask a Librarian service For quick answers in person or via telephone, email, web, fax or post	9 am – 8 pm	9 am – 5 pm		
drug info @ your library Online	Available 24/7	Available 24/7	Available 24/7	Available 24/7
Public Library Funding and Advisory Service	9 am – 5 pm	9 am – 5 pm		
Galleries	9 am – 5 pm Thursdays till 8 pm	9 am – 5 pm	10 am – 5 pm	10 am – 5 pm
Library Shop Onsite Online	9 am – 5 pm Available 24/7	9 am – 5 pm Available 24/7	11 am – 5 pm Available 24/7	11 am – 5 pm Available 24/7
Cafe Trim	7.30 am – 5 pm	7.30 am – 5 pm	10.30 am – 4.30 pm	10.30 am – 4.30 pm
Shakespeare Room	Tuesdays 10 am – 4 pm			
Venue Hire Venue Hire Office	6 am – midnight 9 am – 5 pm	6 am – midnight 9 am – 5 pm	6 am – midnight	6 am – midnight

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FINANCIAL OVERVIEW

FINANCIAL REPORT 2015–16

CORRECTION: P. 103 (E) GRANTS AND SUBSIDIES, THE LAST ENTRY SHOULD BE REVITALISING REGIONAL LIBRARIES GRANT NOT VISION AUSTRALIA GRANT.



Our Library

Letter of submission

October 2016

The Hon. Troy Grant MP
Deputy Premier
Level 17, 52 Martin Place
Sydney NSW 2000

Dear Deputy Premier

We take pleasure in submitting the Annual Report and Financial Statements of the Library Council of New South Wales for the year ending 30 June 2016 for presentation to Parliament. These documents have been prepared in accordance with the provisions of the Annual Reports (Statutory Bodies) Regulation 2010, and the *Public Finance and Audit Act*, as amended. Submitted on behalf of the Library Council of New South Wales
Yours sincerely

A handwritten signature in black ink, appearing to read 'George Souris'.

The Hon. George Souris AM
President, Library Council of New South Wales

A handwritten signature in black ink, appearing to read 'Lucy Milne'.

Lucy Milne
Acting NSW State Librarian & Chief Executive
and Secretary, Library Council of New South Wales

Our Library

OUR LIBRARY

A world leading library, the State Library of NSW informs, educates, inspires and surprises online, onsite and on tour. The Library's rich heritage collections, contemporary print and digital materials, partnership with public libraries and vibrant collaborations enable Australians to interrogate our past and imagine our future.

MISSION AND VALUES

To strengthen the community by being the trusted provider of quality information services by:

- providing equitable access to contemporary and historical knowledge
- collecting and preserving Australia's heritage
- promoting our role as a cultural destination
- collaborating with the NSW public library network.

OUR CORE VALUES AND BELIEFS

- Integrity
- Trust
- Service
- Accountability
- Equity of access
- Innovation and engagement

VISION

For the community, we aspire to be a Library that is:

- a pre-eminent and welcoming cultural destination
- acknowledged for excellent client service and staff expertise
- an innovative gateway to information and cultural enrichment
- recognised for a unique and accessible collection
- an active advocate for the NSW public library network
- a proactive partner in knowledge creation.

OUR STRATEGIC PRIORITIES

- Collect
- Connect
- Community

Library Council of NSW

President's message



**THE HONOURABLE
GEORGE SOURIS AM**
PRESIDENT
LIBRARY COUNCIL OF NSW

It is a great honour and privilege to be appointed President of the Library Council of New South Wales. During my time as Minister for the Arts between 2011 and 2014, with direct portfolio responsibility for the State Library, I developed a passion for the Library and its precious \$3.15 billion collection. This collection is an irreplaceable archive of our shared past, as well as a growing record of today's society and our present preoccupations. I will work to ensure support to build that irreplaceable collection, conserve it and make it accessible today and in the future.

OUR VISION UNDER THE MASTER PLAN

I come to the Library at an exciting time in its history. Building on the success of the recent restoration of the Mitchell Library, which has already contributed to a 12% increase in visitation, the Library is about to embark upon major works to implement its master plan.

The first floor of the historic and much loved Mitchell building will have new state of the art public galleries. Funded through the generous support of private and corporate benefactors, these galleries will provide new opportunities to exhibit, interpret and share the collection. Thanks to NSW Government investment of \$4.9 million, the Mitchell building will also be made accessible to all for the first time since it opened in 1910, with new lifts and a ramp. Future stages of the master plan include establishing a 400-seat auditorium to better accommodate the Library's education and public events and a rooftop restaurant.

SUPPORTING NSW PUBLIC LIBRARIES

This year the popularity of public libraries across the state continued to grow, with over 35 million onsite visits and over 11 million visits online. Public libraries are important community spaces that build social inclusion and individual wellbeing, and deliver a host of vital services including educational and community programs, reading and literacy, technology awareness and training throughout NSW. This year the NSW Government delivered \$27.5 million to public libraries in grants, subsidies and other support and advisory services, all administered by the State Library. Beginning in 2016–17, the Library will be delivering an extra \$2.1 million in funding to public libraries over two years to address the effects of population growth and inflation.

OUR DIVERSE CULTURAL HERITAGE

As the proud son of Greek immigrants, I am particularly passionate about the Library's work to support multicultural communities, including through public libraries. This year the Library introduced a new Cultural Diversity Strategy to better target its resources and develop strategic partnerships with local communities and organisations. The Cultural and Linguistic Advisory Board was established last year, a key achievement under the previous strategy. The board and the strategy will guide the Library as it continues to enrich its collections with stories that reflect our diverse heritage, and provide services which are responsive to the needs of multicultural communities — from the long established to the newly arrived.

ACKNOWLEDGMENTS

I wish to thank my predecessor Andrew Tink AM for his tireless work and extraordinary contributions as both President of the Library Council since January 2015, and as a member of the Library Council of NSW since 2012. His support and advocacy for the State Library and for NSW public libraries is well known and valued.

I would like to thank the members of the Library Council for their energy and support. In particular, those who left the Council this year — Maxine Brenner, Rodney Cavalier AO, Susan Doyle and Professor Martin Nakata.

I take this opportunity to thank Foundation Board members for their support of this great institution, as well as the donors and sponsors who make it possible to build and conserve key items in the collection. I reserve special thanks for the private benefactors who have committed \$10 million to the Mitchell Galleries project.

I would also like to thank the outgoing State Librarian & Chief Executive, Dr Alex Byrne, for his passion and dedication. I have had the pleasure of working with Dr Byrne both in my capacity as the Minister for the Arts, and now as the President of the Library Council, and I can personally attest to his depth of knowledge and clear-sighted leadership.

Under his stewardship, the Library has been transformed into a centre of digital excellence. Through the Digital Excellence Program — with more than \$72 million committed over 10 years — 7.5 million digital objects have been created, and collecting the born digital is now business as usual. Dr Byrne has been an avid supporter of public libraries, and has successfully delivered the Revitalising Regional Libraries program and the Public Libraries Infrastructure grant program.

Dr Byrne's enduring impact and legacy will also be felt in the physical space of the Library as work on the Master Plan continues. During Dr Byrne's tenure, key elements of the plan were envisioned and completed, including major restoration of the Mitchell Library and the 2013 opening of Amaze: The Michael Crouch Gallery.

I also wish to acknowledge Library staff for their expertise and commitment to the State Library's mission and the services it provides to the community. Finally, I thank our generous volunteers and supporters, who demonstrate their regard for this Library by coming through our doors year on year. I look forward to deepening my association with the Library in the coming year.



The Honourable George Souris AM
President, Library Council of NSW

From the NSW State Librarian & Chief Executive



DR ALEX BYRNE
NSW STATE LIBRARIAN
& CHIEF EXECUTIVE

Collect, Connect, Community, the State Library's 2015–19 Strategic Plan, is showing success at the end of its first year. Vibrant collecting is mirrored in determined preservation and discovery. New fellowships and research collaborations extend from the expanding educational program. And a new active web platform joins with a state of the art collection management system to offer unprecedented access to our collection, stories, services and people.

Just one acquisition will serve to demonstrate the continuing strength and relevance of the Library's collecting: *La sfortunata morte di dui infelicissimi amanti* by Matteo Bandello. Published in French translation in Paris in 1564, this early version of the tragic story of Romeo and Juliet is considered one of the sources for Shakespeare's famous play. A most suitable acquisition for this year's celebration of Shakespeare's achievements and influence on the 400th anniversary of his death.

That small volume was exhibited in Amaze: The Michael Crouch Gallery as part of the Shakespeare 400 celebrations. It joined many other items from the Library's extraordinary collection including 'Australia's first political cartoon', a small painting of Governor Bligh allegedly being pulled from hiding under his bed during the Rum Rebellion, and a poster of Sir John Kerr as 'the queen of Australia' a century and a half later.

The breadth of the collection continues to astound and to enable original research. The inaugural Coral Thomas Fellowship, generously endowed by Rob Thomas AM, was awarded along with the longstanding fellowships and the new Digital Learning Fellowship, sponsored by the Sydney Grammar School in partnership with the DX Lab.

DIGITAL INNOVATION

Launched in June 2015, the DX Lab is the first digital innovation laboratory in an Australian cultural institution. It has had a huge first year, partnering with many other organisations and producing a range of digital experiences that draw on the Library's collection, including Loom, Mainstreet and Portico. It demonstrates the reality of the digital excellence that the Library has achieved.

Also demonstrating our digital excellence was the implementation of a new integrated collection management system. For the first time, leading library system supplier Ex Libris partnered with archival management system developer Axiell to implement a comprehensive solution to cover the diversity of this Library's collection. The four systems — Alma, Rosetta and Primo from Ex Libris and Adlib from Axiell — now offer integrated searching across the books, journals, manuscripts, artworks, photographs, maps, objects and many other items we hold together with the digital collection that is growing rapidly. The new discovery has opened new perspectives to our clients, both onsite and online.

SERVING THE COMMUNITY

Complementing those services, our reading rooms continue to welcome an average of more than 3000 visits a day as well as providing items to remote readers, serving the diversity of Sydney and NSW. Some have straightforward needs, others require complex assistance. Researchers, family historians, HSC students, those seeking a standard and those looking for a hard to get book are all welcome.

We similarly support the public libraries across NSW which serve people in communities large and small. The 367 libraries are extended by 22 mobile library services to reach 900 service locations and reach into homes and workplaces throughout the state as they deliver ebooks, digital audio books and other resources. The State Library's role in developing standards, providing advice, managing subsidies and grants, and fostering innovation are crucial to our public libraries.

This year the Indigenous Advisory Board began to assist our Indigenous Services team to reach out to more communities as we work to make our rich collections relating to Aboriginal and Torres Strait Islander peoples more available and seek to document the lives and experience of contemporary Indigenous Australians. The team has been exploring an online platform to assist communities to record their stories and then manage them in culturally appropriate ways.

Our learning programs have also had a very successful year, with more than 24,000 students participating across the state. These programs have now involved more than half of NSW schools, with significant impact on learning. Together with the fellowships, services to scholars and HSC programs, the Library is engaging with all levels of education and scholarship.

Our own scholarship and expertise is demonstrated in staff publications and conference presentations, media interviews and especially exhibitions. Major exhibitions draw on varied expertise including curators, exhibition and graphic designers, editors, communication and digital specialists, and event planners. They also draw on external expertise including specialist curators and designers but especially partners and sponsors.

The State Library's Foundation has been instrumental in assisting so many of these initiatives. Following the successful relaunch of our Friends program, the Custodians were relaunched this year in conjunction with Shakespeare 400. Both are growing strongly and underpin the work of the Foundation, which supports many of the activities of the Library from fellowships and educational programs, to exhibitions, acquisitions and the care of our incomparable collection. The work of the Foundation Office and Board are crucial to the State Library's success.

LEADING THE LIBRARY

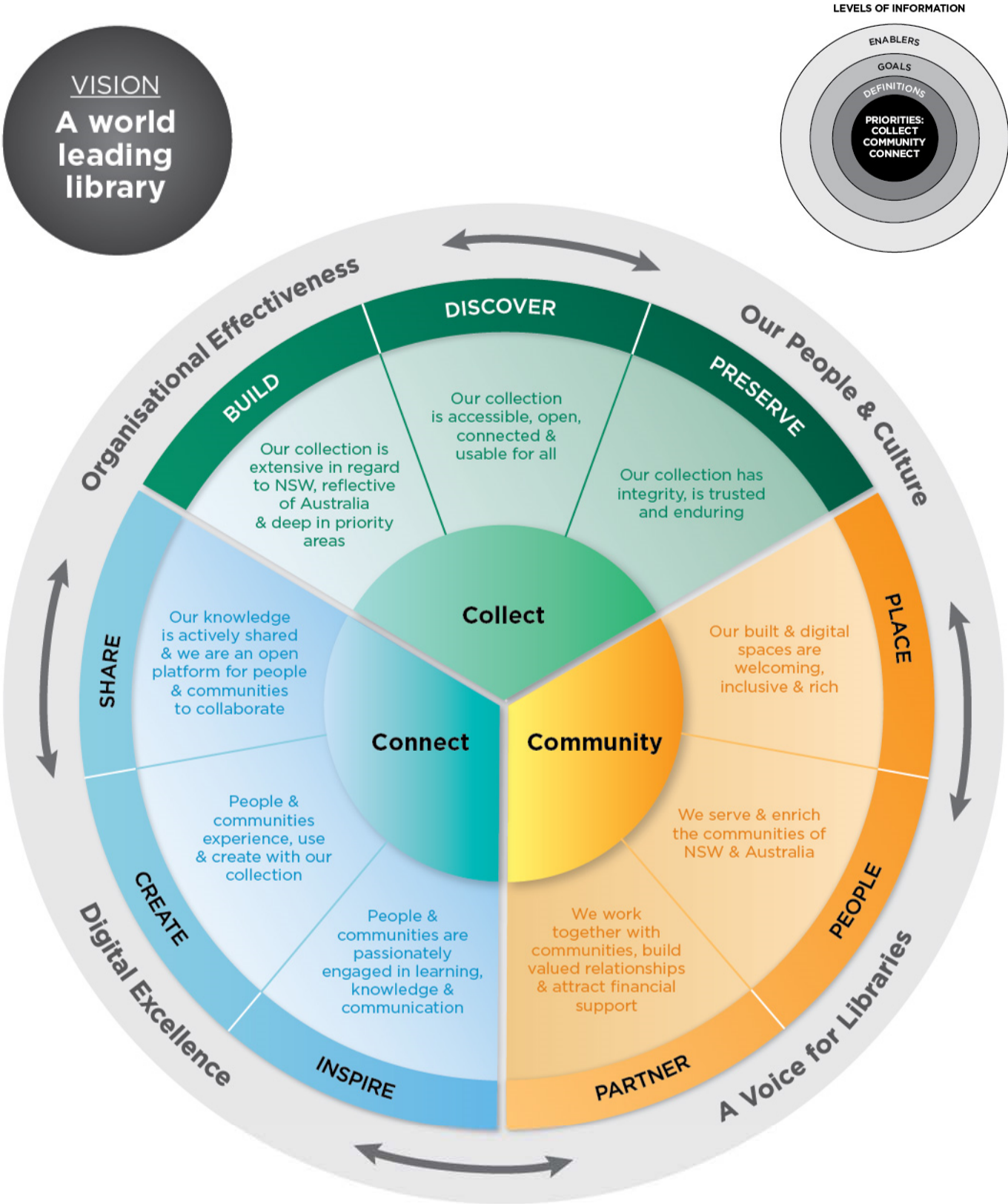
As I conclude my term as State Librarian, I reflect on the enormous honour it has been to lead this Library over the last five years and on what makes a great library. As a library of record, the State Library continues to document the people, life, culture and business of NSW and, more broadly, Australia through periods of elation and those of sadness, as governments come and go, fashions change. The Library must similarly adapt to the evolving needs of readers and researchers, new and fading technologies, emerging and well-established documentary media. It is that constancy of mission and adaptability of method which mark a great library.

My thanks to all I have met and worked with over the past five years including members of the Library Council of New South Wales, colleagues in the Library and throughout the public library network, partners in other organisations and our passionate and loyal supporters. It has been a pleasure and an honour.



Dr Alex Byrne
NSW State Librarian & Chief Executive

Strategic Plan 2015–19



Key achievements

DISCOVERABLE CONTENT

The Digital Excellence Program, funded by the NSW Government, digitises and makes accessible some of the nation's most historically significant documents and objects from the Library's \$3.15 billion collection. Digitisation of collection materials continued throughout the year, including 632,289 newspaper pages, 5136 hours of oral history, and 13,545 subdivision plans, bringing the total turned-digital object count to 7.5 million. Of these, almost 5.7 million are accessible online.

As part of the program's infrastructure component, the Library has successfully delivered a new collection management system which enables clients to search an integrated catalogue across our published materials, our archival collections and eresources; and a new state-of-the-art website which offers a world-class discovery experience.

In its first year the DX Lab, the only digital innovation hub in an Australian cultural institution, has delivered a variety of projects including Weemala, an interactive experiment that uses 100-year-old survey data to map the location and meaning of Indigenous Australian place names across the country, and Portico, an in-gallery and online presentation.

BUILDING THE COLLECTION

This year the Library added over 32,000 items to its collection. Acquisitions ranged from NSW Federal election paraphernalia to a 1564 publication of stories by Italian author Matteo Bandello, one of which is believed to have inspired Shakespeare's *Romeo and Juliet*. The recent acquisition of the Max Dupain Exhibition Negative Archive means that the Library is now the proud custodian of the entire photographic archive from one of Australia's best-known photographers.

INCREASING VISITATION

Major refurbishments to the Mitchell Library under the Library's master plan in 2015–16 contributed to visitation increasing by 12% to over 898,000 visits. People came to the Library to research, see fascinating exhibitions, and attend stimulating learning programs and workshops. Our onsite and offsite learning programs are increasingly popular, with over 24,000 school students, teachers, families and lifelong learners participating in learning programs onsite, online and on tour, a 20% increase on last year.

SUPPORT FOR THE MITCHELL GALLERIES PROJECT

Through the Foundation, the Library has secured \$10m in support from private benefactors for the Mitchell Galleries project, which will see level 1 of the Mitchell Library building transformed with the creation of new, world-class and digitally rich public galleries.

FOUNDATION SUPPORT FOR NEW FELLOWSHIPS & AWARD

Through the Foundation, the Library has established two new fellowships and one literary award this year. A new digital fellowship of \$30,000 is the first of its kind to be offered by an Australian cultural organisation. This DX Lab fellowship aims to deliver a creative digital experience using the Library's rich heritage and contemporary collections.

The Foundation supported the \$10,000 Sydney Grammar School and State Library of NSW Digital Learning Fellowship. This supports the creative transformation of the Library's Visionaries content into an exciting interface and learning resource, promoting collections and items relevant to the NSW school curriculum. This fellowship is generously supported by the Sydney Grammar School.

With the generous bequest of the late Mona Alexis Fox nee Brand (1915–2007), the State Library has established the Mona Brand Award for Women Stage and Screen Writers. This award recognises outstanding women writers for the stage and screen, with a major prize of \$30,000 and an additional \$10,000 prize to a writer for stage or screen for her first substantial produced or screened work.

SUPPORTING THE PUBLIC LIBRARY NETWORK

With the support of the NSW Government, the Library will be delivering an additional \$2.1m over the financial years 2016–17 and 2017–18. In 2015–16 the Public Library Funding Strategy delivered \$27.5m to public libraries in grants and subsidies, and other support and advisory services.

This included Year 2 of the Public Library Infrastructure Grants program with \$4.13m awarded across 30 projects to improve library building and IT infrastructure in 2015–16, to ensure that public library spaces and digital infrastructure across the state are maintained and developed for all.

INNOVATION MAKES COMMUNITY CONTENT ACCESSIBLE

The Library piloted a digital platform called Waranara (meaning 'to seek'), which provides a means to preserve and manage the digital heritage of Indigenous communities in NSW. The platform allows Aboriginal communities to collect and curate their own digital content, and this material can be incorporated into the Library's permanent collections with appropriate permission from local communities.

The indyreads project was piloted with Leichhardt Public Library and Parramatta City Library. It provides a way for NSW public libraries to deliver locally significant digital content to communities, and will also host digitised local studies publications including ebooks, oral history recordings and video content from the pilot sites' collections.

Strategic goal & results summary

Strategic Priority: Collect

To build the record, enable its discovery & ensure its long-term preservation

Goal	KPI description	KPI	2014-15	2015-16
Build <i>Our collection is extensive in regard to NSW, reflective of Australia & deep in priority areas</i>	Our collections are outstanding	Collection valuation – Total \$ ¹	\$3.15 billion	\$3.15 billion
Discover <i>Our collection is accessible, open, connected & usable for all</i>	Our clients are satisfied by the ease of use and accessibility of our collections	Onsite visitation ²	805,112	898,920
		Online visitation ³	3,906,774	3,991,384
		% clients think collection items are easy to access	84%	83%
Preserve <i>Our collection has integrity, is trusted & enduring</i>	Our collection are secure	% collection in storage that meets industry standard	n/a	43% ⁴
	Our collections are trusted by the community	% clients think the collection is trustworthy and informative	96%	95%

Strategic Priority: Community

To be an inclusive & responsive organisation that enriches communities

Goal	KPI description	KPI	2014-15	2015-16
Place <i>Our built & digital spaces are welcoming, inclusive & rich</i>	Our visitors onsite, online & on tour reflect the diversity of NSW & Australia	% client satisfaction with places:		
		• Onsite	94%	94%
		• Online	88%	85%
		• On tour	n/a	99%
People <i>We serve & enrich the communities of NSW & Australia</i>	Our Library is renowned	% brand recognition	87%	85%
	Our Library serves NSW	No. of regional activities ⁵	2080	1833
Partner <i>We work together with communities, build valued relationships & attract financial support</i>	Our Library is an excellent partner	Individuals, communities & organisations donate to the Library	\$3,949,000	\$4,104,000
		No. of Friends' memberships	1700	2158
	Our Library advances the Public Library Network (PLN)	% of PLN agree the Library supports the development & advancement of NSW public libraries	n/a	95%

Strategic Priority: Connect

To inspire, facilitate & provide new opportunities for learning, creation & knowledge sharing

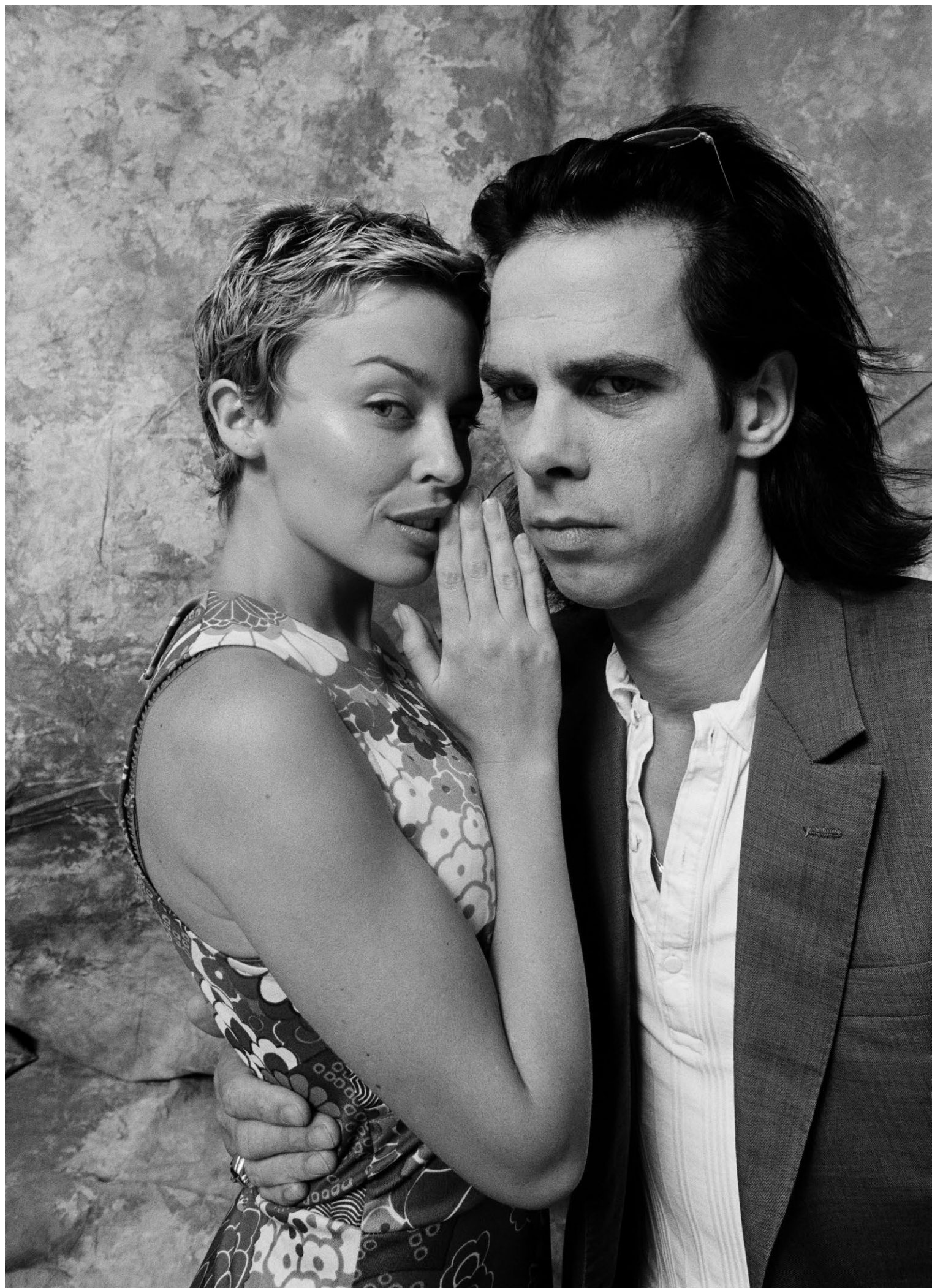
Goal	KPI description	KPI	2014-15	2015-16
Inspire <i>People & communities are passionately engaged in learning, knowledge & communication</i>	Our clients feel inspired by our actions & want others to be involved	% clients likely to recommend the Library	97%	96%
		No. of education program attendees	20,122	24,075
		No. of event attendees	10,411	9464
Create <i>People & communities experience, use & create with our collection</i>	Our clients experience our collections, knowledge & understanding	No. of community-created contributions	n/a	19,830
		Library card holders:		
		• Total card holders		90,570
		• Special collection card holders		8638
Share <i>Our knowledge is actively shared & we are an open platform for people & communities to collaborate</i>	Our clients share our content with other people & communities	Volunteer hours	11,960	11,301
		No. of shares of Library-created content on the website	n/a	1875
		No. of social media shares ⁶	n/a	11,401

Enablers

Goal	KPI description	KPI	2014-15	2015-16
Organisational Effectiveness <i>We are effective, efficient & collaborate to leverage our resources</i>				
Collaboration	We communicate & collaborate across the Library	% staff satisfaction with collaboration	44%	44% ⁷
Systems & Processes	Our processes are clear, efficient & effective	% staff satisfaction with processes	56%	56% ⁷
Financial Strength	We are financially strong	Library-generated revenue	\$5,112,000	\$4,375,000
Our People & Culture <i>We are knowledgeable, passionate, agile & committed to developing our capabilities</i>				
Learning Community	We are committed to training & developing our people	% performance development plans completed	99%	100%
Agility	We are agile, embracing innovation & managing change	% staff satisfaction with change & innovation	48%	48% ⁷
Engagement	Staff are engaged & committed	% staff engagement	85%	85% ⁷
Digital Excellence <i>We are digital first in thinking & action and are leaders in exploiting technology</i>				
Digital Culture	We foster a digital first culture through digital leadership, skills & recognition	No. of digital training sessions attended by staff	n/a	1018
Innovation	We experiment with new digital technologies	No. of projects using new digital technology	n/a	17
Transformation	We collaborate to deliver new & improved digital experiences for staff & clients	% clients think the State Library is innovative	83%	82%
		% staff satisfaction with technology	62%	62% ⁷
A Voice For Libraries <i>We are a strong voice for Public Libraries, our Library & an informed community</i>				
Leadership	We lead in our sector	% of PLN say State Library provides effective leadership	n/a	80%
Advocacy	We advocate for libraries	% of PLN say State Library advocates for libraries	n/a	87%
Capability Building	We build capability across the Public Library Network (PLN)	No. of PLN professional development training sessions	32	27

Notes:

1. The collection was valued in 2015 at \$3.15 billion.
2. Onsite visitation — people counter figures include estimates due to interruptions in the data series.
3. The calculation of online visits reflects public visits only (and excludes staff use).
4. The Library is seeking additional funding to address this.
5. Regional interactions include community reach (exhibitions, displays, collection and learning activities), professional reach (development workshops) and infrastructure support (funding and technology support).
6. Includes shares (or equivalent) of posts from corporate accounts with Facebook, Twitter & Pinterest.
7. Latest data available is from the 2015 internal staff survey, reported for both financial years 2014-15 and 2015-16, as this survey is conducted every two years.



Achievements summary

Collect

Build

Our collection is extensive in regard to NSW, reflective of Australia and deep in priority areas.

DOCUMENTING LIFE IN NSW

A primary aim of the Library is to collect and preserve the heritage of NSW for all Australians to view and enjoy. The Library's rich collection continues to grow, documenting our history, culture and society in both new and traditional formats, and providing an essential record of Australian life for present and future generations.

Material published in NSW continues to be contributed through the legal deposit provisions of the *Copyright Act 1879* (NSW) and the Premier's Memorandum 2000-15:

Access to Published Information: Laws, Policy and Guidelines.

Heritage and contemporary collection materials — including photographs, artworks, maps and manuscripts, both physical and digital — are also acquired through purchase, donation, bequest and transfer. The Library accepts donations of material for the Mitchell Library to strengthen research collections focused on NSW. Criteria for inclusion are detailed in the Collection Donations Policy on the Library's website.

Key acquisitions this year include:

- the Douglas Holleley Luna Park photographic collection, providing an unrivalled record of Sydney's Luna Park
- two mid-nineteenth century oil paintings by colonial artist Thomas Balcombe depicting Indigenous night time fishing
- an 1828 portrait of colonist Thomas Meehan by John Carmichael
- a three-volume unpublished record of zoological notes by Joseph-Paul Gaimard on the voyage of the *Astrolabe* (1826–1828)
- a manuscript archive of award-winning Sydney-based author Charlotte Wood
- a funding proposal by Ernest Shackleton for the Imperial Trans-Antarctic Expedition in 1914.

COMMISSIONING NEW WORKS

Photographers were commissioned to document contemporary gardens in NSW ahead of the exhibition *Planting Dreams: Grand Garden Designs*. They photographed 16 private and public gardens in Sydney, outer metropolitan and regional NSW, including Prince Alfred Park in Sydney, Horse Island at Bodalla and Garangula at Harden.

During the past year the Library commissioned nine oral histories documenting culturally and linguistically diverse communities, including immigrants from Cambodia and people of Islamic faith. Professor the Hon. Dame Marie Bashir AD CVO recorded her story for the Library, as did Hugh Dixon, grand-nephew of one of the Library's founding benefactors, Sir William Dixon. Other oral histories covered subjects as varied as the

lives of prominent geologists and the world of contemporary dance. Representatives of Oral History New South Wales were engaged to assess the oral history collection and provide recommendations on making the collection more accessible.

MAX DUPAIN ARCHIVE

The Library is now the proud custodian of Max Dupain's archive of photographic negatives, having this year acquired the Australian photographer's extraordinary personal collection including *The Sunbaker* and *Bondi, 1939*, as well as many lesser-known images.

The Max Dupain Exhibition Negative Archive was acquired from Jill White, Dupain's trusted and long-serving studio manager. It includes over 28,000 works from Dupain's 60-year career. These images join the Max Dupain & Associates archive of architectural and commercial photography of approximately 155,000 images, studio portraits and Dupain's collection on the Ballet Russes.

Striking images, from the archive of Penrith in Sydney's west in 1948, were displayed in Amaze: The Michael Crouch Gallery.

HARVESTING THE DIGITAL DOMAIN

Websites and online documents captured this year — including NSW Government information — amounted to 1.9 terabytes of data across 38 million documents. Following the March 2015 NSW state election, government websites were captured to illustrate changes to government agencies. Local government websites were harvested before the local council amalgamations in 2016.

INDIGENOUS COLLECTING STRATEGY

Collections generated by Indigenous communities are a focus of the Library's Indigenous Collecting Strategy. Existing material relating to the Indigenous peoples of NSW was largely created by non-Indigenous people, dating from the earliest days of European contact. To supplement these collections, the Library is consulting with communities to document Indigenous perspectives on the culture and history of NSW.

Key acquisitions include the Indigenous artist Robert Campbell Junior's 1990 painting *Killed in the Line of Duties Led to Gundy's Innocent Killing (Who me, Why me?)* and five photographic portraits of Moree Murries taken in 1990 by the late, distinguished Indigenous photographer Michael Riley.

COLLECTION ADDITIONS

Items added this year (excluding manuscripts & oral history)	32,627
Linear metres of manuscripts acquired this year	111
Web publications archived	975
Digital images created (inhouse)	93,830
Totals at a glance	
Current serial titles (paper)	8,629
Full-text online serial titles	65,454

STATE REFERENCE COLLECTION				
	Additions 2013-14	Additions 2014-15	Additions 2015-16	Total as at 30 June 2016
Monograph volumes	4393	5167	4,892	1,046,323
Bound serials	1025	1530	1,943	504,826
Newspaper volumes	1154	1540	922	65,007
Microforms - reels & fiche	3339	4768	3,179 ¹	1,097,010
Computer files	47	20	22	6,369
Audiovisual material - tapes, discs, film, video	146	63	110	36,315
Vertical file material	0	0	0	25,440
Rare Books and Special Collections				
Monograph volumes and bound serials	7	7	64	25,308
Donald MacPherson Collection				
Monograph volumes and bound serials	0	0	0	4,643
Shakespeare Tercentenary Library				
Monograph volumes and bound serials	0	3	9	5,635
Multicultural service				
Monograph volumes, talking books, kits	5571	-1593	-3105 ²	63,510
Disability Access Service				
Large print, talking books	781	-4307	634 ³	18,313

MITCHELL COLLECTION				
	Additions 2013-14	Additions 2014-15	Additions 2015-16	Totals as at 30 June 2016
Monograph volumes	7537	6961	7,415 ⁴	462,008
Bound serials	1275	1789	1948	189,431
Sheet music	354	53	8	23,299
Microforms	23	58	13	154,881
Computer files	10	8	2	519
Audiovisual material	0	0	0	590
Posters	223	188	404	10,667
Bookjackets	408	284	281	26,192
Ephemera	1400	1214	2437	129,540
Manuscripts				
Manuscripts (in linear metres)	888.30	100.19	111	13,048
Oral history (in Hours)	237	67	171	13,210 ⁵
Maps				
Individual	824	1091	397	27,629
Series sheets	0	0	0	79,558
Pictures				
Paintings	0	53	21	2,428
Prints and drawings	254	376	301	157,237
Realia	31	29	2	5,397
Photographs and negatives	11,529	6104	9976	1,451,685
Architectural plans	1303	0	2	121,093

DIXSON COLLECTION				
	Additions 2013-14	Additions 2014-15	Additions 2015-16	Totals as at 30 June 2016
Monographs and bound serials	0	0	750 ⁶	21,720
Manuscripts (in linear metres)	0	0	0	43
Pictures-Portfolios	0	0	0	205
Pictures-Single items	0	0	0	1,581
Maps	0	0	0	1,082
Realia	0	0	0	268
Coins, tokens, medals	0	0	0	8,546
Paper currency	0	0	0	829
Postage stamps	0	0	0	9,707

Notes:

- 1 3,208 reels and fiche were added to the collection and 29 were withdrawn.
- 2 In updating the collection 5,205 items were added and 8,310 were withdrawn.
- 3 In updating the collection 1,659 items were added and 1,025 were withdrawn.
- 4 7,416 items added to the collection and 1 item accessioned in error was withdrawn from the collection.
- 5 The majority of the oral history collection has now been digitised. A revised figure has therefore been calculated to accurately reflect hours.
- 6 This is a closed collection, however, books in Pacific languages included in original bequest were catalogued in 2015-16.

Discover

Our collection is accessible, open, connected and usable for all.

EXHIBITIONS

Exhibitions continued to stimulate and engage visitors, with more than 250,000 visits this year. *Inspiration by Design: Word and Image from the Victoria and Albert Museum* marked 150 years of collecting by the V&A's National Art Library in London. Among 100 items on display were Beatrix Potter's hand-drawn illustrations, a Picasso artist book, fashion sketches from Dior, and medieval manuscripts.

The Library's accompanying exhibition *Australian Inspiration* showed how the unique beauty of Australia's native flora and fauna has inspired artists and designers, focusing on the waratah, koala and the Sydney Opera House.

What a Life! Rock Photography by Tony Mott celebrated the prolific work of Australia's greatest rock photographer. Tony Mott's portfolio features images of the greatest names in music such as the Rolling Stones, Madonna and Michael Jackson, as well as the NSW independent band scene. The exhibition attracted over 72,000 visits over 113 days, with almost \$6000 in donations for the award-winning gallery guide. A touring version of the exhibition will tour 10 venues across Australia. Selected images from the exhibition have been added to the Library's collection.

The haunting exhibition *Family Fragments: Photographic Etchings* by Sally McInerney featured an artist's book with 37 photo-etchings of McInerney family photographs and quotes. The artist's book, acquired for the Library's collection, includes 11 photographs by Sally's mother, the late Olive Cotton, one of Australia's greatest photographers.

The bicentenary of the NSW Government Architect's Office was recognised in *Imagine a City: 200 years of Public Architecture in NSW*. The exhibition included material from the Library's collection, the Government Architect's Office and other cultural institutions. Visitors were encouraged to engage with the exhibition by sharing memories about their school buildings. *Imagine a City*, with 34,000 visits over 78 days, won the Heritage Events and Exhibitions category in the National Trust Heritage Awards 2016.

The prestigious World Press Photo exhibition returned for the 16th year at the Library, with 32,550 visits over 30 days.

Two exhibitions explored significant social events in NSW: *Freedom Ride '65: Unpublished Photos from the Tribune Archive* and *Field of Flowers: Tributes from the Martin Place Siege*.

Freedom Ride '65 opened up a new perspective on the 1965 tour of country NSW by a busload of students from the University of Sydney to protest discrimination against Aboriginal people. The exhibition drew on photographs taken by a reporter from the Communist Party of Australia newspaper, the *Tribune*, who travelled with the freedom riders.

Field of Flowers marked the first anniversary of the Martin Place siege, which took place between 15 and 16 December 2014. It featured tributes left in memory of the victims of the tragedy, and reflected the huge public outpouring of grief over the event.

Colour in Darkness: Images from the First World War was well-attended with positive feedback.

Amaze: The Michael Crouch Gallery continued to delight visitors with an eclectic and fascinating range of items. Objects on display this year highlighted the building of a royal palace, c. 2000 BCE, at Uruk in present-day Iraq; the 50th anniversary of Sir Winston Churchill's death; the 10th anniversary of the Cronulla riots; Sydney Dance Company artistic director Graeme Murphy's 65th birthday; and NAIDOC Week.

Two of the Library's exhibitions went on tour. A version of *Life Interrupted: Personal Stories from World War I* (with the new subtitle *Gallipoli Moments*) travelled to the National Archives of Australia. A customised version of *The Greatest Wonder of the World*, featuring the UNESCO Australian Memory of the World-registered Holtermann collection of nineteenth century images, toured to Bathurst Regional Art Gallery.

DISPLAYS

Displays at the Library included *Satire in the Time of War: Cartoons of Hal Eyre 1914–1918*, exploring cartoons of Australian national identity from the First World War. The Nikon-Walkley display featured award-winning images from one of the most prestigious awards for Australian press photographers. In *Celebration: Jewish Community Photographs*, D-Mo Zajac's photographs offered an intimate glimpse into Sydney's Jewish community, presented as part of Multicultural March.

Launched as part of NAIDOC Week in 2016, *Family Keeps Us Going: Portraits and Stories of Families of Aboriginal Nations Living in South-West Sydney* featured photographs taken by Jagath Dheerasekara in 2014–15. The photographs, along with oral histories acquired for the collection, came from a collaboration with the storytellers and Tharawal Aboriginal Corporation's Waranwarin Child and Family Centre. Items relating to the NSW curriculum were also displayed.

Four displays based on Library exhibitions toured 43 public libraries across regional NSW: *Portraits of War: The Crown Studios Project*, *Australian Inspiration*, *Flashback: 160 Years of Australian Fashion Photos* and *Behind the Truth*. More than 54,000 people saw the display *Portraits of War*, which toured to 17 locations.

ERESOURCES

A review of the Library's eresources was completed to ensure the collections remain relevant and well used. A new training program offered specialised sessions on eresources for experienced researchers. More than 500 new ebooks and six digital archives were purchased, including:

- *Migration to New Worlds: A Century of Immigration*
- *19th Century British Newspapers*, Part 5

- *Daily Mail* (UK) Historical Archive, 1896–2004
- *The Daily Telegraph* (UK) Historical Archive, 1855–2000
- *Australasian Literature Online*
- *Early Experiences in Australia: Primary Sources and Personal Narratives 1788–1901*.

NEWSPAPERS

Over 1.4 million newspaper pages were digitised this year bringing the Library's contribution to NSW newspapers available through Trove to 5.4 million pages or 411 titles. Of the 80 newspapers digitised this year, 27 were funded by the Digital Excellence Program, 43 by the National Library under the Australian Newspaper Plan, and 10 by public libraries, historical societies and individuals. In addition, 1500 physical newspaper volumes from 184 titles originating in regional NSW have been repatriated to the State Library from the National Library.

IMPROVING ACCESS TO COLLECTIONS

Access to the Angus & Robertson archive, one of the nation's most significant publishing archives, has been improved with 85 new or enhanced online catalogue records. Original artwork and photographs from this extensive archive of one of Australia's first booksellers and publishers have been rehoused for preservation and accessibility.

Part of the Sir William Dixon collection, 750 previously unprocessed books in Pacific Island languages, most of them translations of Christian literature, have been added to the catalogue. Over 42,000 historical photographs and other pictures were rehoused and catalogued, creating online access to the Small Pictures File established in 1945 and closed in 2006. Among these records are the collections of Charles H Bertie, William A Bayley, Newcastle Public Library and the *Labor Daily*.

EXCELLENT INFORMATION SERVICES

The key object of the Library Council of NSW, as set out in the *Library Act 1939* (NSW), is to 'promote, provide and maintain library services and information services for the people of NSW'. Responsive to the needs of clients, services in the reading rooms, through public libraries and online include the Ask a Librarian service, eresources, the Legal Information and Access Centre (LIAC) and Drug Info @ Your Library.

The popular Ask a Librarian service received almost 6500 online enquiries this year. The refurbishment of the Mitchell Reading Room in November 2014 contributed to a 42% increase in visitation to the Mitchell building compared with the previous year.

MULTICULTURAL, LARGE PRINT AND TALKING BOOKS

The Library provided 101,458 loans in 43 languages to NSW public libraries. Demonstrating its commitment to improving access for people with disabilities, the Library loaned 12,448 talking books and 15,281 large print books to public libraries. A new model for sharing the Library's multicultural collections

with public libraries provides a more effective way of distributing and housing the collections.

Discounts were negotiated through the Acquisition Cooperative — a partnership between the Library and public libraries — on purchases of multicultural collections. With a total expenditure of \$754,000, the cooperative purchased 13,179 items on behalf of public libraries and 5196 for the Library.

INTEGRATED COLLECTION MANAGEMENT

A new integrated collection management system launched in May 2016 has improved access to the Library's collections. For the first time, clients can search across printed material, archival collections and eresources through a single search function.

The system will manage a rapidly growing volume of digital content and serve our clients' need for online discovery and seamless access to collections. It combines library management products from Ex Libris with Axiell's Adlib for archival collection management. Future software releases are planned to optimise the collection search and introduce a search option across the catalogue and website. The Collection Management Transformation project, which began in October 2015, is streamlining processes with a working group focused on implementing the new system.

COLLECTION DIGITISATION

The 10-year Digital Excellence Program has now completed its fourth year, and has achieved significant progress in digitising the most important, at risk and highly valued collections. Over 7.5 million files have been created from a diverse range of collections, including newspapers, film and glass plate negatives, maps, plans, manuscripts and magnetic audio tapes.

To support the digitisation of fragile materials, the Library has built state-of-the-art digitisation and imaging facilities. Collections digitised using this equipment in the past year include:

- the papers of Sir Joseph Banks, John and Elizabeth Macarthur, Governor Lachlan Macquarie and Henry Lawson (34,200 pp.)
- William Shakespeare's First Folio, published in 1623 (921 pp.)
- two glass plate negative collections — David and Rex Hazlewood Photographs of Sydney and New South Wales, and Aerial Photography of Sydney and Suburbs by Milton Kent (5239 negatives)
- part of David Scott Mitchell's pictorial collections and Sir William Dixon's mounted pictures (1554 paintings, sketches and photographs)
- Sir William Dixon's numismatic collections, parts 1 & 2 (176 coins and medals)
- objects associated with the Sydney International Exhibition, 1879 (92 objects and documents)
- subdivision plans (13,545), part of a longer project to digitise over 38,000 plans

- John Gould's *Birds of Australia* (volumes 1–4) and architectural plans for the Mitchell wing of the State Library of New South Wales: 1905–1966 (514 plans)
- Indigenous and language-related manuscripts and journals (2407 pages).

An aim of the Digital Excellence Program is to help build capability in the digitisation industry. This year two collections were digitised through partnerships with five small businesses:

- *The Tribune* (Communist Party of Australia) Negative and Photographic collection (48,000 black and white negatives)
- oral history tapes and reels, comprising 4183 interviews (5136 hours).

Two Library initiatives will support industry engagement for efficient and cost-effective mass digitisation. The Supply Panel for Digitisation of Heritage Materials is a tested panel of digitisation service providers to be used by eligible agencies in the galleries, libraries, archives and museums (GLAM) sector, as well as regional and local government organisations. The first collections to be digitised under this scheme will be 1.3 million pages of the David Scott Mitchell book collection and the Sir William Dixon pamphlet collection.

The Open Digitisation Partnership Program allows commercial and online publishers to access collection material in return for providing digitised content back to the Library at no cost. As the result of an open tender, the Library's collections were included in a major online eresources portal, alongside materials contributed by other international institutions.

coloured photographic prints dating from the 1920s. Many required cleaning, repairs and removal of acidic cardboard mounts. Close examination revealed that an airbrush technique was used for some of the colouring on the prints, with fine hand-painting to accentuate small details. The photographs were remounted using black archival board, respecting their original presentation. With support from the Library's Foundation, further treatment and rehousing after the exhibition will ensure their long-term preservation.

COLLECTION RELOCATIONS

To improve storage conditions, optimise capacity and advance capital projects, 1026 linear metres of heritage collections were relocated to new, regulation compliant shelving. The following have been relocated:

- 3000 linear metres of collections from non-compliant storage in the Mitchell Library building
- 1100 linear metres of manuscript collections
- 4665 linear metres of octavo collections.

A new framed collections store was constructed, with the collection safely relocated in November 2015. Providing space for collection growth, the new facility improves access, lighting and environmental conditions, and reduces the risk of damage to collections.

Preserve

Our collection has integrity, is trusted and enduring.

CONSERVATION HIGHLIGHTS

High-priority conservation activities this year included treating and/or rehousing:

- an eighteenth century painting of naval officer Edward Riou by Daniel Gardner, and its original gilded frame
- 5635 tokens from the Sir William Dixon collection
- over 1500 pages of documents from the Macquarie and Wentworth families, and the letters of James Cook
- 75 volumes of incunabula dating from 1470 to 1499
- six volumes of Gould's *The Mammals of Australia*
- a 9.5 metre long Holtermann albumen photographic panorama of Sydney from 1875
- 140 architectural plans from Hall, Todd and Littlemore
- 625 First World War diaries (by 245 diarists) and 30 letters.

Another 2665 items were treated and rehoused as part of the program to improve collection storage and process new acquisitions. Over 350 items were prepared for display.

For the exhibition *Colour in Darkness: Images from the First World War*, the conservation team prepared over 150 hand-

Community

Place

Our built and digital spaces are welcoming, inclusive and rich.

ACCESSIBILITY

A new Disability Inclusion Action Plan for 2016–19, developed as a requirement under the *Disability Inclusion Act 2014* (NSW), outlines Library activities which provide accessible and inclusive collections and services. Key actions include establishing an external consultative committee of people with lived experiences of disability. It is intended that this committee will provide valuable input into the compliance works being undertaken to enhance access to the Mitchell Library building.

ReadIt Air technology, which scans, magnifies and reads text in multiple languages, was installed in the Governor Marie Bashir Reading Room and eight adjustable tables were added to assist people using a wheelchair.

The new Library website is working towards compliance with Web Content Accessibility Guidelines 2.0 to make digital content available to readers using assistive technology or accessibility features, as required under the *Disability Discrimination Act 1992* (Cth).

CLIENT FEEDBACK

The Library received almost 1000 pieces of written feedback from clients this year. Their suggestions have influenced decision-making on new technology and the use of Library spaces. More height-adjustable tables were installed, WiFi capacity was doubled and the Chrome browser was added to all computers in the reading rooms. Client feedback also influenced the design of the new website and helped improve access to collections. As more material is digitised and made available online, clients are providing information that enhances the description of collection material.

Client satisfaction with the Library continues to be high at 94%, and 96% say they would be likely to recommend the Library to others.

NSW.NET

NSW.net supports NSW local government, public libraries and their communities with faster, easier and more cost-effective access to the digital world. This year saw the following improvements:

- 47 new and existing internet service upgrades
- 53 network upgrade proposals
- installing nine WiFi hotspots
- upgrading the wireless management system software for all NSW.net WiFi hotspots
- replacing end-of-life firewalls in 28 public libraries.

The Library negotiated on behalf of public libraries for access to a suite of 12 databases and over 140 consortia opt-in offers.

These resources resulted in over five million full text downloads this year.

INDIGENOUS DIGITAL PLATFORM

An Indigenous digital collection platform, based on open-source software, was trialled in consultation with five key community groups: Moree, Brewarrina, Kinchela Aboriginal Boys Corporation, Dharriwaa Elders Group and Walgett. Called Waranara ('to seek'), the software would enable Aboriginal communities to collect and curate their own digital content. With permission from local communities, the Library could then use the platform to add material to its collections. Waranara has great potential for collecting Indigenous stories, such as the testimony of members of the Stolen Generations, and preserving them for future generations.

NEW WEBSITE LAUNCHED

A new website was launched in February 2016 with engaging visual designs, and user-centred functions and structure. Developed with extensive input from the public and Library staff, the website improves client access to collections, services and programs. A new search function and improved integration of social media and networking tools encourage the community to visit, browse and share Library collections.

The site was launched with over 4000 images and 500 core content pages. Building on the previous website's Discover Collections online stories, over 50 interpretative stories were created. These include a series of beautiful, interactive digital stories about some of the Library's most significant collections, including the Holtermann photographic and the TAL & Dai-ichi Life Derby collections. By using large-tiled images, animation, videos, maps and hand-drawn illustrations, the stories draw visitors into the collections.

A modern content management system underpins the website, with integrated venue management software, social media login, ecommerce, event management and online shop. Hosted on the latest cloud infrastructure for reliability and performance, the site is responsive to mobile devices and has improved web accessibility.

TECHNOLOGY IN PUBLIC SPACES

The public's experience of using the reading rooms was improved this year by:

- doubling internet link bandwidth speed
- adding more wireless access points to increase network coverage
- upgrading computers for public use from Windows 7 to Windows 10 with enhanced security and improved performance
- replacing outdated microfiche readers/scanners.

People

We serve and enrich the communities of NSW and Australia.

ENGAGING WITH INDIGENOUS COMMUNITIES

The Library continued to work with Aboriginal communities across NSW to establish relationships of trust. The Library has undertaken a number of collaborative projects with Indigenous communities over the past year including:

- connecting with community language speakers as part of a joint research project with Western Sydney University about access to language collections — visits were made to the Puliima Indigenous Language Conference, Murrumbidgee Aboriginal Language Centre, and Murrumbidgee Cultural Centre, Williamstown
- consultation regarding needs relating to Indigenous Digital Collections, including connecting with the Kinchela Boys Aboriginal Corporation regarding the collection and representation of Stolen Generation stories; this work has resulted in an agreement to undertake an oral history project with key members of the Corporation
- discussing library collections with other key stakeholders including the Dharriwaa Elders Group Walgett and the Dhiyaan Aboriginal Centre Moree.

PRESERVING INDIGENOUS LANGUAGES

The Library continues to preserve and revitalise some of the oldest languages in the world by locating, digitising and providing access to Indigenous wordlists, language records and other cultural documents. This year a series of interviews was produced with eight community members (representing Bundjalung, Gumbaynggir, Gamilaroi and Wonnarua peoples) about language revitalisation and the importance of the Library's work in this area. These stories will become part of the Library's collection.

VOLUNTEER AND COMMUNITY OUTREACH

More than 100 active volunteers contributed 11,301 hours of assistance on a wide range of projects such as leading onsite tours, transcribing and sorting collection material, assisting with events and performing administrative tasks. Highlights this year were projects working on the Dixon Numismatic Collection and the Angus & Robertson archive.

Volunteers and members of the public have made a valuable contribution by transcribing First World War diaries and letters. Over 600 people used the Library's purpose-built tool to do 15,000 transcriptions. There are now 114,000 pages accessible to the public as the result of the efforts of volunteers, and the text is fully searchable.

This year volunteers who presented talks to community groups through the Speaker's Program introduced 1800 people to the Library's collections and services.

A partnership with the Office of Veterans' Affairs and the Returned Services League Australia saw the Register of NSW War Memorials continuing. This online record of the state's war memorials is community driven, with 150 volunteers contributing 127 memorials and 6410 veterans to the register this year. This brings the total of registered memorials to 2667 and veterans listed to 231,025.

Partner

We work together with communities, build valued relationships and attract financial support.

NATIONAL AND STATE LIBRARIES AUSTRALASIA

The Library collaborates with other leading libraries through the peak body National and State Libraries Australasia (NSLA). Staff were involved in the following NSLA working groups and projects:

- Australian Newspaper Plan (ANPLAN)
- Copyright
- Digital Preservation Skills
- Eresources Consortium
- Heritage Collections
- Indigenous
- Literacy and Learning.

Library staff are members of the following NSLA communities of practice:

- Communications and Marketing
- Corporate Services
- Copyright
- Funding and Sponsorship
- Public Libraries
- Storage
- Trove
- Visitor Experience.

NSLA libraries share information and best-practice processes to improve skills and services. The Library is delivering a training program to provide skills for preserving digital collection items. This year three staff members attended a digital forensics workshop at the State Library of Victoria on analysing digital data for long-term preservation.

The Library took a lead role in the NSLA community to conduct a national survey into obsolete physical carriers — such as cassette tapes, film and floppy disks — in state and national library collections. Vital information is in danger of being lost due to the physical degradation and obsolescence of software and hardware. The first phase of the survey provided the first national snapshot of the issue. The second phase will develop

a strategy libraries can use to manage this problem, encompassing collaborative approaches to data recovery, supplier resources and cost-sharing.

NSW GOVERNMENT GAZETTE

Digitising the NSW *Government Gazette* is nearing completion with more than 77% of issues from the years 1832–1900 and 1901–2000 now accessible online via Trove, a total of 725,500 pages. A close partnership between the State Library, the National Library of Australia, and commercial optical character recognition (OCR) suppliers has created the best possible access to articles, rulings and notices in the *Gazette*. Access to this information has been greeted with keen interest from government agencies, universities, legal firms and researchers.

DIGITISATION PARTNERSHIP

A successful partnership with the National Library of Australia has seen 632,289 newspaper pages scanned and made searchable this year. To make historic printed material accessible, the Library is now focusing on serials and journals, with 16,046 pages of *The Building Magazine* now available through the new serials interface on Trove. Eventually, the complete collection (over 60,000 pages) of this important record of Australian architectural style and engineering innovation will be made available.

LIBRARIES AND OTHER CULTURAL INSTITUTIONS

Working with other cultural institutions, the Library contributes to significant commemorative events which draw on and promote interest in the collections. This year the Library was part of the History Council of NSW Centenary of Anzac Advisory Committee, which involved contributing to the committee's planned publication *New South Wales and the Great War*.

In partnership with City of Sydney libraries, staff delivered a series of lectures at Customs House. These included a talk on the records of the Foundation for Aboriginal Affairs (1964–77), and another presenting panoramic birds-eye views which were popular in the late nineteenth and early twentieth centuries.

LEARNING PARTNERSHIPS

The Library collaborated with a range of K–12 focused organisations to co-host conferences and deliver learning programs. A partnership with the Society and Culture Association resulted in over 2400 students from across the state participating in a program to introduce them to the Library's online resources.

A collaboration with Sydney Living Museums produced the HSC History extension student seminar 'The Project'. Over 240 students and teachers participated in the seminar day which was held jointly at the Mint and at the Library and exposed students to the expertise and rich resources of our institutions.

Other organisations which the Library collaborated with include:

- Association of Independent Schools of NSW
- Board of Studies, Teaching and Educational Standards NSW
- English Teachers Association
- NSW Department of Education
- Parliament of NSW
- Art Gallery of NSW
- Sydney Opera House
- Australian Theatre for Young People
- School Library Association of NSW.

LIAC AND DRUG INFO @ YOUR LIBRARY

The Legal Information Access Centre (LIAC) partners with agencies across the justice sector to ensure legal information is accessible to the community. LIAC is a member of the NSW Legal Assistance Forum (NLAF) and its committees include the Prisoners Legal Information Team, the Cooperative Legal Services Delivery steering committee, the Learning and Development Group and the Legal Information and Referral Forum.

LIAC continued working collaboratively with Corrective Services NSW to provide legal information in 36 correctional centre libraries and through the Find Legal Answers website.

The Library signed a Memorandum of Understanding with the Courts and Tribunal Services, Department of Justice, for the period July 2015 to June 2017. This reflects both parties' commitment to work together to improve access to legal information for the NSW community by promoting resources at public libraries and the Find Legal Answers website.

As well as providing training to public library staff, LIAC delivered its legal information workshop to 58 local court staff. Ninety-three per cent of participants rated the quality of the training as excellent or very good.

The Library has a successful and ongoing partnership with NSW Health which funds the Drug Info service.

TECH SAVVY SENIORS

The Tech Savvy Seniors program provides training and orientation for seniors in the use of computers, smartphones and other devices to promote participation in the online economy. In 2015–16 the State Library coordinated the \$230,000 program in NSW public libraries, in partnership with Telstra and the NSW Department of Family and Community Services. Over 5000 seniors were trained at 48 libraries, in English and eight community languages (Arabic, Cantonese, Dari, Hindi, Greek, Italian, Mandarin and Vietnamese).

STATE LIBRARY OF NSW FOUNDATION

The objects of the Foundation as set out in Clause 11 of the Trust Deed are as follows:

- (a) generally to assist the Library to gain, maintain, improve and develop its collection of literary and historical treasures, library artefacts and material now held or hereafter to be held by the Library;
- (b) to attract and retain for the Library the continuing interest and financial support of the community at large;
- (c) to attract and encourage donations, gifts, bequests, endowments, trusts and other forms of financial assistance to or for the benefit of the Library;
- (d) to raise finance for the acquisition and preservation of objects of historic educational and/or social interest, collections and artefacts, works of art of importance and which would be obtained and/or maintained by the library within the terms of its charter;
- (e) to raise funds for the development, and sustainable operation, of education programs, exhibition platforms, digital and online experiences, and all other programs approved by the Board in accordance with this Trust Deed;
- (f) to recognise donors as the Board may from time to time determine; and
- (g) to do all such things as are incidental or conducive to the attainment of the above objects or any of them or to the preservation, development and improvement of the Library's collections facilities and operations.

The Foundation continued to build relationships with individuals, trusts, foundations and corporate sponsors to support significant projects and programs. Highlights for the State Library of NSW Foundation included:

- raising \$850,000 in cash and substantial pledged donations of \$10 million for the Mitchell Galleries Project, the second stage of the Mitchell Renewal Campaign under the Library's master plan.
- obtaining support for essential conservation work on the Macquarie and Wentworth family papers, James Cook correspondence, the Sir William Dixon Numismatic Collection, and for rehousing First World War diaries
- establishing the Mona Brand Award for Women Stage and Screen Writers – made possible by a bequest of the late poet, author and playwright, Mona Alexis Fox, nee Brand – the inaugural award to be presented in 2016–17
- launching the inaugural DX Lab Fellowship, the first dedicated digital fellowship at the Library, valued at \$30,000.

The Vincent Fairfax Family Foundation and the Caledonia Foundation continued to support the learning outreach program *Far OUT! Treasures to the Bush*. Ashurst continued its support of the Ashurst Business Literature Prize.

This year the Foundation has secured the support of:

- the Belalberi Foundation for the development of a Ferdinand Bauer online exhibition and publication
- the Bruce and Joy Reid Foundation for the Voyages of Discovery online portal
- the Francis Forbes Society for Australia
- Veolia for *New South Wales and the Great War*, a publication to celebrate the centenary of the First World War
- the Maple-Brown Family Foundation and the John Lamble Foundation for crucial conservation work.

Sponsorships were also secured from the Australian Garden History Society, TOGA Group and Brickworks Building Products towards staging the major exhibition *Planting Dreams: Shaping Australian Gardens* and producing an accompanying book, and staging a complementary photographic exhibition, *Planting Dreams: Grand Garden Designs*.

In April 2016 the Custodian Patrons program was relaunched at a reception presided over by actor and theatre director Robyn Nevin AM. Custodian Patrons make a yearly donation to the Foundation which supports a range of activities such as scholarly lectures, exhibitions and hands-on learning programs for school children. More than 50 new Custodian Patrons have joined the program, bringing total revenue for the year to over \$200,000. Initiatives supported by Custodian Patrons around the Shakespeare 400 commemoration included restoring the Shakespeare Room in the Mitchell Library building, acquiring a volume from 1564 by Matteo Bandello that is believed to have inspired *Romeo and Juliet*, and presenting the Shakespeare 400 open day.

The Foundation continued to build on the 2015 relaunch of the Friends of the Library program. A 27% increase in memberships this year led to a total income of over \$140,500. A highlight was a Perth getaway competition for Friends, generously supported by Virgin Australia and the Como Treasury Hotel. Events included the inaugural Friends Literary Lunch, held in September 2015 at the Sofitel Wentworth, which featured Jennifer Byrne in conversation with Geraldine Doogue. Also launched this year was the Reading Lounge, a book club for Friends of the Library.

Inspire

People and communities are passionately engaged in learning, knowledge and communication.

LEARNING PROGRAMS ONSITE AND ONLINE

Learning programs continued to contribute to positive learning outcomes for primary and high school students. This year saw a 20% increase in attendance, with 24,075 school students, teachers, families and lifelong learners participating in programs at the Library and across NSW. Of these, 21,493 were school students and teachers who took part in programs aligned to the NSW syllabus. The Kids@theLibrary school holiday program attracted 1226 children with tours, workshops and storytime sessions.

Students from regional NSW and Western Sydney benefited from a bus subsidy program that enabled 753 students and teachers from 21 disadvantaged schools to travel to the Library or its events for free.

Online visits to learning resources on the new website have increased three-fold since the website went live in February 2016.

Research orientation sessions for HSC and tertiary students continued to be popular, with 154 programs conducted for over 3100 students. After a successful trial of eresources sessions for HSC students during school holidays, this program will be added to the Library's ongoing schedule.

Lifelong learning courses attracted almost 1000 participants and included new courses on topics such as eresources for experienced researchers.

LEARNING PROGRAMS FOR REGIONAL NSW

The *FAR Out! Treasures to the Bush* program brings historical items and learning activities to schoolchildren in remote areas of NSW. This year 8104 students and teachers took part at 96 schools across the state. Since launching in 2012, *FAR Out!* has reached 23,559 students and teachers at 358 schools.

Reach Out!, a professional learning program designed for teachers in regional NSW schools, ran 10 sessions with 198 teachers from 166 schools across the state participating in towns such as Albury, Coffs Harbour, Moree, Bowral and Port Macquarie. Virtual excursions attracted 2703 students and teachers with programs including 'From Cook to the Convicts', 'HSC resources', 'Explorers of the Australian Interior' and 'Personal stories from World War I'. Students from schools in Indonesia and Korea participated for the first time this year.

MEDIA

A record level of media coverage was achieved with 3680 media stories and mentions across print, radio, television and online.

Media stories focused on new acquisitions, exhibitions, travelling displays, events and major announcements, with highlights including:

- exhibition campaign for *What a Life: Rock Photography* by *Tony Mott* achieving a record 275 media stories and mentions, including broadcasts on Channel Nine, ABC 1, ABC News 24's *The Mix* and Channel 10's *Studio*
- Shakespeare 400 campaign to mark 400 years since the death of William Shakespeare, which included an open day and album launch by musician Paul Kelly, delivering 182 media mentions
- Channel Nine coverage of the touring exhibition *Life Interrupted: Personal Diaries from World War I* was syndicated throughout the ACT and regional NSW
- Channel Seven featuring election material and the 2016 election collecting campaign
- reports on the Max Dupain Exhibition Negative Archive acquisition, including on Channel Nine's *Weekend Today* and in the major daily newspapers.

International exposure of the First World War collection was secured through partnerships with News Corp Australia, mentions of the *Colour in Darkness* exhibition on Anzac Live Facebook and on the History Channel and online coverage relating to the Western Front.

PUBLIC PROGRAMS

Author and curator talks, workshops, film screenings and public debates were among this year's 120 public programs with 5270 attendees. Highlights included the Shakespeare 400 open day, the Magna Carta history presented by Geoffrey Robertson QC, a Shakespeare Sonnet Slam, talks celebrating International Women's Day, and the continuing Out of the Vaults series and Bitesize lunchtime talks.

Nine workshops for National Family History Month — including researching Irish ancestry and Indigenous Australian family history — were booked out weeks in advance and attracted positive feedback from the 180 participants.

In February 2016 the 11th Australasian Rare Books Summer School offered three intensive five-day courses led by international experts — on provenance, renaissance works and artists' books — and a two-day course on the Australasian rare books trade. The program drew 65 students from across Australia and New Zealand, with 200 people attending associated public lectures.

The diversity of our people and cultures was celebrated in Multicultural March with free talks, tours and events, including:

- Persia to Iran author talk with Nuran Zorlu
- lunchtime talk with comedian and writer Sami Shah
- Bangla-Art event attended by 150 people
- Romanian Rhythm in Sydney attend by 80 people
- Library tours in three languages
- stories from China, Nepal and Japan for pre-schoolers.

SUPPORTING RESEARCH AND LITERATURE

The Library manages a diverse range of awards which support research and literature, including the NSW Premier's Literary and History awards, the Ashurst Business Literature Prize, the National Biography Award and the Library Council Honours.

A new Indigenous Writer's Prize was launched this year as part of the NSW Premier's Literary Awards. Bruce Pascoe and Ellen van Neervan were joint winners of the inaugural award, with Bruce Pascoe also winning the Book of the Year for *Dark Emu: Black Seeds, Agriculture or Accident?*

Events associated with the awards included the National Biography Award Lecture, delivered by Kim Williams AM, Chairman of the Foundation Board. Philip Butterss won the National Biography Award 2015 for *An Unsentimental Bloke: The Life and Work of CJ Dennis*.

SHAKESPEARE 400

Drawing on the depth of the Library's Shakespeare collections, the Library joined international celebrations of the life and work of William Shakespeare marking the 400th anniversary of his death in April 2016. Under the banner of Shakespeare 400, events included an open day attended by more than 1000. Other celebrations included a cello and sonnet recital, a Shakespeare trivia night and the launch of renowned Australian singer/songwriter Paul Kelly's album *Seven Sonnets and a Song*. Australia's only copy of Shakespeare's First Folio was displayed at the Library, and toured to libraries in regional NSW. It was also digitised and made available online for the first time on the Library's website. Artist and author Leigh Hobbs, the Australian Children's Laureate for 2016–17, delivered two Shakespeare-themed children's illustrating classes for 200 people at the open day. Hobbs generously donated five drawings of his popular children's book characters to the Library.

PUBLICATION AWARDS

At the 2016 Museums Australasia Multimedia & Publication Design Awards (MAPDA), *SL* magazine won the magazine category and the gallery guide for *What a Life! Rock Photography by Tony Mott* was highly commended as a small exhibition catalogue. The *What a Life!* invitation was shortlisted.

The *Library Council of NSW Annual Report 2014–15* received a Gold Australasian Reporting Award. It is the fourth consecutive year that the Library's annual report has received a gold award.

Create

People and communities experience, use and create with our collection.

FELLOWSHIPS

One of the Library's strategic goals is to be an innovator in learning and research in the education sector and in the community. As part of its ongoing commitment to research, the Library administers a number of fellowships, which are principally focused on the use of its collections for historical research.

The richest and most prestigious fellowship, the \$75,000 biennial Coral Thomas Fellowship, was inaugurated in 2015. It is supported by Rob and Kyrenia Thomas and family in honour of Rob's mother Coral Kirkwood Thomas nee Patrick (1920–1996). The fellowship encourages deep and focused research into Australian culture, history and society, drawing on Australian and international collections. The Coral Thomas Fellowship was awarded in 2015 to Dr Rebe Taylor for her project 'The Wedge Collection: Moments of Encounter on the Tasmanian and Victorian Frontiers'.

The David Scott Mitchell Fellowship and the Merewether Fellowship, each valued at \$12,000 per annum, were established in 2008 through the generosity of the late John Merewether, a longstanding friend of the Library. The David Scott Mitchell Fellowship encourages the research and study of Australian history using the collections of the Mitchell Library. The 2016 Mitchell Fellow is Professor Russell McGregor, for his project 'Bush Naturalist: A Life of Alec Chisholm'.

The Merewether Fellowship encourages and supports the research and study of nineteenth century history in NSW using the collections of the Mitchell Library. The 2016 Merewether Scholar is Dr Peter Hobbins, for his project 'Curios and Curiosity: James Bray and the Sunset of Amateur Science in Colonial Society'.

The CH Currey Fellowship, valued at \$20,000 per annum, is awarded for writing Australian history from original sources. It was established in 1974 with a bequest from historian Dr Charles Herbert Currey. The 2016 Currey Fellow is Dr Mark Dunn, for his project 'Civilised or Savage: The Colonial Legacy of Robert and Helenus Scott'.

The Nancy Keesing Fellowship, valued at \$12,000 per annum, is awarded for research into any aspect of Australian life and culture using the Library's resources. Dr Mark Hertzberg, Nancy Keesing's husband and a former president of the Library Council of NSW, established the fellowship in 1994. The 2016 Keesing Fellow is Dr Anne Jamison, for her project "'The Enjoyment of a Good Story': Gender and Australian National Identity in Catherine Helen Spence's Literature for Children". Sadly Dr Hertzberg, a generous and valued supporter of the Library, passed away in October 2015.

The Australian Religious History Fellowship, \$20,000 per annum, supported by an anonymous benefactor, supports the research and study of any aspect of Australian religious history of any faith. The 2016 fellow is Dr Catherine Bishop, for her project “‘She has the Native Interests Too Much at Heart’: Gender, Religion and Race in the Life of Annie Lock, Missionary to Aborigines 1903–1937”.

SCHOLARLY MUSINGS

Scholarly Musings events are an opportunity for researchers to share their research experiences and exchange ideas. This year, 607 people attended 10 Scholarly Musings presentations with a wide range of topics. Dr Catherine Bishop told fascinating stories of colonial businesswomen; Michael Nicholls, a public history student at Macquarie University, examined themes of masculinity in First World War diaries and correspondence; and Dr Matthew Fishburn, one of the Library’s Merewether Scholars, presented on the archive of 201 letters written by John Septimus Roe between 1807 and 1829.

WORKING WITH UNIVERSITIES

The Library continued to work with a number of Australian universities, encouraging researchers — both early career and established — to engage and create with the collection. Many collaborative projects focused on digital humanities.

Master classes, enabling higher degree research candidates to work with collection material, were well received by students. Several collection-focused interns explored the Library’s collections as a formal component of their course, reflecting a new emphasis on internships in the tertiary sector.

A total of 276 students from Library and Information courses at Charles Sturt University participated in an industry visit, and the Library hosted two student interns of the Library and Information profession.

The Library also supported significant conferences and seminars, and is a partner in an ARC Linkage project with the University of Queensland: ‘How Meston’s “Wild Australia Show” Shaped Australian Aboriginal History’.

NEW DX LAB FELLOWSHIPS

Two fellowships were launched in the field of digital humanities. The DX Lab Fellowship, supporting the creative and innovative use of the Library’s collection data, was judged by a panel including renowned creative technologists Seb Chan, Chief Experience Officer, ACMI, and Tom Uglov, Creative Director, Google Creative Lab. It was awarded to Elisa Lee and Adam Hinshaw for their project ‘Search and Discover: A Real-time Visualisation of Content Accessed from the State Library of NSW Collection’.

The Sydney Grammar and State Library of NSW Digital Learning Fellowship was awarded to Dr Geoff Hinchcliffe, Senior Lecturer in Design at the Australian National University, for his project ‘Compelling Collections: Improving the Utility and

Aesthetics’. The project aims to create an engaging experience for K–12 students using items digitised through the Foundation-sponsored Visionaries program.

OPEN DATA

In line with the NSW Government’s Open Data Policy and Action Plan, a key initiative under the NSW ICT Strategy, the Library is committed to providing open access to our data and collections for reuse and redistribution. Access to curated data sets and Application Programming Interfaces (APIs) is offered on the Library’s website and through the GitHub software building site.

In support of Open Data Day, in March 2016 the Library released ‘#50 libcats’, which were 50 sets of 50 images each put together by staff for users to create their own projects. Data sets from the recently digitised David Scott Mitchell book collection were used for the first time in a project with Monash University.

Share

Our knowledge is actively shared and we are an open platform for people and communities to collaborate.

COLLECTION LOANS

Loans of 159 items supported regional, national and international exhibitions, including:

- a carte de visite in the exhibition *Homosexuality_ies* at the Deutsches Historisches Museum, Berlin
- two portraits in the National Gallery of Australia’s Tom Roberts retrospective
- 17 drawings by Tommy McRae in *Murruwaygu: Following in the Footsteps of Our Ancestors* at the Art Gallery of NSW
- 22 watercolours and lithographs loaned to the State Library of Victoria and the National Library of Australia for *Australian Sketchbook: Colonial Life and the Art of ST Gill*
- 10 watercolours and drawings in the National Library of Australia’s travelling exhibition *Heroes and Villains: Strutt’s Australia*
- seven items in Orange Regional Gallery’s *Best in Show: Dogs in Australian Art*
- eight items in the Australian Museum’s *Trailblazers: Australia’s 50 Greatest Explorers*.

SOCIAL MEDIA

Social media is increasingly used to share the Library’s collections and services with the public. Results of the extensive #RockMoments campaign for the exhibition *What a Life! Rock Photography* by Tony Mott included:

- 325 tweets, retweets and mentions about the exhibition, reaching over 1.2 million people nationally and internationally
- nine Facebook posts (including four boosted posts), reaching over 126,000 people — a boosted promotional video reached

94,379 people, making it the Library's most popular paid post for 2015–16

- 200 Instagram posts with #RockMoments reached over 230,000 people.

Shakespeare 400 was the most successful social media campaign (excluding exhibition campaigns), with 556 tweets, retweets and mentions of the Library and Shakespeare 400. This included tweets from influential accounts like ABC News, Barry O'Farrell, Anne Summers, UNSW and Bell Shakespeare, reaching over 3.1 million people nationally and internationally. Fourteen Facebook posts (four of which were boosted) reached over 126,000 people. Eleven Instagram posts with #Shakespeare400 reached 35,000 people.

A 'madewithslnsw' store was launched on the website Red Bubble to extend the reach of the Library's collections. A range of items can be purchased featuring collection images or related graphics, with a total of 136 sales and 30,448 views over nine months.

The Facebook group 'SLNSW History Lounge' signed up more than 1700 members in its first six months. The group is a virtual space for the public to engage in discussion about history, and for curators to share knowledge about the collection.

Live tweeting at the NSW Premier's Literary Awards presentation on 16 May saw #PremiersLitAwards trending nationally, with activity continuing for two days after the event.

The most popular posts across different social media channels were:

- a Facebook post on the Max Dupain acquisition with a gallery of 10 images of Penrith reaching 26,087 people organically — the Library's highest result on record
- a tweet on a newly acquired 1862 Japanese map of the world generating 92 retweets, 65 likes and 32,532 impressions
- an image of the Mitchell Library by Tony Mott had 172 likes on Instagram
- a revolving bookcase belonging to David Scott Mitchell achieved 3611 impressions on Pinterest
- a Tumblr post about William Morris (founder of the Kelmscott Press) had 268 notes.

Over 33 million views of the Library's Flickr account exposed photography acquisitions, exhibitions and significant events to a wide audience. A set of photographs from the exhibition *Freedom Ride '65: Unpublished Photos from the Tribune Archive* received over 1300 views.

Organisational effectiveness

We are effective, efficient and collaborate to leverage our resources.

POLICIES

Thirteen policies were reviewed or developed this year as part of the Library's commitment to providing a welcoming environment for clients and staff, a world-class collection and a professional workforce. These included policies on Collection Acquisition, Digital Preservation, Client Code of Conduct, Internet Usage Policy and the Use of the State Library under Library Regulation 2010.

In preparation for adding interactive features to the Library's website — including commenting and sharing content — policies and guidelines were updated which cover privacy management and outline expectations for user behaviour online. The copyright policy was updated in line with the AusGOAL recommendation that all content created for government websites is licensed under the most permissive Creative Commons attribution (CCBY4.0).'

SECURITY

The Library continued to improve security to ensure the safety of clients, staff and the collection. A new security office now incorporates the monitoring room, mail room and disaster recovery storeroom. This provides greater visibility for security upon entry to the building, and improves the capacity to maintain a safe environment and to respond to emergency situations. Security upgrades, including new alarm and detection devices, have been implemented across the Library.

Several initiatives have improved collection security while facilitating client and staff access to items. These include a new set of procedures for retrieving high security items.

FINANCIAL MANAGEMENT

Achievements in financial management included:

- submitting the 2014–15 financial statements and notes for all Library entities within the NSW Treasury deadline
- using new processes to develop the 2016–17 budget, including financial limits for each branch and division
- implementing new cash management procedures based on bank balance limits prescribed by Treasury and fortnightly fund draw-downs based on cash forecasts submitted to the Department of Justice, ensuring that the Library's activities were funded at all times
- working with Treasury and the Department of Justice to implement the Treasury Financial Management Transformation of NSW Government
- updating the Library's financial delegations.

LIBRARY SHOP

The Library Shop is owned and operated by the Library Council of NSW. It stocks a range of books complemented by a quality selection of gifts, exhibition-related merchandise and print-on-demand service, and archival fine art prints from the Library's collection. A new online Library Shop is now available on the website.

Venue hire and events revenue

Revenue	Amount
Cafe Trim contract	\$121,425
Venue hire	\$215,747
Catering commissions	\$42,828
Public programs and award tickets	\$96,119
TOTAL	\$476,119

Merchandise revenue

Revenue	Amount
Books	\$344,282
Prints	\$29,729
State Library merchandise	\$13,325
Other (cards, stationery and gifts)	\$173,274
Total	\$563,026

ACCIDENTS AND INCIDENTS

This year, 39 incidents with 10 near misses were reported. All incidents were thoroughly investigated and rectified.

Four workers compensation claims were made and managed.

An online integrated hazard and incident reporting system was introduced to streamline the reporting process and improve responsiveness.

GREEN LIBRARY

Electricity consumption was reduced by 23% per annum, saving 750 GWh PA (compared with the 2013–14 baseline). Co-mingling recycling and battery recycling programs were expanded, and the Library achieved a five star NABERS energy rating for the Macquarie Street building office spaces.

INFORMATION AND CYBER SECURITY

The NSW Government's Digital Information Security Policy (DISP) requires each NSW agency to attest annually to the adequacy of its digital information systems and security. The Library Information Security Management System Working Group carried out a number of activities during the year to achieve compliance with these requirements, including:

- information security awareness training with 92% staff attendance
- Library-wide roll out of janusSEAL classification software to automate the application of Dissemination Limiting Markers on documents
- the rollout of two-step login verification with 100% compliance.

A DISP Maturity Progress Report was prepared and submitted to the NSW Government and an Information Security Risk Assessment was conducted. The Library also commissioned the 2016 audit against the requirements of the DISP version 2.0 by Security Centric.

ICT INFRASTRUCTURE RENEWAL

New fibre has been run to connect the Library to Australia's Academic and Research Network (AARNet). Connecting to AARNet will allow the Library to make better use of cloud services and services hosted at GovDC and will allow collaboration with other government agencies and academic institutions.

The Library's Onsite Communications Access Room has been upgraded to improve business continuity in the event of an interruption to mains power. Feeds from separate substations are now available to the equipment in the room. Equipment can draw on either of these feeds via the room's two uninterrupted power supply units. Equipment can remain running from one feed even if the other feed is lost and its UPS batteries become depleted. The room's cooling also runs off the two power feeds.

Our people and culture

We are knowledgeable, passionate, agile and committed to developing our capabilities.

ENGAGEMENT IN THE WORKPLACE

Staff lectures provided an opportunity to share specialist knowledge on topics including the following:

- 'A Sporting Chance: Indigenous Sports Collections at the State Library of New South Wales'
- 'Datapalooza / GLAMstonbury / Woodstock for Digital'
- 'Ten Lessons from the New York Public Library Labs'
- 'Digital Prints: Identification and Preservation'
- 'Rocking the Vaults for Staff'

A series of workshops on the Max Dupain collection outlined procedures for delivering fragile negatives to clients in the reading rooms.

PROFESSIONAL DEVELOPMENT

The Library maintains a focus on constantly improving the capability and performance of staff, making it an agile and responsive organisation, as well as a great place to work. All staff completed Capability and Performance Development (CPD) reviews, with online forms introduced to streamline the process.

Highlights in training and professional development included:

- disability awareness training for 57 staff
- Work Health and Safety Awareness training for 13 new staff
- corruption prevention training for 18 people leaders
- over 1000 hours of training to support the release of the new integrated collection management system

- eight staff received support through the Study Assistance Scheme
- five tertiary students were supported through the Industry Placement program
- the Library's Young Professional Network was launched in conjunction with the Department of Justice; its aim is to provide opportunities for young staff to network and access targeted development opportunities
- the Professional and Capability Experience (PACE) program was launched to enable staff to undertake formal placements in other areas of the Library or in external organisations to develop and enhance capability.

The Library's induction program was redesigned to improve staff engagement and to align with new employment practices and industry best practice. The program incorporates a number of new resources including a pre-commencement induction guide and a comprehensive training program.

After consultation, the staff Code of Ethics and Conduct was revised in line with the code recently released by the Public Service Commission. Twenty training sessions were extended to all staff and contractors.

Two Library staff members were selected to participate in prestigious programs run by Women and Leadership Australia, one staff member was chosen to participate in the Aurora Emerging Leaders Program, and one staff member completed the two-year INELI-Oceania leadership program.

Digital excellence

We are digital first in thinking and action and are leaders in exploiting technology.

INNOVATING THROUGH THE DX LAB

The DX Lab, launched in June 2015, is the Library's digital innovation hub. It delivers creative and interactive ways to explore the Library's collections, datasets and services. This year the second phase of web experiment Loom was developed in partnership with a local creative agency. The first phase allows the viewer to scan through collection material from the years 1870 to 2000, and the second phase introduced an atlas view which illustrates the depth of the Library's photographic collections over 10 key sites in the Sydney CBD. The number of images has expanded from 300 to 3000, and a third phase is being developed.

The DX Lab pursued collaborations with digital specialists, cultural heritage organisations, students, researchers, artists and other creators, through initiatives such as its Digital Drop-in program. One outcome of this program was Main Street, a collaboration with Tweed Regional Museum to provide a new way to engage with photographs from our two institutions. Main Street was adapted for the *Imagine a City* exhibition to become Portico, an interactive touch-screen and projection experience.

Another product of the Digital Drop-in sessions was 1001 Postcards, which uses innovative technologies to showcase the Broadhurst postcard collection.

A new interactive experiment called Weemala (big lookout), also developed through a Digital Drop-in, used survey data from the Royal Anthropological Society of Australasia between 1899 and 1903 to map the location and meaning of Indigenous Australian placenames across the country. The DX Lab worked with developer and data enthusiast Chris McDowall to develop the platform.

The DX Lab hosted two sold-out events with partners during the year. 'Meet the Data Owners', in collaboration with Code for Australia, was an opportunity to talk about the Library's datasets and hear curators delve into stories in the collection. 'Library of the Future: UX Rapid Prototyping Workshop', in partnership with IxDA Sydney, explored user experience (UX) in web programming.

GOOGLE CULTURAL INSTITUTE

A DX Lab partnership with the Google Cultural Institute led to a Street View capture of public spaces in the Library's buildings, which are now available through Google Maps and the Library's Google Cultural Institute account. Google Art Scans were performed on 14 key collection items using gigapixel scanning, and are exhibited through the Library's Google Cultural Institute account.

A voice for libraries

We are a strong voice for public libraries, our Library and an informed community.

STRATEGY AND DEVELOPMENT

Under its responsibilities in the *Library Act 1939* (NSW), the Library Council of NSW, through the State Library, ensures that public libraries in NSW are maintained and developed through effective leadership and strategies. The \$27.5 million 2015–16 Public Library Funding Strategy was developed in consultation with the Public Libraries Consultative Committee, endorsed by the Library Council of NSW, and received approval from the Hon. Troy Grant MP, Deputy Premier and Minister for the Arts.

This included year 2 of the Public Library Infrastructure Grants program. A total of \$4.13 million was awarded across 30 projects to improve library building and IT infrastructure. Over the first two years of the program, 54 projects totalling \$7 million have been funded. To date the program has supported over 30 library building projects, five mobile libraries and a range of technology developments and space refurbishments. A further \$8 million is set to be allocated in years 3 and 4 of the program.

With the support of the NSW Government, the Library will be delivering an additional \$2.1m over the financial years 2016–17 and 2017–18.

The Library worked with local government stakeholders to prepare for library service amalgamations resulting from council mergers. Ongoing support and advice is being provided to merging library services.

An improved program of assessment and compliance visits to public libraries, introduced this year, will involve staff visiting all councils over a defined period to assess performance and advise on library service development.

IMPROVING SERVICES FOR INDIGENOUS PEOPLES

A survey of public libraries indicated an interest in developing better services for the Aboriginal and Torres Strait Islander population. In response, the Library has developed *Indigenous Spaces in Library Places: Building a Vibrant Public Library Network Inclusive of Indigenous Peoples and Communities*. The strategy encourages NSW public libraries to build greater awareness, support and engagement with Indigenous peoples and communities.

PROFESSIONAL DEVELOPMENT

Over 833 public library staff attended seminars and training workshops run by the Library on a range of topics including reference services, change leadership, readers' advisory service, oral history, cultural competency, legal information and Drug Info @ Your Library.

LEGAL INFORMATION

The Legal Information Access Centre (LIAC) provides quality, plain English legal information for the NSW community in partnership with the public library network and legal assistance services. The Find Legal Answers collections in public libraries were reviewed and updated during the year to ensure current information is available to the community. Promotional material was distributed to support over 110 Law Week events in public libraries across NSW. The Find Legal Answers website had 764,542 sessions. Three *Hot Topics* publications — *Drugs and the Law*, *You and Your Lawyer* and *Voting and Elections* — were reviewed and updated online to reflect changes to the law. LIAC actively engages with the community and promotes public libraries and legal assistance services through Facebook, Twitter and Tumblr.

DRUG INFO @ YOUR LIBRARY

Drug Info @ Your Library (Drug Info), a jointly funded partnership between the NSW Department of Health and the Library, provides plain English information about alcohol and drugs. Collections in public libraries were reviewed and a new set of 13 *Drug Fact* booklets, produced by NSW Health, were sent to every public library in the state. Over 150 Drug Info promotional kits and 7750 promotional packs were distributed to libraries for Youth Week. Over 8200 items promoting alcohol and drug information in public libraries were distributed to 45 local government, health and support organisations. The Drug

Info service supported 'Know Your Standards' month, promoting alcohol awareness, with activities in 55 libraries. In 2015–16 the Drug Info website had 263,867 sessions, an increase of 16.9% on last year.

STATEWIDE ERESOURCES

More public libraries joined the initiative to provide access to the Library's eresources, such as databases and ebooks. Libraries included Deniliquin, Fairfield, Guyra, Hawkesbury, Marrickville, Richmond Upper Clarence, Young, Strathfield, Tenterfield, Mosman, Willoughby and Wyong.

COLLABORATING WITH RESEARCHERS

The Library partnered with researchers from Monash, Swinburne and Sydney universities on an ARC Linkage Grant project to identify ways of reforming policy, law and practice to help libraries fulfil their public interest missions with regards to e-lending.

A project with the Macquarie University Institute of Early Childhood is developing a context-sensitive framework for public library programs, which supports early literacy development.

Research into regional library model best practice was completed with the Centre for Local Government Excellence at the University of Technology Sydney.

INNOVATING THROUGH INDYREADS

The Library has developed the online platform indyreads, which makes ebooks and local history information available to communities. This initiative aims to continue purchasing and hosting mid-list, independent and local history ebooks for perpetual access by public library clients. So far, more than 1000 titles have been made available, with Leichhardt and Parramatta libraries trialling the platform.



Corporate governance

Library Council

The *Library Act 1939*, as amended by the *Cultural Institutions (Miscellaneous Amendments) Act 1989*, provides that the Library Council of NSW shall be the governing body of the State Library of NSW. The Library Council is constituted under Part 2 of the *Library Act*.

The nine members of the Library Council are members of the public nominated by the Minister and appointed for a three-year term by the Governor of NSW. The Act stipulates that members must include:

- at least one person who has knowledge of, or experience in, education
- at least one person who has knowledge of, or experience in, local government.

The Library Council members fulfilling these requirements are Dr John Vallance and Ms Jan Richards respectively. The NSW State Librarian & Chief Executive is the Secretary to the Library Council.

The Council's responsibilities relate to the promotion, provision, maintenance and quality assurance of library and information services for the people of NSW; and advising the Minister and local authorities on matters of policy and administration relating to public library services.

Library Council members are appointed for a term not exceeding three years and may be reappointed, but no council member shall hold office for four consecutive terms. Council members do not receive remuneration for board activities.



MR ANDREW TINK AM

BA, LLB, Hon DLitt

APPOINTED JANUARY 2012

APPOINTED PRESIDENT LIBRARY COUNCIL, JANUARY 2015

TERM ENDED MARCH 2016

HONOURS COMMITTEE

EDUCATION & SCHOLARSHIP COMMITTEE

GRANTS COMMITTEE

PUBLIC LIBRARIES CONSULTATIVE COMMITTEE

When I was an MP, the State Library next door was my refuge from politics. Writing became my creative outlet and the Library a key source of material for my biographies of William Charles Wentworth and Lord Sydney. Indeed so vast is the Library's collection of material relating to Australia, that it can truly be described as the repository of the nation's DNA. I owe a great deal to the Library's staff. And as a member and as President of the Library Council, I hoped to give something back.



THE HON. GEORGE SOURIS AM

BEC, Dip Fin Mgmt, FCPA, FAIM

APPOINTED MAY 2016

PRESIDENT, LIBRARY COUNCIL

CURRENT TERM ENDS DECEMBER 2018

FOUNDATION BOARD

FOUNDATION TRUSTEES

GRANTS COMMITTEE

HONOURS COMMITTEE

PUBLIC LIBRARIES CONSULTATIVE COMMITTEE

I've always had a respect for the State Library and, when I had the opportunity as the Minister for the Arts to have direct portfolio responsibility, I learned to appreciate what a powerhouse institution it is and what a priceless collection of Australia's heritage it holds. I regard myself as an enthusiastic friend of the Library. There are many hundreds of friends and benefactors of the Library and it is our duty to ensure their support is not wasted and that the Library remains as vital tomorrow in Sydney, Western Sydney and regional NSW as it is today. Our obligation as Library Council members is to leave the institution in better shape than we found it.

Attendance at meetings of the Library Council of New South Wales

Name	17 August 2015 393rd	19 October 2015 394th	7 December 2015 395th	15 February 2016 396th	18 April 2016 397th	20 June 2016 398th	Therefore:
The Hon. George Souris AM						✓	1 of 1
Mr Andrew Tink AM	✓	✓	✓	✓			4 of 4
Ms Kathy Bail				✓	✓	✓	3 of 3
Ms Maxine Brenner	X	X					0 of 6
Mr Michael Caulfield	X	✓	✓	✓	✓	✓	5 of 6
Mr Rodney Cavalier AO	✓	✓	✓				3 of 3
Ms Susan Doyle	✓						1 of 1
Ms Ursula Dubosarsky				✓	✓	✓	3 of 3
Ms Gai McGrath				✓	✓	✓	3 of 3
Professor Martin Nakata	X	✓	✓	X			2 of 4
Ms Jan Richards	X	✓	✓	✓	✓	✓	5 of 6
Professor Peter Shergold AC	✓	✓	✓	✓	✓	✓	6 of 6
Dr John Vallance	✓	✓	✓	✓	X	✓	5 of 6
Dr Alex Byrne (Secretary to Council)	✓	✓	✓	✓	✓	✓	6 of 6



MS KATHY BAIL

BA HONS
APPOINTED JANUARY 2016
CURRENT TERM ENDS DECEMBER 2018
EDUCATION & SCHOLARSHIP COMMITTEE
HONOURS COMMITTEE

Libraries have been a significant part of my life since I began to read and look at images. I ran out of books to borrow at my primary school library. Fortunately a local council library filled the gap and I went on to discover and appreciate some of Australia's great state and university libraries. The past can be seductive — I've visited one of the oldest libraries in the world in the Medina of Fez in Morocco and seen rare books and manuscripts — though I can also get engaged by what the digital age might deliver. What's important is access to books and knowledge and, of course, support for our best authors and artists. I hope I can assist to build on the work of the State Library of NSW and ensure it remains one of the world's great cultural spaces.



MR RODNEY CAVALIER AO

APPOINTED JANUARY 2013
TERM ENDED DECEMBER 2015
HONOURS COMMITTEE
EDUCATION & SCHOLARSHIP COMMITTEE

I believe in the power of libraries to transform lives. The State Library of NSW is one of the world's great cultural institutions.



MS SUSAN DOYLE

APPOINTED JANUARY 2014
TERM ENDED AUGUST 2015
FOUNDATION TRUSTEES
GRANTS COMMITTEE
PUBLIC LIBRARIES CONSULTATIVE COMMITTEE

As an avid explorer, through reading, I have been visiting libraries since I was a child. As an adult I have been a strong supporter of the State Library for many years, having had the opportunity to serve as Chair of the Library's Audit & Risk Committee. Throughout my career in finance I have always appreciated the value of libraries. I hoped to highlight this value — the benefits that libraries bring to all members of the community — as a member of the Library Council.



MS MAXINE BRENNER

BA, LLB
APPOINTED JANUARY 2014
TERM ENDED OCTOBER 2015
CHAIR, FOUNDATION TRUSTEES
TENURE AS CHAIR ENDED DECEMBER 2016

As a child, my local library was a special place — to find a book, meet a friend or pretend (mostly to myself!) that I was hard at work. It goes beyond a place for the written word, it is a centre where thoughts and ideas are freely exchanged and cherished. It's a privilege to be a part of a great library. To play a part in the Library's evolution, and ensure it remains an important institution in the digital age, is a passion.



DR URSULA DUBOSARSKY

BA, DipEd, PhD
APPOINTED JANUARY 2016
CURRENT TERM ENDS DECEMBER 2018
GRANTS COMMITTEE
HONOURS COMMITTEE

The word 'library' for me is as intimate as the word 'home' and since childhood I have always sought out libraries — municipal, school, private and national — and of course the State Library of NSW where I have spent so many rich hours of my life as a reader, student and writer, and to which I feel a special closeness as the place my mother worked as a librarian in the Mitchell Library in the 1940s. I hope I can contribute to the future of this great and beautiful institution.



MR MICHAEL CAULFIELD

Dip Ed
APPOINTED FEBRUARY 2010
CURRENT TERM ENDS DECEMBER 2018
PUBLIC LIBRARIES CONSULTATIVE COMMITTEE
CULTURAL & LINGUISTIC ADVISORY BOARD
FOUNDATION BOARD
FOUNDATION TRUSTEES
GRANTS COMMITTEE
INDIGENOUS ADVISORY BOARD

Libraries have been the cultural foundation of my professional and personal life. From my small local library in a Housing Commission settlement in the western suburbs of Sydney to the first time I walked into the State Library's reading room, they have provided me with the means to understand the world. My focus on the Library Council is to encourage and facilitate the Library's movement into the digital world.

**MS GAI McGRATH**

BA, LLB (Hons), LLM (Distinction), GAICD

APPOINTED JANUARY 2016

CURRENT TERM ENDS DECEMBER 2018

FOUNDATION BOARD

FOUNDATION TRUSTEES

I am excited to be part of one of Australia's most important cultural institutions as it embarks on its ambitious strategic plan to redefine what a state library is and what it does. While I feel a strong connection with the Library's vital role as custodian and steward of so much of the heritage of New South Wales (including its beautiful home), I am also passionate about how technology is enabling the Library to open up access to its collections so that our community can use the material innovatively and creatively.

**PROFESSOR PETER SHERGOLD AC**

BA (Hons) Hull, MA Illinois, PhD LSE, FASSA

APPOINTED JANUARY 2015

CURRENT TERM ENDS DECEMBER 2017

AUDIT AND RISK COMMITTEE

When I arrived as a migrant in 1972, to take up a lectureship in economic history at the University of New South Wales, one of the first places that I visited was the State Library. In spite of all the twists and turns of my career in the last 44 years I have remained a regular visitor, perusing not only its wonderful store of material on Australian colonial history and contemporary public administration but also finding out more about my family history in its genealogical collection.

**PROFESSOR MARTIN NAKATA**

BEd Hons, PhD

APPOINTED JANUARY 2013

TERM ENDED MARCH 2016

INDIGENOUS ADVISORY BOARD

CULTURAL AND LINGUISTIC ADVISORY BOARD

My interest in the Library, like many others, stems back to my first library card. Two of my fondest memories go back some time too. The first was at high school when my friend and I challenged each other to read every book in the library (bored obviously with what other kids were doing during the breaks); and the other was in my undergraduate years when the librarian woke me up and sent me home. Libraries for me offer a window into the world's knowledge and there is much to learn about who we are in this world.

**DR JOHN VALLANCE**

BA, MA, PhD

APPOINTED JANUARY 2008

CURRENT TERM ENDS DECEMBER 2016

FOUNDATION TRUSTEES

CHAIR, EDUCATION & SCHOLARSHIP COMMITTEE

The State Library has been part of my life since I was a child, and I am delighted now to have the opportunity to support its work in a practical way.

**MS JAN RICHARDS**

BA (Lib and Info Science), FALIA

APPOINTED JANUARY 2012

CURRENT TERM ENDS DECEMBER 2017

CHAIR, PUBLIC LIBRARIES CONSULTATIVE COMMITTEE

CHAIR, HONOURS COMMITTEE

The State Library of NSW has been a crucial part of my working life for longer than I care to remember; a source of information, support, inspiration and advice. The opportunity to contribute to one of the world's great libraries and to realise the potential of public libraries through the work of the Public Libraries Consultative Committee is an honour.

**DR ALEX BYRNE**

BE(Elec), GDipLib, GDipAdvLib, MA, PhD, FALIA

APPOINTED SEPTEMBER 2011

SECRETARY TO COUNCIL

LIAC ADVISORY BOARD

PUBLIC LIBRARIES CONSULTATIVE COMMITTEE

STATE LIBRARY OF NSW FOUNDATION BOARD

I am a professional librarian, researcher and writer with a deep interest in the roles of memory institutions, the complexity of issues relating to Indigenous peoples and transmission of knowledge. I served for a decade in leadership positions with the International Federation of Library Associations and Institutions, including as President from 2005 to 2007. It is a tremendous honour to lead this great library, cherish its collections and people, and work with the public library network across NSW.

Standing committees of the Library Council of NSW

AUDIT AND RISK COMMITTEE

The Audit & Risk Committee provides independent assistance to the Library Council of NSW by overseeing and monitoring the Library Council of NSW's governance, risk and control frameworks, its external accountability requirements, compliance with applicable laws and regulations, and outcomes of internal and external audits. It makes recommendations to the Library Council on strategic and operational matters, to enable it to discharge its responsibilities with regard to these matters.

Five meetings were held between July 2015 and June 2016. Key agenda items included the review of financial performance and financial position, strategic and operational risks, internal audit and external audit reports, investment reports, governance matters and work health and safety matters.

MEMBERS

Ms Victoria Weekes (Chair)
Mr Robert Thomas AM
Professor Peter Shergold AC

IN ATTENDANCE

The Hon. George Souris AM, President, Library Council of NSW
Mr Andrew Tink AM, President, Library Council of NSW (until March 2016)
Dr Alex Byrne, NSW State Librarian & Chief Executive
Mr David Makinson, Director, Operations & Infrastructure and Chief Financial Officer
Mr Craig O'Hagan, Partner, Risk Advisory, Deloitte Touche Tohmatsu
Mrs Diana Tandora, Partner, Risk Advisory, Deloitte Touche Tohmatsu
Representatives from the Audit Office of NSW and the NSW Treasury Corporation as requested

PUBLIC LIBRARIES CONSULTATIVE COMMITTEE

The committee provides:

- policy advice to Library Council in relation to providing public library services in NSW
- a consultative framework for the Library Council, the State Library and key stakeholders in local government concerning public library services
- advice to Library Council in relation to the arrangements for allocating State Government funding to public libraries
- advice to Library Council concerning the development of guidelines for grants programs; however, the committee does not evaluate grant applications.

Membership of the committee includes representatives of key stakeholder bodies. The committee meets four times per year.

MEMBERS

Library Council of NSW
Ms Jan Richards (Chair)
Mr Andrew Tink AM (until March 2016)
The Hon. George Souris AM
Mr Michael Caulfield
Ms Susan Doyle (until August 2015)

NSW Public Libraries Association
Councillor Graham Smith, Cessnock City Council
Councillor Linda Gill, Great Lakes Council
Ms Jennifer Alp, Strathfield Library
Mr Robert Knight, Riverina Regional Library
Ms Adele Casey, Bland Shire Council

Local Government NSW
Ms Margaret Kay, Strategy Manager
Councillor Julie Hegarty, Pittwater Council

NSW Office of Local Government
Ms Natasa Mitic, Ministerial Liaison

State Library of NSW
Dr Alex Byrne, NSW State Librarian & Chief Executive
Ms Lucy Milne, Executive Director, Public Libraries & Engagement
Mr Cameron Morley, Manager, Public Library Services (Executive Officer)

GRANTS COMMITTEE

The committee is responsible for assessing applications for Public Library Infrastructure Grants received from local authorities in NSW. It defines priority areas for grants and recommends their allocation to Library Council. The Grants Committee meets as required.

MEMBERS

Mr Andrew Tink AM (Chair until March 2016)
The Hon. George Souris AM (Chair)
Mr Michael Caulfield
Ms Susan Doyle (until August 2015)

IN ATTENDANCE

Dr Alex Byrne
Ms Lucy Milne
Mr Cameron Morley

STATE LIBRARY OF NSW FOUNDATION BOARD

The State Library of NSW Foundation is managed by the State Library and governed by a Board established under the constitution with the Trust safeguarded by Trustees. The Foundation is a controlled entity of the Library Council of NSW as a not-for-profit organisation with its accounts consolidated as part of the NSW Total State Sector Accounts. Its governance and financial affairs are conducted within the context of the NSW Public Sector and as such in accordance with requirements of the *Public Finance and Audit Act 1983* and Regulation, Treasurers Circulars and Directions. It is covered for insurance through the NSW Treasury Managed Fund Scheme; administered by the NSW Self Insurance Corporation.

MEMBERS

The board members at any time during the financial year are listed below:

Mr John Atkin
Mr Graham Bradley AM
Dr Alex Byrne
Mr Nicholas Carney
Mr Michael Caulfield
Ms Dina Coppel
Mr Peter Crossing
Ms Gai McGrath
Ms Samantha Meers
Mr Tony O'Sullivan
Mr Steven Schwartz AM
The Hon. George Souris AM
Mr Robert Thomas AM
Mr Andrew Tink AM
Dr John Vallance
Ms Jemima Whyte
Mr Kim Williams AM

The Trustees at any time during the financial year are listed below:

Mr Michael Caulfield
Ms Susan Doyle
Ms Gai McGrath
Ms Maxine Brenner
Dr John Vallance
The Hon. George Souris AM

IN ATTENDANCE:

Ms Susan Hunt (Executive Officer), Director, State Library of NSW Foundation and Executive Manager, Advancement
Ms Lucy Milne, Executive Director, Public Libraries & Engagement
Ms Kay Payne, Partnership Manager, State Library of NSW Foundation

LEGAL INFORMATION ACCESS CENTRE (LIAC) ADVISORY BOARD

The board guides the strategic development of LIAC. Meetings were held in September and March.

MEMBERS

Mr Richard Fisher AM (Chair), General Counsel & Adjunct Professor, Faculty of Law, Office of General Counsel, University of Sydney
Dr Alex Byrne, NSW State Librarian & Chief Executive
Ms Julie Foreman, Executive Officer, Tenants' Union of NSW
Mr Bill Grant OAM, Chief Executive Officer, Legal Aid Commission of NSW
Ms Katrina Ironside, Solicitor
Ms Jan Richards, Manager Library Services, Central West Libraries, Member Library Council (March 2016)
Mr John McKenzie, Legal Services Commissioner, Office of the Legal Services Commissioner
Mr Geoff Mulherin, Director, Law & Justice Foundation of NSW
Mr Michael Talbot, Deputy Secretary, Courts & Tribunal Services, Department of Justice
Ms Janet Wagstaff, Director, LawAccess NSW
Ms Magdalena Malota, Executive Manager, Law Society of NSW (representing Michael Tidball, Chief Executive Officer, Law Society of NSW)

IN ATTENDANCE

Ms Lucy Milne, Executive Director, Public Libraries & Engagement
Ms Philippa Scarf, Consultant (Executive Officer)

HONOURS COMMITTEE

The Honours Committee assists the Library Council with regard to the conferral of honours and honorary appointments.

MEMBERS

The Hon. George Souris AM
Ms Kathy Bail
Dr Ursula Dubosarsky
Ms Jan Richards
Mr Rodney Cavalier AO (until December 2015)

EDUCATION AND SCHOLARSHIP COMMITTEE

The committee provides strategic advice to the Library Council on policy and other matters relating to the Library's education program, support for research and scholarship, fellowships and the publishing program. It advises on building relationships with schools, universities, research and scholarly associations and other elements of the educational sector. The committee advises on the establishment of new fellowships and recommends awards under the fellowships program. The committee met for the first time in November 2014 and again in May 2015.

MEMBERS

Dr John Vallance (Chair)

Ms Kathy Bail

Mr Rodney Cavalier AO (until December 2015)

Professor Ian Donaldson

Professor Stephen Garton

Professor Bridget Griffen-Foley

Mr Andrew Tink AM (until May 2016)

Professor Richard Waterhouse

Professor Peter Wilson

Dr Nicole Moore

IN ATTENDANCE

Dr Alex Byrne, NSW State Librarian & Chief Executive

Mr Richard Neville, Mitchell Librarian and Director, Education & Scholarship (Executive Officer)

INDIGENOUS ADVISORY BOARD

The Indigenous Advisory Board assists the Library Council and the State Library to respond to the needs of the Indigenous population of NSW and to build relationships with communities. The board's role is to:

- advise the Library Council on matters relating to the Indigenous population of NSW including the needs for library and information services
- assist the Library Council and the State to build relationships with the Indigenous communities of NSW
- advise the Library Council on the development and progress of State Library strategies relating to Indigenous peoples. The board's inaugural meeting was held on 15 June 2015.

MEMBERS

Professor Martin Nakata (Chair until March 2016)

Mr Michael Caulfield

Dr Christine Evans, Board of Studies Teaching & Educational Standards NSW (BOSTES)

Mr Michael Ingrey, La Perouse Aboriginal Land Council

Ms Nancia Guivarra, National Centre of Indigenous Excellence

IN ATTENDANCE

Dr Alex Byrne, NSW State Librarian & Chief Executive

Ms Kirsten Thorpe, Manager, Indigenous Services (Executive Officer)

CULTURAL AND LINGUISTIC ADVISORY BOARD

The Cultural and Linguistic Advisory Board was established in 2015–16 to provide advice to the Library Council of NSW on issues relating to delivery of services and programs to multicultural communities. The board's responsibilities are:

- to advise the Library Council of NSW on cultural and linguistic matters relating to the diverse population of NSW including their needs for library and information services
- to assist the Library Council and the State Library to build relationships with the culturally and linguistically diverse communities of NSW
- to advise the Library Council on the development of the State Library of New South Wales Cultural Diversity Strategy.

The board met for the first time in October 2015 and again in April.

MEMBERS

Mr Michael Caulfield (Chair)

Professor Martin Nakata (until March 2016)

Ms Najeeba Wazefadost, President, Hazara Women of Australia

Ms Randa Kattan, CEO, Arab Council Australia

Dr Eman Sharobeem, CEO, Immigrant Women's Health Service

Mr Frank Newah-Jarfoi, Multicultural Community Liaison Worker, Centacare Southwest NSW

Cr John Arkan, Coffs Harbour City Council

Mr Thang Ngo, Etcom General Manager

Mr Anthony Pang, Director, Chinese Australian Services Society Ltd

IN ATTENDANCE

Ms Lucy Milne, Executive Director, Public Libraries & Engagement

Dr Alex Byrne, NSW State Librarian & Chief Executive

Other consultative committees

MITCHELL LIBRARY CONSULTATIVE COMMITTEE

The Mitchell Library Consultative Committee has been established to act as a forum for communication and consultation between the research community and the State Library. The committee aims to:

- strengthen relationships between the major research bodies
- assist in the development of a high-quality research service in consultation with major user groups
- extend the reputation and reach of the Mitchell Library.

MEMBERS

Oral History NSW

Mr Leonard Janiszewski

Australian Historical Association

Professor Emerita Jill Roe AO

Professional Historians Association

Ms Joy Hughes

Dr Mark Dunn

Independent Scholars Association of Australia

Dr Gretchen Poiner

Australian Society of Archivists

Mr Guy Tranter, NSW branch

Dr Louise Trott, National Council

Ms Fiona Burn

Society of Women Writers

Dr Susan Steggall

Australian Society of Authors

Ms Lynne Spender

History Council of NSW

Emeritus Professor David Carment

Dr Tanya Evans

Society of Australian Genealogists

Ms Heather Garnsey

Royal Australian Historical Society

Ms Christine Yeats

Dr Carol Liston

State Library of NSW

Ms Philippa Stevens

Mr Andy Carr

Ms Maggie Patton

Dr Tracy Bradford (until July 2015)

Mr Richard Neville (Chair)

STRATEGIC NETWORK COMMITTEE

The role of the committee is to advise on State and public library collaborative activities, monitor emerging trends and support research projects to develop and review the NSW public library network.

The committee met twice in 2015–16.

MEMBERS

Ms Lucy Milne, Executive Director, Public Libraries & Engagement, State Library

Mr Cameron Morley, Manager, Public Library Services, State Library

Ms Ellen Forsyth, Consultant, Public Library Services, State Library

Ms Keryl Collard, Manager, Maitland City Library

Mr John Bayliss, Director, Macquarie Regional Library

Mr Chris Jones, Manager, Great Lakes Library Service

Ms Karen Hansen, Manager, Queanbeyan Palerang Library Service

Mr Robert Knight, Director, Riverina Regional Library

Ms Melanie Gurney, Manager, Warringah Library Service

Ms Jennifer Alp, Manager, Strathfield Library & Information Centre

Mr Laurence McDonnell, Manager, Auburn Library

State Librarian's performance statement

Dr Alex Byrne
State Librarian & Chief Executive, Band 3
Appointment commenced on 5 September 2011
Total remuneration package \$325,025 per annum

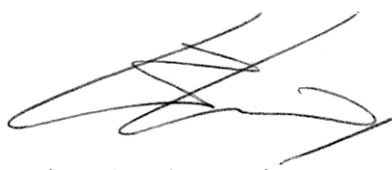
The Secretary has once again expressed his satisfaction with the performance of the State Librarian Dr Alex Byrne.

The State Librarian is responsible for the administration and management of the State Library and the library and information services it provides; including development of its extensive heritage collection, online products and databases, support for the public library network and a range of public programs that connect the Library's collection to the broader community.

Key achievements for 2015–16 include:

- Continued growth of the **Digital Excellence Program (DEP)**, funded by the NSW Government to digitise and make accessible some of the nation's most historically significant documents and objects from the Library's \$3.15 billion collection. Digitisation of collection materials continued throughout the year, including 632,289 newspaper pages, 5136 hours of oral history, and 13,545 subdivision plans, bringing the total turned-digital object count to 7.5 million. Of these, almost 5.7 million are accessible online.
- A new integrated **collection management system** and state-of-the-art **website** were successfully delivered providing searching across the spectrum of the Library's collection for the first time.
- The first year of **the DX Lab**, the only digital innovation hub in an Australian cultural institution, has delivered a variety of projects including Weemala, an interactive experiment that uses 100-year-old survey data to map the location and meaning of Indigenous Australian placenames across the country.
- The addition of over **32,000 items** to the Library's collection including born and made digital.
- Major refurbishments to the Mitchell Library under the Library's master plan in 2015–16 which contributed to **visitation increasing by 12%** to over 898,000 visits.
- Over 24,000 school students, teachers, families and lifelong learners participated in **learning programs** onsite, online and on tour, a 20% increase on last year.
- Developed **innovative digital platforms to make community content accessible**, including Waranara (meaning 'to seek'), which provides a means to preserve and manage the digital heritage of Indigenous communities in NSW, and the indyreads project, which provides a way for NSW public libraries to deliver locally significant digital content to communities.
- Secured an increase to **public library grants and subsidies** of \$2.1m over two years from 2016 to 2017, to provide continued support to NSW public libraries. In 2015–16 the Public Library Funding Strategy delivered \$27.5m to public libraries in grants and subsidies, and other support and advisory services.
- Established **two new fellowships and one literary award** this year, including a new digital fellowship of \$30,000, the first of its kind to be offered by an Australian cultural organisation.
- \$10 million for the **Mitchell Galleries project** secured from private benefactors, which will see level 1 of the Mitchell building transformed with the creation of new, world-class public galleries.

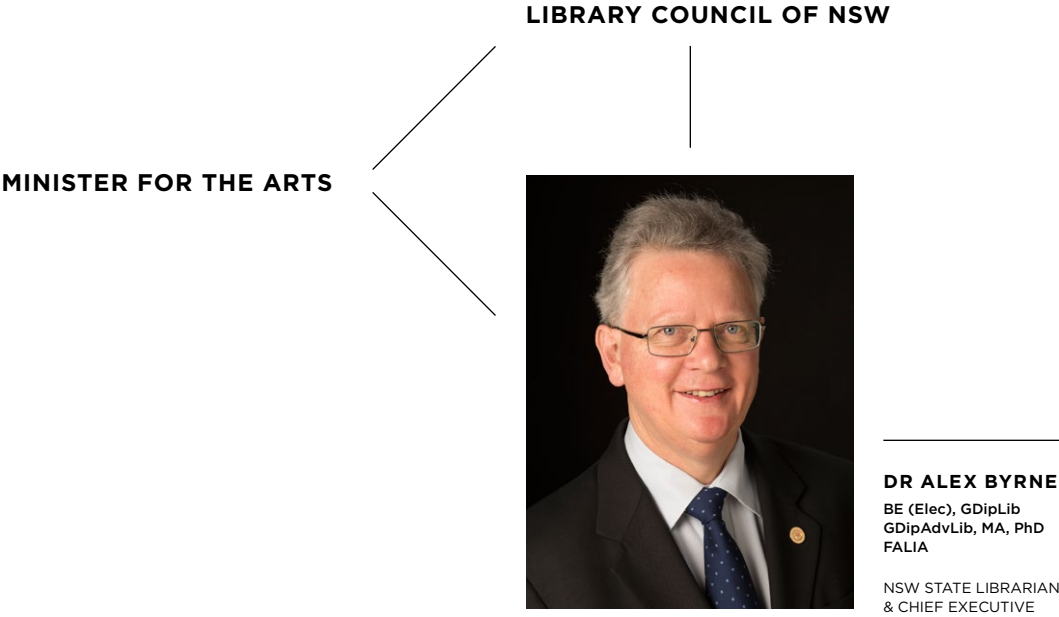
Detailed information on the achievements of the State Library over the past 12 months is contained in this Annual Report.



Andrew Cappie-Wood
Secretary
NSW Department of Justice

Organisational structure

as at 30 June 2016



FUNCTIONS REPORTING TO DIVISIONS



RICHARD NEVILLE

BA (Hons)
MA (Hons)

MITCHELL LIBRARIAN &
DIRECTOR, EDUCATION
& SCHOLARSHIP

Education & Scholarship
Indigenous Services
Learning Services



VICKI McDONALD

BA, GradDip Business
Administration

EXECUTIVE DIRECTOR,
LIBRARY
& INFORMATION SERVICES
& DIXSON LIBRARIAN

Collection Access & Description
Collection Care
Collection Strategy & Development
Data Quality, Systems & Standards
Information & Access
Research & Discovery



LUCY MILNE

BA (Hons), MA (Hons)
GradCertArtsMgmt MBA

EXECUTIVE DIRECTOR,
PUBLIC LIBRARIES
& ENGAGEMENT

Commercial	NSW.net Services
Drug Info @ Your Library	Public Library Services
Exhibitions	Publications & Design
Government Relations	Research & Development
Legal Information Access Centre	State Library Foundation (including Volunteers)
Media & Communications	



DAVID MAKINSON

CA

DIRECTOR, OPERATIONS
& INFRASTRUCTURE
& CHIEF FINANCIAL
OFFICER

Facilities
Financial Services
Governance
Human Resources
Security



ROBIN PHUA

BBA (Management Info
Systems), MBA

DIRECTOR,
DIGITAL EXPERIENCE &
CHIEF INFORMATION
OFFICER

Client Services & Support
Digital Program Management
Digital Strategy & Innovation
Digitisation & Imaging
Records Management



Corporate information

Human resources

Learning and development

Corporate performance indicator	2013–2014	2014–2015	2015–2016
Staff hours in formal learning activities	8270	7814	9408

There has been a 20% increase in the total hours spent on formal training compared to last year, due to Library-wide strategic initiatives which have incorporated formal staff training programs. Average training hours per staff member were 29.8.

The training plan focused on six main streams: Professional and Technical (33%), Technology and Software (22%), People Management and Leadership (13%), Client Service (7%), Organisational Development (17%) and Work Health and Safety (8%). The main training programs undertaken by staff under these streams follow.

Professional and Technical:

- developed the capabilities of librarians and library technicians in eresources, RefTracker, provenance of books, copyright, collection knowledge, handling heritage materials, digital curation and preservation and significance
- improved understanding of information security and classification through staff training
- supported the Project Management Framework through training for project managers and officers
- developed skills for staff involved in Business Continuity Management, and in Incident and Disaster Response.

Technology and Software Skills:

- supported the introduction of an integrated collection management catalogue through training staff in the technical aspects of Alma, Rosetta, Ad Lib and Primo as well as in the related internal process changes
- trained staff in updating, contributing to and using analytics for the new website
- increased staff digital skills through tailored sessions in Excel, Project, Word and Adobe Creative Suite.

People Management and Leadership:

- trained people leaders in the new Capability and Performance Development program, including how to develop effective performance objectives and have constructive, developmentally focused conversations with staff
- ongoing formal training curriculum for people leaders with courses on People Management, Coaching, Difficult Conversations, Facilitation Skills, as well as Preventing and Managing Harassment and Bullying.

Client Service:

- improved services to clients with sessions for client-facing staff on Cultural Diversity, Applying Intercultural Communication, Disability Awareness, and Supporting Clients with Mental Illness and Drug or Alcohol Issues

- enhanced staff ability to engage with and service clients through understanding clear Client Service Standards, presentation skills and utilising technical equipment to facilitate access to the collection.

Organisational Development:

- trained staff to understand and benefit from the new Capability and Performance Development program
- trained all staff in the new Code of Ethics and Conduct
- supported new starters and staff returning from long leave with appropriate training courses as part of the refreshed induction program
- implemented the Employability Strategy with Disability Awareness sessions
- improved staff knowledge of policies and legislation and minimisation of risk, with training on leave and attendance requirements, corruption prevention and child protection
- supported the use of enterprise resource planning through sessions on the SAP system's Employee Self Service and Manager Self Service functions.

Work Health & Safety:

- provided wellbeing opportunities for staff through Body Smart ergonomic sessions, and healthy eating Lunch and Learn topics
- supported positive mental health in the workplace through training for people leaders in Mental Health Awareness at Work and training two new Mental Health First Aid Officers
- trained new people leaders in the Library's Work Health and Safety and Risk Management framework and trained staff in Work Health and Safety Awareness, first aid and cardiopulmonary resuscitation
- encouraged site-specific safe work practices through training for staff in using the electric guillotine; manual handling when using map drawers; accessing the freezer collection store and framed collection store; using the shrink wrapper and forklift; and Defensive Driver courses
- supported staff with our Employee Assistance Program and career transition support services
- maintained staff understanding and preparedness for emergency management situations through Warden refresher briefings and counter disaster awareness training.

The Library now maps all formal training activity to the NSW Public Service Commission's Capability Framework. The top five capabilities for staff training related to:

- Technology
- Deliver Results
- Demonstrate Accountability
- Project Management
- Think and Solve Problems.

We supported lifelong learning through our Study Assistance program by providing 15 staff members with financial assistance and study leave to undertake tertiary level courses. The course

most commonly applied for was Bachelor of Information Studies. Staff attended a wide range of professional and technical seminars and conferences, amounting to 2222 hours.

One hundred per cent of staff completed formal Capability and Performance Development reviews.

Workforce diversity

This year the Library has:

- exceeded public sector targets for representing women and people whose first language is not English
- defined the level of cultural competency needed in core programs and service areas and undertook cultural competence skill gap analysis within these areas
- reviewed the Community Language Allowance Scheme to ensure that staff language capabilities match client needs
- achieved all internal diversity-related training course targets including:
 - training new people leaders on Bullying and Harassment Prevention and Management
 - providing new staff members with training in the Code of Ethics and Conduct, and harassment and bullying prevention strategies
 - conducting Disability Awareness sessions for non-client facing staff to enhance understanding of the issues facing staff with disability
- participated in a working group with other cultural institutions to develop an Aboriginal Employment Strategy
- appointed and trained two new Harassment and Bullying Contact Officers to encourage reporting so that instances can be handled appropriately
- enabled two staff to attend the Australian Women in Leadership Development Program.

A Young Professionals Network was established to provide staff 34 years and younger with a range of development and networking opportunities. This network is also connected to the Department of Justice NSW Young Professionals Network.

TRENDS IN THE REPRESENTATION OF EEO GROUPS

EEO Group	% of total staff				
	Benchmark or Target	2012	2013	2014	2015
Women	60%	66.6%	65.1%	68%	66.2%
Aboriginal people or Torres Strait Islanders	2.6%	1.9%	2.4%	2.9%	2.4%
People whose first language was not English	19%	24.8%	24.1%	23.4%	23.2%
People with disability	N/A	7.8%	6.7%	6.5%	6.3%
People with disability requiring work-related adjustment	1.5%	2.2%	1.6%	0.3%	0.3%

TRENDS IN THE DISTRIBUTION OF EEO GROUPS

EEO Group	% of total staff				
	Benchmark or Target	2012	2013	2014	2015
Women	100	107	99	102	101
Aboriginal people or Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	90	90	90	91
People with disability	100	85	86	87	89
People with disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

Notes:

- Staff numbers are as at 30 June and exclude casual staff.
- A Distribution Index of 100 indicates that 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.
- N/A indicates that percentage employment levels are reported but a benchmark level has not been set.
- The Distribution Index is not calculated where EEO group or non-EEO group numbers are less than 20.

The Library moved from the Department of Trade and Investment, Regional Infrastructure and Services cluster to the Justice cluster in July 2015. The table below provides the number of employees, by occupational classification, who have provided services to the Library during 2015–16, compared to each of the previous three years.

OCCUPATION CLASSIFICATION (NON CASUAL) FOR 2013, 2014, 2015 AND 2016

	Average Annual FTE 2013	Average Annual FTE 2014	Average Annual FTE 2015	Average Annual FTE 2016
Managers	16.90	16.53	20.02	22.39
Professionals	153.72	140.70	134.85	143.25
Technicians and Trades Workers	77.29	62.42	54.70	54.80
Community and Personal Service Workers	18.59	11.03	6.19	7.00
Clerical and Administrative Workers	91.2	82.00	78.93	82.15
Sales Workers	2.85	3.38	3.53	3.38
Machinery Operators and Drivers	0	0	0	0
Labourers	0	0	0	0
	360.55	316.06	298.23	312.97

Notes:

- Average Annual FTE shows data averaged over the reporting year.
- Data based on ANZSCO classification scheme.

Remuneration

All employees providing these services received a 2.5% increase in salaries, wages and allowances with effect from 1 July 2016.

Senior Executive officers also received a 2.5% increase in their remuneration package with effect from July 2016, subject to the achievement of the officer’s performance goals detailed in their performance agreement; successful contribution to the achievement of NSW 2021 targets and the State Library’s corporate objectives; and meeting State Library financial and efficiency targets, including contributing to sector reforms to realise savings.

The number of Senior Executive officers is provided in the table below.

NUMBER OF SENIOR EXECUTIVES
AS AT 30 JUNE 2015 AND 30 JUNE 2016

Band	2015		2016	
	Female	Male	Female	Male
Band 4 (Secretary)	0	0	0	0
Band 3 (Deputy Secretary)	0	1	0	1
Band 2 (Executive Director)	2	0	2	0
Band 1 (Director)	1	3	1	3
Totals	3	4	3	4

Band	Average remuneration	2015	Average remuneration	2016
	Range \$		Range \$	
Band 4 (Secretary)	430,451 – 497,300		441,212 – 509,733	
Band 3 (Deputy Secretary)	305,401 – 430,450	317,400	313,052 – 411,200	325,025
Band 2 (Executive Director)	242,801 – 305,400	248,361	248,851 – 313,050	254,570
Band 1 (Director)	170,250 – 242,800	205,518	174,500 – 195,385	208,910

Leadership and transparency

CAPABILITY AND PERFORMANCE DEVELOPMENT PROGRAM

A new Capability and Performance Development program was introduced for staff. The program builds on the success of the previous performance development program. It integrates the Public Service Commission’s Capability Framework, focusing on building capability and providing real-time feedback and recognition. To support engagement with the program, a skills-based training program was implemented for 330 staff.

PROFESSIONAL AND CAPABILITY EXPERIENCE PROGRAM

The Professional and Capability Experience (PACE) program was introduced after feedback received through our Staff Engagement survey. This program aims to provide opportunities

for all staff to develop their capabilities through a temporary placement or job swap in a different branch or in an external organisation.

STAFF RECOGNITION AWARDS

A Staff Recognition Program was established to formally acknowledge staff and teams that demonstrate a commitment and contribution to the Library’s values: Integrity, Trust, Service, Accountability, Equity of Access, and Innovation and Engagement. Staff and teams received their awards at a ceremony in December 2015.

INDUCTION PROGRAM

The Library reviewed its induction program for new starters and staff returning from long leave. The program aims to improve staff engagement, align with new employment practices and industry best practice and to set staff members up for success. The refreshed program includes a pre-commencement Staff Induction Guide, and a comprehensive training and information program, supported by branch-based resources.

CODE OF ETHICS AND CONDUCT

A new principles and values-based Code of Ethics and Conduct was launched for Library staff and contractors. It aims to ensure that members of staff understand the standards of conduct and behaviour expected when working with clients and stakeholders. To support understanding and embed the new code into the organisational culture, a training program was rolled out for 365 staff and contractors.

PEOPLE MATTERS EMPLOYEE SURVEY

Staff were encouraged to participate in the Public Service Commission’s biennial People Matters Employee Survey. The survey focuses on staff engagement and satisfaction with working in the public sector. This year 69.5% of staff completed the survey, an increase of 22.5% on the 2014 survey results for the Library. When the results of the 2016 survey are released in late 2016, the Library will incorporate any development areas into its Human Resources strategy and action planning for the year ahead.

Organisational reviews

By reviewing its functions and activities to identify efficiencies, the Library is better positioned to manage future business needs and challenges. Through a structured framework, a Budget and Divisional review program was implemented in March 2016 and reviews were completed for the Corporate Governance and Security functions in June 2016.

Industrial relations

The Library's Joint Consultative Committee (JCC) comprises management, staff and Public Service Association representatives. The JCC met every three months to consult on a broad range of issues including:

- Business Continuity Management
- Flexible Working Hours agreement
- organisational reviews and change management
- the new Code of Ethics and Conduct
- the new Gifts and Benefits policy
- Enterprise Resource Planning system – SAP implementation
- Capability and Performance Development program enhancements
- Facilities and Built Infrastructure capital projects update
- budget reviews and implications
- Work Health and Safety initiatives and updates
- Security function changes
- the new Professional and Capability Experience (PACE) program
- the refreshed induction program.

Robust systems

All new Library employees were pre-screened for criminal records; and academic qualifications are checked when they are essential for the role. Probity, educational and working with children checks are carried out for identified roles.

Work health and safety

With the aim of reducing incidents and the early identification of potential injury/illness, preventative actions, policies and programs were implemented. Measures adopted to support the Work Health and Safety (WHS) management system included:

- developing a Smoke-Free Workplace policy as part of the Safety Management System
- updating the WHS policy to reflect Library Council and Audit and Risk Committee responsibilities
- training Library Council members in their responsibilities as officers under the *Work Health and Safety Act 2011*
- developing a new WHS report that is aligned with responsibilities under the WHS Act for the Executive Committee, Library Council and Audit and Risk Committee
- developing a WHS expenditure ledger for quarterly reporting to the Executive Committee
- introducing an online reporting system for hazards and incidents to streamline and expedite reporting
- completing all action items arising from the WHS readiness audit conducted by the internal auditors, Deloitte, in 2013
- completing all actions from a WHS audit conducted in 2015

- implementing a First Aid Plan, including introducing two Mental Health First Aid Officers to proactively address mental health issues in the workplace
- hosting the MIDAS Community of Practice for WHS professionals for small to medium sized government agencies
- reviewing 100% of all accidents and incidents and, where required, investigating and implementing corrective actions
- continuing the workplace inspection program across all designated areas
- regularly reviewing workers compensation claims with our insurer to track progress and initiate actions necessary to support the early return of injured staff to pre-injury duties
- conducting ergonomic Body Smart training to reduce body stressing injuries
- carrying out an influenza vaccination program for staff
- continuing the Employee Assistance Program for staff and immediate family members to obtain free access to counselling and support services
- developing Safe Work Method Statements for hazardous materials and for safe entry and exit of the film storage freezer
- providing Defensive Driver training for staff who travel to regional areas.

The WHS Committee met every six weeks to review and address health and safety issues. The committee reviewed the development of policies and safe working procedures. Regular workplace inspections were undertaken to ensure that designated areas were regularly inspected.

Accidents and incidents

There was a slight increase in accidents/incidents with 39 accidents/incidents reported in 2015–16 compared to 37 in 2014–15. Where appropriate, corrective action and preventative measures were implemented to address underlying causes. It was noted that 10 incidents were reported as near misses.

TOTAL NUMBER OF ACCIDENTS/INCIDENTS REPORTED

	2012-2013	2013-2014	2014-2015	2015-2016
Number of accidents/incidents reported	58	41	37	39

Injury management

The Senior WHS Consultant works closely with managers and people leaders to implement early treatment, ergonomic modifications and rehabilitation management of staff for both workers compensation and non-work related injuries and illness.

Workers compensation premium

Effective management of staff with a work-related injury or illness was strongly promoted to achieve the best outcomes for staff and to minimise the impact on the Library’s workers compensation premium.

In 2015–16, four workers compensation claims were lodged with the Library’s insurer. Two claims resulted in lost time. One claim was closed during the 2015–16 year.

NUMBER OF CLAIMS 2012-13 TO 2015-16

	2012-2013	2013-2014	2014-2015	2015-2016
Total number of claims	12	5	9	4
Open claims at year end	1	0	2	5

There has been a significant reduction in the number of claims lodged for the Library since the last financial year. This can be attributed to the Library’s effective case management of injuries and illnesses and organisation-wide programs targeted at good practice in ergonomics and staff wellbeing.

AVERAGE COST PER CLAIM 2012-13 TO 2015-16

	2012-13	2013-14	2014-15	2015-16
Average cost per claim	\$13,970	\$1602	\$3183	\$19,692

- Notes:
- Average cost of claims for 2015-16 based on available cost data as at 30 June 2016.
 - Average cost per claim increased in 2015-16 due to one claim that required surgery, rehabilitation and gradual return to work.

Twenty-eight cases of non-work related injury/illness were managed in the workplace with the assistance of rehabilitation providers when specific medical conditions were identified. Four of these remain outstanding and require close case management to resolve.

Prohibition and improvement notices

No Prohibition or Improvement Notices were issued under the WHS Act or its Regulation during the year.

Essential services

Major works

Upgrade and refurbishment projects successfully completed included:

- planning and development application for the Mitchell building compliance upgrades, which will include new passenger lifts, new public toilets and associated amenities and fire safety upgrades
- design and planning for the new Collection Care preservation laboratory spaces
- refurbishing the sandstone facade on the south-east corner of the Mitchell building as part of the ongoing heritage maintenance program
- constructing a new framed collection store for the Library's collection of paintings
- upgrading the Library's 70 electrical distribution boards and installing approximately 2000 energy efficiency LED light fittings within the Library stack areas.

SUMMARY OF PROJECTS COMPLETED

Projects	Protect people	Protect collection	Environment / heritage	Improve functionality
Collection Care laboratory refurbishment	✓	✓		✓
Framed collection store	✓	✓		✓
Electrical distribution board upgrade	✓			
Collection compactus, Stack 2	✓	✓		✓
L3 Macquarie terrace refurbishment	✓		✓	✓
Macquarie Stack lighting replacement	✓			✓
Shakespeare Room refurbishment			✓	
Mitchell compliance upgrades	✓	✓	✓	
Stoneworks, south-east facade			✓	

Security

In August 2015 the new Security Office was completed, incorporating a new monitoring room, the Mail Room and the relocated Disaster Recovery Storeroom. This has enabled security personnel to more effectively monitor and control staff and contractor movements as well as the movement of mail.

In December 2015, Wilson Security completed their second year of the security services contract at the State Library. Through stronger account management and site supervision, Wilson Security have been able to stabilise the onsite guard force which has seen an increase in overall performance and more positive feedback from staff and clients.

The Incident Response Team (IRT) continued with regular meetings and discussions to improve emergency preparedness and knowledge to IRT members and general Library staff. A hoax bomb threat in May 2016 highlighted the importance of the IRT and the need for strong leadership and robust protocols and has assisted in shaping the future direction of the IRT. A Library wide evacuation exercise was conducted in June 2016 followed by Chief Warden and Warden training.

Electronic security upgrades have continued throughout 2015–16 with new passive infrared detectors and reed switch detection devices installed throughout all areas of the Library. This will allow for increased lockdown capabilities across the Library after hours and for more effective alarm monitoring and response. Further upgrades are also planned for the display cases in the Dalgety Walkway and Amaze Gallery. In June 2016 the Library exercised the option to extend Telstra SNP Monitoring's contract for an additional 12-month period.

The State Library continues to be represented at the Martin Place Security Precinct Group and The Rocks Community Safety Committee, chaired by NSW Police. The Library is also represented on the NSW Government Organisational Resilience Community of Practice, and the Manager, Security was elected Lead for the Physical Security group. This has facilitated the strengthening of relationships with law enforcement agencies as well as other cultural institutions and neighbours.

Maintenance

Specialist contractors undertook building services maintenance and cleaning. All service contracts are current and performance is managed as appropriate.

Heritage

The Library understands its responsibility to care for and maintain its heritage assets to the highest standard possible, and is applying its Heritage Asset Management Strategy to all maintenance and conservation work. Work was carried out on the heritage sandstone facade along with the Shakespeare Room and planning for the Mitchell Galleries refurbishments, demonstrating this ongoing commitment. In 2016, the Conservation Management Plan was revised in line with the Library's master plan.

Facilities for staff and clients

The Library provides a safe environment for its staff and clients. The fire services and emergency systems are routinely maintained, tested and certified. The Annual Fire Safety Statement certification process was completed in January 2016 and provided to the City of Sydney Council. The Mitchell compliance project, currently in progress, will provide upgrades to fire stairs, fire hydrants and hose reels, and smoke management systems.

FUEL	CONSUMED (GJ)		CHANGE
	2014-15	2015-16	
Electricity (black coal)	9,540	8,366	-12%
Electricity (green power)	609	534	-12%
E-10	18	9	-50%
TOTAL	10,166	8,909	-12%

FUEL	ANNUAL COST (\$)		CHANGE
	2014-15	2015-16	
Electricity (black coal)	\$447,374	\$344,815	-23%
Electricity (green power)	\$28,556	\$22,010	-23%
E-10	\$622	\$350	-44%
TOTAL	\$476,553	\$367,175	-23%

FUEL	CO2 EMISSIONS (TONNES)		CHANGE
	2014-15	2015-16	
Electricity (black coal)	2,358	2,068	-12%
Electricity (green power)	0%	0%	0%
E-10	1	1	0%
TOTAL	2,359	2,068	-12%

Energy and sustainability

Electricity consumption was reduced by 12% from the previous year, a 22% reduction from the 2013-14 baseline year. This is directly attributable to the continuing retrofit of energy efficient LED lights and the close monitoring of consumption.

Electricity costs have also reduced by 23% as a result of demand management, energy efficiency and reduced rates from the recently procured electricity contract. The reduction of E-10 (petrol) is due to removing the Library fleet vehicle and adopting alternative transport solutions. In October 2015, a Five Star NABERS Energy rating was achieved for the office spaces of the Macquarie Street building.

Insurances

Annual insurance premiums in 2015-16 were \$0.658 million¹ compared to \$0.796 million in 2014-15.

Note:
¹ In the 2014-15 annual report, the insurance figure for 2014-15 was listed incorrectly as \$0.658 million.

Risk management

The Library operates in a mature risk management environment where risks are assessed and managed as part of the core business. Complying with the Internal Audit and Risk Management Policy for the NSW Public Sector TPP-15-03, the Library's Risk Management Framework comprises:

- an Audit and Risk Committee with Independent Chair and Members appointed by the Library Council of NSW and registered with the NSW Government Prequalification scheme: Audit and Risk Committee Independent Chairs and Members
- formalised periodic Library-wide risk assessments and project risk management
- an outsourced internal audit function which ensures the currency of a Strategic Internal Audit Plan and regular internal audits
- charters for the Audit and Risk Committee and the outsourced internal audit function with an Internal Audit manual
- formalised evaluation of the performance of the Audit and Risk Committee and its members
- a comprehensive suite of risk management policies and procedures.

The NSW Audit Office conducts an annual external audit of our financial performance as well as periodic compliance audits. The Library also complies with statutory reviews and audits conducted by NSW Treasury each year, including the *Public Authorities (Financial Arrangements) Act 1987*. This ensures that internal controls are robust and that the Library complies with relevant Acts and Treasurer's directions.

Performance and compliance audits were carried out by Deloitte Touche Tohmatsu (Deloitte) on a variety of business processes and systems during the year. The objective of the audits was to evaluate the design and effectiveness of internal controls and recommend improvements. A business risk assessment developed by Deloitte forms the initial basis of the Library's approach to managing risk exposures. This is reviewed and updated by management on a regular basis.

There were four internal audit reviews in the year:

- Physical Security of Collection Items
- Property Maintenance and Management
- Customer Service Management
- Fraud and Corruption Risk Assessment.

Assessments conducted this year did not materially impact on the Library's risk exposure. Audit recommendations by Deloitte form part of the Library's ongoing risk management activities, are monitored for implementation on a regular basis and reported to the Library's Audit and Risk Committee. The committee assists the Library to fulfil its responsibilities in relation to financial reporting, risk management, governance, compliance and the audit function.

An independent external assessment of the Internal Audit Function was undertaken by a qualified, independent assessor in compliance with the Internal Audit and Risk Management Policy for the NSW Public Sector TPP-15-03. Results of the external assessment will be reported to the Audit and Risk Committee in 2016–17, which will provide advice to the Library Council of NSW on the results.

Business continuity management

The Library has implemented a comprehensive Library-wide Business Continuity Management (BCM) plan which forms part of the overall Enterprise Risk Management and Governance Framework. By adopting BCM best practice, the Library is committed to ensuring that business critical functions and services are not compromised by a major disruptive event.

The key priorities of the BCM Plan are:

- Safety and Welfare of People
- Preservation of Collections
- Continuity of Services
- Reputation and Compliance.

The BCM plan, including checklists and flowcharts, is hosted externally and is accessible to managers via their mobile devices, thus improving the Library's ability to communicate and manage potential disruptions. Training and simulation exercises were also conducted for key staff and managers.

During the year, the Library continued to refine its emergency response following a disruptive event. The site incident bomb threat on 2 May 2016 resulted in a list of improvements made to the Incident Response Team, its capabilities and communication channels. The Incident Response Team will continue to be augmented by a training schedule.

Digital Information Security Annual Attestation Statement

for the 2015–16 Financial Year for the Library Council of New South Wales

I, Lucy Milne, am of the opinion that the State Library of New South Wales had an Information Security Management System in place during the 2015–2016 financial year that is consistent with the Core Requirements set out in the NSW Government Digital Information Security Policy.

The controls in place to mitigate identified risks to the digital information and digital information systems of the State Library of New South Wales are adequate.

There is no agency under the control of the State Library of New South Wales which is required to develop an independent ISMS in accordance with the NSW Government Digital Information Security Policy.



Lucy Milne
Acting NSW State Librarian & Chief Executive and
Secretary to the Library Council of New South Wales

Dated: 23/9/16

Internal Audit & Risk Management Statement

for the 2015–16 Financial Year for the Library Council of New South Wales

The Library Council of New South Wales declares that this Internal Audit and Risk Management Attestation Statement is made on behalf of the Library Council of New South Wales (parent entity), the State Library of New South Wales Foundation (controlled entity) and the Library Council Staff Agency (controlled entity), which combined constitute the Library Council of New South Wales.

The Library Council of New South Wales is of the opinion that the internal audit and risk management processes in operation that are, excluding the exceptions or transitional arrangements described below, compliant with the eight (8) core requirements set out in the Internal Audit and Risk Management Policy for the NSW Public Sector, specifically:

Core Requirements		For each requirement, please specify whether compliant, non-compliant, or in transition
Risk Management Framework		
1.1	The agency head is ultimately responsible and accountable for risk management in the agency.	Compliant
1.2	A risk management framework that is appropriate to the agency has been established and maintained and the framework is consistent with AS/NZS ISO 31000:2009.	Compliant
Internal Audit Function		
2.1	An internal audit function has been established and maintained.	In Transition
2.2	The operation of the internal audit function is consistent with the International Standards for the Professional Practice of Internal Auditing.	Compliant
2.3	The agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee		
3.1	An independent Audit and Risk Committee with appropriate expertise has been established.	Compliant
3.2	The Audit and Risk Committee is an advisory committee providing assistance to the agency head on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.3	The Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

Membership

The Chair and Members of the Audit and Risk committee are:

- Independent Chair – Victoria Weekes (term: 24 February 2014 – 24 February 2018)
- Independent Member - Robert Thomas AM (term: 1 January 2015 – 20 February 2017)
- Independent Member – Peter Shergold AC (term: 15 June 2015 – 15 June 2018).

Departures from Core Requirements

The Library Council of New South Wales advises that the internal audit and risk management processes depart from the following core requirements set out in the *Internal Audit and Risk Management Policy for the NSW Public Sector*:

1. The departure from the core requirements is due to the agency implementing measures to achieve compliance with new policy requirements consistent with the permitted transitional arrangements.

Departure	Reason for departure and description of practicable alternative measures implemented/being implemented
In Transition	
Core Requirement 2.1	Treasury has approved an additional 12 month transitional period in relation to clause 2.1.10. The Library Council of New South Wales has approved the appointment of a new Chief Audit Executive to comply with clause 2.1.10 within the provided transitional period.

These processes, including the practicable alternative measures implemented, demonstrate that the Library Council of New South Wales has established and maintained frameworks, including systems, processes and procedures for appropriately managing audit and risk within the Library Council of New South Wales.

In accordance with a resolution of the Library Council of New South Wales



The Hon. George Souris
President Library Council of New South Wales

Date: 1 August 2016

Contact Officer:
Dr Alex Byrne
State Librarian and Chief Executive
Phone: (02) 92731663
Email: alex.byrne@sl.nsw.gov.au

Publications and information

Selected publications

REPORTS

Foundation Annual Report 2014–15

Library Council of NSW Annual Report 2014–15

GALLERY GUIDES

What a Life! Rock Photography by Tony Mott

Imagine a City: 200 Years of Public Architecture in NSW

Family Fragments: Photographic Etchings by Sally McInerney

Colour in Darkness: Images from the First World War

MAGAZINES AND NEWSLETTERS

SL magazine (four issues)

What's On (four issues)

Public Library News (two issues)

Volunteers' Voices (one issue)

OTHER PUBLICATIONS

Guidelines for Handling Heritage Collection Items

Library Visitors' Guide

Library Visitors' guides in Simplified and Traditional Chinese, Hindi, Arabic and Korean

Accessibility Guide, in 12 and 18 point versions

Mobile and Outreach Services, NSW Public Libraries:

Practice Standards and Guidelines

Collaborative Library Service Delivery: A Guide to Regional Library Management Models in NSW

Selected staff publications and presentations

SELECTED PUBLICATIONS

Denoon, L, Edmonds, E, Franks, R and Neville, R, 'Interrogating Our Collections / Interrogating Ourselves', Global Digital Humanities conference papers, DH2015

Denoon, L, Franks, R and Hone, S, 'Power Shift: Re-interpreting the GE Morrison Collection', Asian Conference on Literature and Librarianship proceedings, 2015

Forsyth, E, Morley, C and O'Grady, K, 'Conducting State-Wide Research to Inform Practice in New South Wales Public Libraries', *Evidence Based Library and Information Practice* 10(4), 2015

Franks, R and Forsyth, E, 'Twitter Partners in Reading', *International Leads: A Publication of the International Relations Round Table of the American Library Association* 30(2), June 2016

Franks, R, 'A Woman's Place: Constructing Women within True Crime Narratives', in Dwyer, S, Franks, R, Galassi, M and Thorpe, K (Eds), *TEXT: Journal of Writing and Writing Courses: Special Issue — Writing and Illustrating Interdisciplinary Research* 34, 2016

Franks, R and Galassi, M, 'War of Words: Writing Conflict in the Works of Miles Franklin', in Bacon, E, Hecq, D and Walker, A (Eds), *Writing the Ghost Train*, 20th Australasian Association of Writing Programs Conference papers, 2015

Franks, R, '"A World of Fancy Fiction and Fact": Crime Fiction and True Crime in the Frank C Johnson Archive at the State Library of NSW', 6th Annual International Conference of the Popular Culture Association of Australia and New Zealand proceedings, 2015

Franks, R, 'A True Crime Tale: Re-imagining Governor Arthur's Proclamation Board for the Tasmanian Aborigines', in Franks, R, Dwyer, S and Rall, DN (Eds), *M/C: A Journal of Media and Culture: Themed Issue – Re-imagine* 18(6), 2015

Franks, R, 'Bodies in Libraries: Utilising Crime Fiction to Explore the History of Libraries', re-working of Jean Arnot Memorial Fellowship 2015 winning essay, in Harvey, R (Ed.), *Australian Library Journal: Special Issue — Selected Papers from the 11th Library History Forum* 64(4), 2015

Joseph, M, Galassi, M and Thorpe, K, 'ATSILIRN Protocols and Working Respectfully with Indigenous Collections', *Q & A, Blog Every Day in June Day 16*, 2015

Morley, S, 'Planting Dreams', *Our Gardens* (published by the Garden Clubs of Australia) 70, Spring 2016

Riley, M, 'Australia's Riviera: Culburra and the Central South Coast Holiday', room brochure for Max Dupain exhibition, Shoalhaven City Arts Centre & Regional Art Gallery, Nowra, December 2015 – January 2016

Rolls, A, and Franks, R (Eds), *Crime Uncovered: The Private Investigator*, Bristol: Intellect/University of Chicago Press, 2016

Thorpe, K, Galassi, M and Franks, R, 'Exploring Power: Aboriginal Artefacts and Records in Australian Libraries and Archives', European Conference on Literature and Librarianship papers, Brighton, England, 2015

Wishart, A, 'Token of Respect', *Silver Society of Australia Newsletter*, June 2016

SELECTED PRESENTATIONS

Anemaat, L, 'Natural Curiosity: Art of the First Fleet', Royal Botanic Gardens National Volunteers Conference, Sydney, 24 September 2015

Billington, L and Ermita, E, 'One System to Rule Them All: An Epic Journey to Manage Our Collections', International Group of Ex Libris Users Conference, Budapest, 2–4 September 2015

Bray, P, 'DX Lab Loom', Linked Open Data in Libraries Archives and Museums Summit, Sydney, 29–30 June 2015

Bray, P and Boyce, J (Grumpy Sailor), 'Loom. Every Thread Has A Story: Removing the Search Box, What and Why?', Electronic Visualisation and the Arts Australasia Conference, University of Canberra, 5–6 March 2016

Bray, P and Denoon, L, 'Finding the Innovation Sweet-Spot', Australian Library and Information Association Leadership and Innovation Forums, Sydney, 3 December 2015

Bray, P, and Denoon, L, 'What's This Lab About Anyway?', Museums and the Web Asia Conference, Melbourne, 5–9 October 2015

Bray, P and Curr, K, 'Building the DX Lab from Scratch: What Is This and Why Do It?', National Digital Forum, New Zealand, 13–14 October 2015

Bray, P and Curr, K, 'DX Lab: What Is It and Why Do It?', Interactive Design Association, Sydney, 26 November 2015

Briggs, R, Carr, A and Franks, R, 'A Sporting Chance: Indigenous Sports Collections at the State Library of NSW', Biennial Conference of the Australian Society for Sports History, Darwin, 1–3 July 2015

Cassidy, D, 'Dr Perfectionist: or How I Learned to Stop Worrying and Love the Quantity', Australian Sound Recordings Association Conference, Sydney, 18–20 November 2015

Coleman, C, 'Managing the Large Scale Digitisation of Audio Visual Collections', National Film and Sound Archive / UNESCO World Day for Audiovisual Heritage, *Digital Directions: Archiving into the Future*, Canberra, 27 October 2015

Edmonds, Elise, 'A Collecting Legacy', Australian Historical Association Conference: Foundational Histories, Sydney, 6–10 July 2015

Edmonds, Elise, 'A Collecting Legacy', Teacher Librarian conference, Abbotsleigh, Sydney, 13 August 2015

Franks, R and Neville, R, 'State Library of NSW: Partner Storyteller and Enriching Well of Resources', Literary Studies Convention: Conference of the Australasian Association for Literature, Wollongong, Australia, 7–11 July 2015

Franks, R, 'Murder Across the Board: Murder boards as an "in between" space for the dead on popular television', Inaugural Conference of the Australasian Death Studies Network, Noosa, 12 October 2015

Franks, R, 'A Culture of Popular Publishing: An Interdisciplinary Approach', New Frontiers, UNSW School of Arts and Media Symposium, Sydney, 28 September 2015

Franks, R, 'A Body in the Library?: Collecting Crime Fiction', City of Sydney Public Library (Glebe Branch), 13 August 2015

Galassi, M and Thorpe, K, 'Diversity, Recognition, Respect: Embedding Indigenous Services at the State Library of NSW, Australia', IFLA World Library & Information Conference, Cape Town, South Africa, 21–27 August 2015

Holz, W, 'Gems of the Mitchell Library', NSW and ACT Association of Family History Societies Annual Conference, Port Macquarie, 11–13 September 2015

Hone, S, 'Muslims and CALD: Oral Histories at the State Library of NSW', National Oral History Australia Conference, Perth, 9–12 September 2015

Hughes, K, 'Synchrotron source X-ray fluorescence mapping of colonial Australian gilded natural history watercolours', poster, ICOM-CC Graphic Documents Working Group Meeting, Paris, 1–2 June 2016

Joseph, M, 'New Ways of Looking and Sharing', ALIA National Library and Information Technicians' Symposium, Hobart, 2–4 September 2015

Joseph, M, 'Flexibility and Adaptation in Times of Change', ALIA Top End Symposium, Darwin, 16–17 October 2015

Morley, C, Forsyth, E, O'Grady, K, 'New South Wales Public Libraries and State Wide research', 8th International Evidence Based Library and Information Practice Conference, Brisbane, 6–8 July 2015

Morley, C, 'Fit for the Future and NSW Public Libraries', Local Government NSW Arts and Culture Forum, NSW Parliament House, 29 April 2016

Neville, R, 'How do we leverage research infrastructure to build data bridges between GLAMs and DH researchers in universities?', panel session at Digital Humanities Australia conference, Hobart, 23 June 2016

Patton, M, 'Turning Digital: Digitisation and the Legacy of David Scott Mitchell', Annual Conference of the Bibliographical Society of Australia and New Zealand, Melbourne, 25–27 November 2015

Reddacliff, A and Franks, R, 'The Militant Suffragette: Memoir of a Political Movement or a True Crime Tale?', Annual International Conference of the Popular Culture Association of Australia and New Zealand, Sydney, 29 June – 1 July 2016

Riley, M, 'Pictures Wanting Life: Post-mortem and Mourning Portraiture in Australia', Inaugural Conference of the Australasian Death Studies Network, Noosa, 11 October 2015

Riley, M, 'A Woman of Opinion: Sylvia Ashby & the Ashby Research Service', Popular Culture Association of Australia and New Zealand Conference, Sydney, 29 June 2016

Sentance, N, 'Engaging with Communities: What Indigenous Services has done to make the State Library of NSW more accessible to Indigenous Australians', ALIA National Library & Information Technicians' Symposium, Hobart, 2–4 September 2015

Somes, B, 'Why What How: Collecting Social Media', Vivid Sydney – Beyond the Physical, Reimagining Digital Experiences in Galleries, Libraries, Archives and Museums, Sydney, 27 May 2016

Thorpe, K, and Franks, R, 'Indigenous Collections: From Facilitation to Collaboration', Research Applications, Information and Library Studies Conference, Sydney, 22–24 July 2015

Government information (public access)

As a NSW Government agency, the State Library is required to comply with the *Government Information (Public Access) Act 2009* (GIPA Act). The State Library is committed to openness and transparency in carrying out its functions, providing a significant amount of information about our operations, services, activities and policies to the community via our website.

REVIEW OF PROACTIVE RELEASE PROGRAM

Under section 7(1) of the GIPA Act, the State Library is authorised to proactively release any government information that it holds, so long as there is no overriding public interest against disclosure.

As part of our proactive release program, we review our information as it is produced and make it available online where appropriate and as soon as practicable. During the reporting period, a range of administrative procedures, program and project information was released proactively online, in addition to information already available on our website.

NUMBER OF ACCESS APPLICATIONS RECEIVED

The Library received no formal access applications in 2015–16.

NUMBER OF REFUSED ACCESS APPLICATIONS FOR SCHEDULE 1 INFORMATION

Not applicable during the reporting period.

STATISTICAL INFORMATION ABOUT ACCESS APPLICATIONS

The following statistical tables are provided in accordance with Schedule 2 of the Government Information (Public Access) Regulation 2009 issued under the GIPA Act.

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not for profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	0
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the Act

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of the Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	0

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by ADT	0	0	0
Total	0	0	0

* The Information Commissioner does not have the authority to vary decisions, but can make recommendation to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

WHERE TO FIND MORE INFORMATION

Information on the various means of accessing Library corporate information under the GIPA Act can be found at <http://www.sl.nsw.gov.au/right-to-information>.

Informal requests, formal applications or questions on the operation of the GIPA Act at the Library are to be directed to:

Right to Information Officer
 State Library of NSW
 Macquarie Street
 Sydney NSW 2000
 Telephone: (02) 9273 1796
 Fax: (02) 9273 1255
 Email: rti.library@sl.nsw.gov.au

Please note that a valid access application cannot be made for information that is contained in a record that forms part of the State Library's collections, as defined in Schedule 4 (clause 13) of the GIPA Act.

Privacy management plan

The *Annual Reports (Statutory Bodies) Act 1984* (clause 10) requires a statement of action taken by the Library in complying with the requirements of the *Privacy and Personal Information Protection Act 1998* (PIIP Act), and statistical details of any review conducted by, or on behalf of, the Library under Part 5 of that Act.

The Library supports the objectives of the privacy laws and is committed to the ongoing protection of personal information through our normal protocols, privacy management program, compliance strategies, policies and procedures.

The Library's Privacy Management Plan outlines how the organisation complies with the PIIP Act and the *Health Records and Information Privacy Act 2002* (HRIP Act).

Mechanisms are in place to make staff aware of their privacy obligations under the PIIP and HRIP Acts. On joining the Library, new staff and contractors are briefed on their obligations in complying with the privacy principles. In addition, timely advice was provided to staff on privacy matters affecting staff and clients; and a number of Library policies were reviewed and, where necessary, updated to incorporate privacy requirements.

The Privacy Management Plan and related privacy information, web privacy statement and forms are available on the Library's website at <<http://www.sl.nsw.gov.au/privacy>>. Requests for access to personal information held by the Library may be made by contacting:

Privacy Contact Officer
State Library of NSW
Macquarie Street
Sydney NSW 2000
Tel: (02) 9273 1796
Fax: (02) 9273 1268
Email: privacy.library@sl.nsw.gov.au

STATISTICAL DETAILS ON ANY REVIEW CONDUCTED UNDER PART 5 OF THE PIIP ACT

A person aggrieved by the conduct of the Library is entitled to seek an 'internal review' if they believe the Library has breached its privacy obligations. No internal reviews were conducted under Part 5 of the PIIP Act by or on behalf of the State Library during the reporting period.

Public interest disclosures

The Library is required to prepare an annual report on obligations under the *Public Interest Disclosures Act 1994* (PID Act).

The Library has a strong commitment to ethical conduct as a core value together with integrity, honesty, fairness and impartiality in all operational activities and is committed to protecting public officials who make disclosures about wrongdoing in the public sector.

In 2015–16, the Library applied the Department of Trade and Investment's *Internal Reporting – Public Interest Disclosure Policy and Procedures*, with the State Librarian & Chief Executive listed as a PID Receiver.

As an executive agency, the Library must have its own PID policy including roles and responsibilities, and this is currently being developed for release during 2016–17. The policy will incorporate changes to our Code of Ethics and Conduct, which has been revised in line with the ethical framework for NSW government sector employees.

The following actions have been taken to ensure that staff are aware of the policy and protections available:

- the Fraud and Corruption Prevention Policy and Whistleblower Procedures are included in our induction program and Code of Ethics and Conduct training
- there are links on the staff intranet to the Department's PID policy and procedures and the Library's Whistleblower Protection Procedures and Fraud and Corruption Prevention Policy

STATISTICAL INFORMATION ON PIDS

No public interest disclosures (PIDs) by public officials were made directly to the Library's PID receiver, no PIDs were received and no PIDs were finalised by the Library in 2015–16.

Multicultural service delivery

The Cultural Diversity Strategy 2016–19 was approved by Executive in June 2016. The new strategy builds on the work of the Cultural Diversity Strategy 2012–15. Key activities planned under the strategy include:

- extending the Library’s successful program of events during Multicultural March to a program of events throughout the year
- better focusing resources by identifying priority communities or languages based on Australian Bureau of Statistics demographic data and visitor data, to be reviewed annually — the priority languages chosen were Arabic, Hindi, Cantonese and Mandarin
- better marketing and promotion of the Library’s services and programs to culturally and linguistically diverse (CALD) audiences
- providing advice and training to public library staff on engaging with newly arrived migrant communities
- developing a strategic partnership with Multicultural NSW to share networks and resources.

Achievements against key performance indicators and the result of evaluations

ORGANISATIONAL CAPACITY BUILDING

The Library is committed to building on past achievements and providing new opportunities to enhance services, and improve access and outcomes for CALD communities. As part of this commitment the Library Council endorsed the establishment of the Cultural and Linguistic Advisory Board to assist it to better respond to the unique cultural and linguistic challenges of CALD communities. The Advisory Board held its first meeting on 19 October 2015.

CULTURALLY RESPONSIVE SERVICES

Achievements in this area included:

- launching Readit Air, an audio reader which can scan, magnify and read in over 15 languages, and is designed to help people with vision impairment
- coordinating a program of community events, talks, tours and displays for Multicultural March — over 500 people attended 13 events featuring Jewish, Italian, Turkish/ Armenian, Pakistani, Cantonese, Mandarin, Arabic, Hindi, Bengali and Romanian communities
- offering tours of the Library in Mandarin, Arabic and Hindi as part of Multicultural March celebrations
- displaying a recent acquisition, a selection of D-Mo Zajac’s intimate photographs of the Jewish community in Sydney

- developing a new distributed model for sharing the multicultural collection with public libraries — the model makes more of the multicultural collection available in public libraries through long-term loans, resulting in better access for local communities to items in particular languages — two ‘Centre of Excellence’ pilots for the Italian and Gujarati collections were also commenced
- conducting Library orientation programs for 20 ESL groups with a total of 376 students
- commissioning nine oral histories documenting multicultural communities, including immigrants from Cambodia and people of Islamic faith.

COMMUNICATION

The Library visitors’ guide and map were translated into five languages: Arabic, Chinese Simplified (Mandarin), Chinese Traditional (Cantonese), Hindi and Korean. Readit Air was promoted to community organisations and specialist health organisations.

PARTNERSHIPS

The Library develops partnerships and collaborations with multicultural communities to ensure that its services are relevant and meet the needs of the diverse population of NSW.

This year these partnerships included a collaboration with the University of NSW to collect oral histories, documents, films, letters and other materials relating to post-Second World War Greek migrants in Australia. The oral histories will include interviews with up to 200 Greek Australians who migrated to Australia between 1947 and 1972. At the conclusion of the project, the materials will be transferred to the Library, where they will be preserved and made accessible.

The Library also worked with the Lebanese Muslim Association, an organisation based in Western Sydney, which has a focus on supporting young people. The Library provided a venue for the Stand Tall Speak Out poetry slam event, and will collect the organisation’s *YouThink* magazine, which provides a platform for young Muslims to be heard.

Pathways between government agencies

The Library provides services to NSW public libraries to support service delivery to multicultural communities across NSW:

- The Multicultural Collection, with more than 63,000 items in 43 languages, is available for public libraries to lend to their clients. This year 101,458 loans were made to public libraries. The collection also supports the delivery of home library services, with loans of audio books and large print in community languages to 25 nursing homes with a high population of multicultural clients.
- The Library provides specialist advice to public libraries to assist them in developing their multicultural collections. The Library also coordinates the Multicultural Purchasing Collective, which provides an efficient and cost-effective means for public libraries to purchase books in languages other than English. This year, 13,179 books were purchased by 32 public libraries through the cooperative.
- The Tech Savvy Seniors program was delivered to over 5000 participants in eight community languages and English in 48 public libraries in Sydney and regional NSW. The Library receives funding from the NSW Government (Department of Family and Community Services) and Telstra, and works in partnership with the Ethnic Communities Council of NSW to deliver training in community languages in public libraries.

Services for humanitarian entrants

Highlights in this area included:

- a partnership with the Australian Red Cross Tracing Service to assist in coordinating awareness through public libraries in NSW – the tracing service focuses on restoring family links for people who have been separated by war, conflict, disaster or migration
- hosting the Syrian Refugee Forum on 15 March 2016 for public libraries and community organisations with representation from: Settlement and Multicultural Affairs NSW State Office, Settlement Services International (SSI), Core Multicultural Services, NSW Multicultural Health Communication Service, Australian Red Cross Tracing Services and the State Library's Legal Information Access Centre (LIAC)
- Cultural Awareness training, with a focus on refugees, for 40 public library staff in May 2016.



NSW public libraries

Legislation

Across NSW there are 367 public library buildings, with a further 67 satellite locations, and 21 mobile libraries that provide services to approximately 500 smaller and isolated communities. The Library works with local libraries to develop quality services, build skills and expertise in the library workforce and ensure library buildings, technology and facilities meet the needs of diverse communities across NSW. The Library does this by administering the annual public library grants and subsidies program and by supporting and advising public libraries on innovative service developments and provision.

Following the proclamation of council mergers on 12 May 2016, the State Library began assisting affected public libraries, including with strategies to stage the integration of library services. To date the advice has been about service specifications compliant with the Library Act and industry trends, future structures, systems, building needs and agreements.

The Library directly supports Library Council's Objects and Duties under the *Library Act 1939*.

OBJECTS (LIBRARY ACT 1939 S4A)

The objects of the Council are:

- (a) to promote, provide and maintain library services and information services for the people of New South Wales through the State Library and through cooperation with local libraries
- (b) to advise the Minister and local authorities on matters of policy and administration relating to library services and information services that are or may be provided through local libraries
- (c) to advise the Minister on the provision of assistance to local libraries.

DUTIES (LIBRARY ACT 1939 S5)

It shall be the duty of the Council:

- (a) to make or cause to be made careful inquiry into the administration and management of every local library which is provided, controlled and managed by a local authority which has adopted this Act
- (b) to cause every local library which is provided, controlled and managed by a local authority which has adopted this Act, to be inspected from time to time
- (c) to report to the Minister as to the sums required to be provided in each year to meet the cost of subsidies payable under this Act.

PUBLIC LIBRARY USE

Key indicators demonstrate that public libraries are highly valued and heavily utilised by their communities. Both onsite and online visits to libraries are growing, including events attendance and internet use. The popularity of public libraries and the growth in digital and online access have continued as 2015 figures show:

- 35 million visits to libraries
- 43 million loans including more than 600,000 ebook loans
- onsite internet access (including WiFi) grew to 9.58 million sessions
- 11 million website visits
- 74,000 public programs and events, attended by 1,600,000 people.

Grants and subsidies

Public library funding strategy 2015–16

The NSW Government provided \$27,518,000 in 2015–16 to assist local authorities to provide public library services. The funds were managed and allocated by the Library in accordance with the *Library Act 1939*, the Library Regulation 2010 and the Public Library Funding Strategy as approved by the Minister for the Arts, as follows.

1	Subsidy: \$1.85 per capita As prescribed by the Library Regulation 2010 Total population served 7,515,285	\$13,903,277
2	Disability & Geographic Adjustment Councils allocate at least 30% of this payment to local priority projects in the areas of buildings, collections, technology, promotion and research.	\$6,591,610
3	NSW.net Subsidises internet infrastructure, connectivity and content for NSW public libraries	\$1,940,000
4	Outback Letterbox Library The Outback Letterbox Library service is operated by Broken Hill City Council on behalf of residents of the Unincorporated Area of NSW and Central Darling Shire.	\$100,000
5	Strategic Network Projects Projects that support the development of the NSW public library network, including multicultural cooperative services, Find Legal Answers services to public libraries, professional development, research, statistical collection and dissemination, travel subsidies, sector-wide communication and programs.	\$337,113
6	State Library services to public libraries Funding to support the delivery of services from the Library to public libraries	\$646,000
7	Public Library Infrastructure Grant Fund Year 2 of a four-year program	\$4,130,000*
	TOTAL	\$27,648,000

*Note: \$130,000 of the Public Library Infrastructure Grant Fund was carried forward from 2014-15.

STATE FUNDING FOR PUBLIC LIBRARIES AND LOCAL GOVERNMENT VOTED EXPENDITURE

Council	Population 2014	State funding subsidy & disability/ geographic adjustment 2015/16	Total local government expenditure voted July 2015 to June 2016	per head
		\$	\$	\$
Albury	51,082	135,254	2,870,966	56.20
Armidale Dumaresq	25,327	85,356	1,830,708	72.28
Ashfield	44,498	117,652	2,045,176	45.96
Auburn	85,446	222,347	3,219,123	37.67
Ballina	41,644	111,908	1,605,000	38.54
Balranald	2,400	19,146	70,163	29.23
Bankstown	200,357	490,436	9,627,382	48.05
Bathurst	41,682	123,910	1,476,611	35.43
Bega Valley	33,468	103,928	1,490,000	44.52
Bellingen	13,032	49,055	649,011	49.80
Berrigan	8,413	38,245	612,840	72.84
Blacktown	332,424	821,793	10,252,605	30.84
Bland	5,994	31,485	317,083	52.90
Blayney	7,409	32,907	167,819	22.65
Blue Mountains	79,688	205,316	2,600,858	32.64
Bogan	3,076	22,367	163,687	53.21
Bombala	2,422	19,781	84,463	34.87
Boorowa	2,602	20,871	86,843	33.38
Botany Bay	44,742	118,353	1,667,770	37.28
Bourke	2,973	21,795	241,100	81.10
Brewarrina	1,931	19,914	64,924	33.62
Broken Hill	19,048	65,209	724,411	38.03
Burwood	36,053	99,072	1,827,565	50.69
Byron	32,119	89,995	1,747,200	54.40
Cabonne	13,776	49,095	403,740	29.31
Camden	67,084	174,435	2,678,600	39.93
Campbelltown	156,572	384,130	4,428,400	28.28
Canada Bay	87,480	236,394	3,815,013	43.61
Canterbury	150,626	375,073	4,841,584	32.14
Carrathool	2,795	21,054	438,545	156.90
Cessnock	54,979	146,533	1,361,775	24.77
Clarence Valley	51,003	198,375	1,027,096	20.14
Cobar	5,111	31,531	362,034	70.83
Coffs Harbour	72,382	184,078	2,010,468	27.78
Conargo	1,535	27,086	54,810	35.71
Coolamon	4,308	25,071	178,353	41.40
Cooma-Monaro	10,216	41,155	299,836	29.35
Coonamble	4,292	25,389	252,620	58.86
Cootamundra	7,749	33,932	465,979	60.13
Corowa	11,455	47,900	537,134	46.89
Cowra	12,574	44,664	319,113	25.38
Deniliquin	7,437	33,494	563,680	75.79
Dubbo	41,573	111,814	1,917,275	46.12
Dungog	9,108	36,622	206,463	22.67
Eurobodalla	37,643	112,264	1,725,072	45.83
Fairfield	203,109	504,113	6,082,085	29.94

STATE FUNDING FOR PUBLIC LIBRARIES AND LOCAL GOVERNMENT VOTED EXPENDITURE (CONTINUED)

Council	Population 2014	State funding subsidy & disability/ geographic adjustment 2015/16	Total local government expenditure voted July 2015 to June 2016	per head
		\$	\$	\$
Forbes	9,759	38,425	316,322	32.41
Gilgandra	4,440	24,180	294,577	66.35
Glen Innes Severn	8,966	51,609	628,114	70.06
Gloucester	5,064	27,200	189,921	37.50
Gosford	171,992	426,227	5,522,716	32.11
Goulburn Mulwaree	29,376	93,003	1,324,688	45.09
Great Lakes	36,499	109,928	7,435,764	203.73
Greater Hume	10,258	58,996	479,944	46.79
Greater Taree	48,941	130,057	2,516,250	51.41
Griffith	25,811	79,941	901,406	34.92
Gundagai	3,755	23,277	169,172	45.05
Gunnedah	12,826	46,524	566,482	44.17
Guyra	4,619	26,040	157,121	34.02
Gwydir	5,080	41,677	242,667	47.77
Harden	3,751	23,558	183,512	48.92
Hawkesbury	65,527	173,629	2,698,249	41.18
Hay	2,989	21,320	270,200	90.40
Hills, The	187,703	457,996	5,479,238	29.19
Holroyd	111,100	275,683	3,237,221	29.14
Hornsby	168,614	413,046	7,825,901	46.41
Hunters Hill	14,689	47,324	644,209	43.86
Hurstville	85,886	214,853	5,603,379	65.24
Inverell	16,846	57,300	1,109,611	65.87
Jerilderie	1,519	14,949	175,034	115.23
Junee	6,297	29,633	351,679	55.85
Kempsey	29,643	85,709	847,273	28.58
Kiama	21,314	63,349	1,315,857	61.74
Kogarah	61,030	155,694	2,970,119	48.67
Ku-ring-gai	120,978	298,294	4,436,560	36.67
Kyogle	9,531	37,596	389,396	40.86
Lachlan	6,775	34,932	280,051	41.34
Lake Macquarie	202,676	498,315	10,465,374	51.64
Lane Cove	34,807	92,336	3,552,560	102.06
Leeton	11,595	45,405	502,339	43.32
Leichhardt	58,136	147,794	2,820,000	48.51
Lismore	44,629	116,009	1,646,300	36.89
Lithgow	21,249	64,568	1,875,353	88.26
Liverpool	199,928	505,421	8,239,081	41.21
Liverpool Plains	7,819	38,391	270,380	34.58
Lockhart	3,080	19,563	108,381	35.19
Maitland	75,170	192,546	3,698,907	49.21
Manly	44,786	116,141	1,680,321	37.52
Marrickville	83,356	208,485	4,769,471	57.22
Mid-Western	24,017	90,833	1,082,084	45.05
Moree Plains	14,092	54,186	410,268	29.11

Council	Population 2014	State funding subsidy & disability/ geographic adjustment 2015/16	Total local government expenditure voted July 2015 to June 2016	per head
		\$	\$	\$
Mosman	30,276	82,429	2,936,230	96.98
Murray	7,466	37,627	192,903	25.84
Murrumbidgee	2,528	20,167	51,869	20.52
Muswellbrook	17,045	57,545	745,181	43.72
Nambucca	19,655	63,173	588,600	29.95
Narrabri	13,764	50,122	619,917	45.04
Narrandera	5,961	28,646	378,659	63.52
Narromine	6,854	30,656	456,797	66.65
Newcastle	160,021	392,413	10,008,581	62.55
North Sydney	71,025	178,519	4,191,482	59.01
Oberon	5,327	26,847	234,612	44.04
Orange	41,431	110,195	2,395,696	57.82
Palerang	15,510	69,303	301,651	19.45
Parkes	15,217	52,389	778,053	51.13
Parramatta	189,932	464,107	8,252,735	43.45
Penrith	194,134	474,758	6,945,382	35.78
Pittwater	63,338	160,037	2,834,063	44.75
Port Macquarie-Hastings	77,481	197,822	2,737,535	35.33
Port Stephens	69,728	186,896	1,717,674	24.63
Queanbeyan	40,858	112,572	1,391,961	34.07
Randwick	143,776	353,809	9,047,876	62.93
Richmond Valley	22,983	86,098	670,384	29.17
Rockdale	108,072	268,327	3,538,542	32.74
Ryde	114,598	283,304	6,513,651	56.84
Shellharbour	68,762	174,498	2,206,224	32.08
Shoalhaven	99,016	264,210	2,624,130	26.50
Singleton	23,884	71,444	1,927,311	80.69
Snowy River	8,069	39,561	206,496	25.59
Strathfield	39,481	108,591	1,551,893	39.31
Sutherland	225,070	548,295	6,738,930	29.94
Sydney	198,331	494,058	11,137,840	56.16
Tamworth	60,495	209,869	2,464,968	40.75
Temora	6,050	28,888	306,976	50.74
Tenterfield	6,980	34,520	364,120	52.17
Tumbarumba	3,578	23,246	207,350	57.95
Tumut	11,375	42,367	319,053	28.05
Tweed	91,210	246,580	856,521	9.39
Upper Hunter	14,658	75,740	494,431	33.73
Upper Lachlan	7,761	44,672	394,289	50.80
Uralla	6,408	29,800	150,550	23.49
Urana	1,147	14,081	48,614	42.38
Wagga Wagga	62,799	159,972	1,991,795	31.72
Wakool	3,990	25,366	235,800	59.10
Walcha	3,098	20,985	190,532	61.50
Walgett	6,840	35,252	245,786	35.93

**STATE FUNDING FOR PUBLIC LIBRARIES AND LOCAL
GOVERNMENT VOTED EXPENDITURE (CONTINUED)**

Council	Population 2014	State funding subsidy & disability/ geographic adjustment 2015/16	Total local government expenditure voted July 2015 to June 2016	per head
		\$	\$	\$
Warren	2,921	20,468	293,432	100.46
Warringah	155,289	380,336	6,727,307	43.32
Warrumbungle	9,786	54,109	643,303	65.74
Waverley	71,769	180,642	5,861,980	81.68
Weddin	3,709	23,653	177,114	47.75
Wellington	9,054	36,540	303,986	33.57
Wentworth	6,884	31,915	393,108	57.10
Willoughby	74,166	186,752	6,557,860	88.42
Wingecarribee	47,584	126,982	1,787,194	37.56
Wollondilly	47,084	131,034	1,382,137	29.35
Wollongong	206,794	505,730	12,334,422	59.65
Woollahra	58,619	148,690	4,536,433	77.39
Wyong	159,015	394,120	5,510,251	34.65
Yass Valley	16,433	63,818	437,345	26.61
Young	12,641	48,096	361,307	28.58
Total	7,515,285	20,494,887	328,597,257	

Public Library Infrastructure Grants

The Public Library Infrastructure Grants program will provide \$15 million over four years from 2014–15 to improve public library buildings and IT infrastructure. The amount of \$4,130,000 was available for allocation in 2015–16, including \$130,000 carried forward from 2014–15.

All NSW local councils were invited to apply for Public Library Infrastructure Grants on 24 September 2015, with applications due on 30 October 2015. The Library Council of NSW Grants Committee convened on 11 December 2015 to consider the applications and make recommendations.

The Library Council endorsed its recommendations for consideration by the Hon. Troy Grant, Deputy Premier and Minister for the Arts, on 18 December 2015. The Hon. Troy Grant announced the following successful grants under the program on 24 March 2016.

Council	Project	Project Type	Grant
Albury	Albury's Youth Library Space Development	Building	\$86,000
Bathurst	Renew, Refresh Revitalise: Refurbishment of Bathurst Library	Building	\$200,000
Bega	Completing the RFID Revolution	Technology	\$94,601
Camden	Oran Park Library and Community Resource Centre	Building	\$200,000
Clarence Valley	Go Mobile! Digital Library on Wheels	Mobile library	\$132,000
Cobar	Community meeting room and secure storage of the local and family history collection	Building	\$114,681
Coffs Harbour	Technology Access @ Coffs Harbour Libraries	Technology	\$43,580
Cooma Monaro	New Microform Reader/Scanner for the Local Studies/ Family History Room	Technology	\$15,894
Coonamble	Creating Spaces	Building	\$74,031
Eurobodalla	Narooma Library: Creating a Dynamic Community Space	Building	\$55,000
Fairfield	Cabramatta Library refurbishment and upgrade	Building	\$200,000
Gosford	Rebuilding Gosford City Library Public Internet Infrastructure	Technology	\$181,817
Hawkesbury	Library Reinvigoration: From Collecting to People Focus	Building	\$129,285
Holroyd	Stage two provision of RFID services Holroyd City Council Library Service	Technology	\$86,383
Kiama	Digital Asset Management System for Local Studies	Technology	\$60,521
Kogarah	Immersive Spaces: Engaging the Community with Information, Technology, Conversations and Culture	Building/ Technology	\$136,425
Lismore	Transaction to Interaction: RFID for Ballina, Byron, Lismore and Tweed	Technology	\$200,000
Lithgow	Lithgow Library Learning Centre: Reboot, Revitalise and Reimagine	Building/ Technology	\$118,027
Moree	Vibrant and Accessible Spaces and Places at Moree Community Library	Building/ Technology	\$200,000
Newcastle	Newcastle City Library: Revitalisation Project	Building	\$200,000

Council	Project	Project Type	Grant
Orange	RFID: Facilitating Enhanced Services for Central West Libraries (Orange, Cabonne, Blayney, Cowra, Forbes)	Technology	\$175,000
Port Stephens	Port Stephens Library RFID Implementation Project	Technology	\$112,050
Queanbeyan	Reaching Out: Taking the Library to the Community (Queanbeyan and Palerang)	Mobile library	\$172,902
Richmond Valley	Casino Library redesign	Building	\$177,230
Richmond Valley	RFID implementation for Casino, Kyogle and Evans Head	Technology	\$108,635
Shellharbour	Future-proofing Oak Flats Library	Building	\$200,000
Tweed	Room to Groove: The Expansion and Redesign of Tweed Heads Public Library	Building	\$200,000
Warren Shire	Warren Shire Library: Reconnecting the Community	Building	\$90,553
Warringham	Refurbishment and redesign of Dee Why Library	Building	\$200,000
Wollongong	Technology skills training and collaborative learning for Wollongong's unemployed	Technology	\$165,385
TOTAL (30)			\$4,130,000



Financial overview

Financial overview

FINANCIAL OVERVIEW

The Library Council of New South Wales is comprised of the Library Council of New South Wales (the parent entity), the State Library of New South Wales Foundation and the Library Council of New South Wales Staff Agency.

The surplus for the year was \$3.704 million compared with the budget for the same period of a deficit of -\$0.203 million and last year's surplus of \$6.227 million. The table below compares the 2015-16 actual result with the 2015-16 budget and the 2016-17 budget. Budget figures are as published in the NSW State Budget Papers.

Income	Budget 2016 \$'000	Actual 2016 \$'000	Budget 2017 \$'000
Sale of goods & services	1,895	1,584	1,601
Investment income	1,300	897	694
Grants & contributions	87,501	92,026	96,829
Other income	10	1,894	849
Total income	90,706	96,401	99,973
Less:			
Expenses			
Other expenses	47,033	51,555	48,816
Depreciation & amortisation	16,336	13,307	15,278
Grants & subsidies	27,518	27,821	28,322
Total expenses	90,887	92,683	92,416
Gain/(Loss) on Disposal	-22	-14	-22
Surplus/(deficit) for the year	-203	3,704	7,535

The favourable variance between the budget and actual in 2015-16 of \$3.9 million is mainly represented by higher operating grants and reduced depreciation charges. This is offset by capital grants carried forward to 2016-17 and costs incurred in development of library infrastructure, adjustments to employee entitlements and ongoing organisational restructuring.

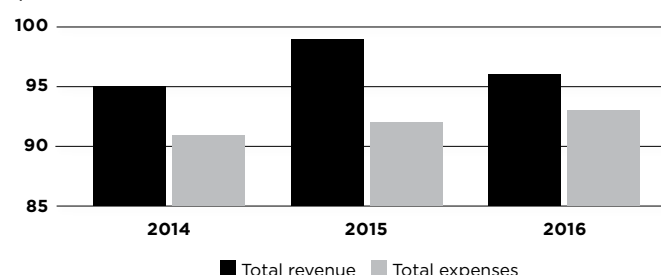
The following table and graph provide a three-year analysis of actual results for the Library.

Income	Actual 2014 \$'000	Actual 2015 \$'000	Actual 2016 \$'000
Sale of goods & services	2,056	1,831	1,584
Investment income	2,508	2,691	897
Grants & contributions	89,802	93,692	92,026
Other income	278	590	1,894
Total income	94,644	98,804	96,401
Less:			
Expenses			
Other expenses	50,545	49,825	51,555
Depreciation & amortisation	14,240	14,206	13,307
Grants & subsidies	26,497	27,488	27,821
Total expenses	91,282	91,519	92,683
Gain/(Loss) on disposal	-14	-1,058	-14
Surplus/(deficit) for the year	3,348	6,227	3,704

TOTAL REVENUE AND TOTAL EXPENSES

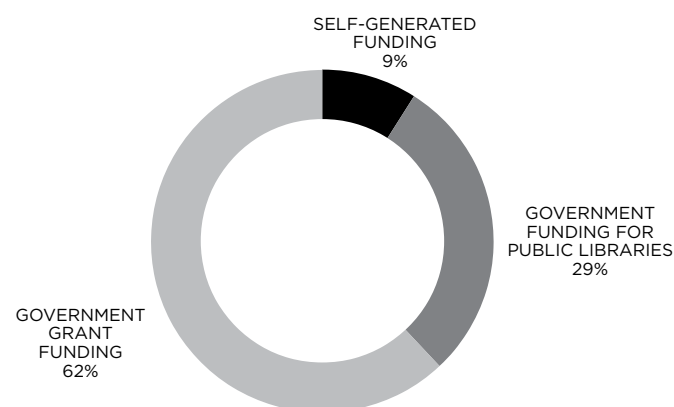
	2014 \$ millions	2015 \$ millions	2016 \$ millions
Total Revenue	95	99	96
Total Expenses	91	92	93

\$ millions



The Library has a number of sources of revenue which are categorised into government grant funding and self-generated. Approximately 9% of revenue is self-generated by the Library.

Sources of revenue	2016 \$'000	%
Self-generated funding	8,479	9%
Government funding for public libraries	27,732	29%
Government grant funding	60,190	62%
Total income	96,401	100%



Government grants comprise grants and subsidies paid by the Library to public libraries throughout NSW, recurrent, capital, employment related and other grants to operate the Library. Over the past three years the Library received the following government grants.

GOVERNMENT GRANTS

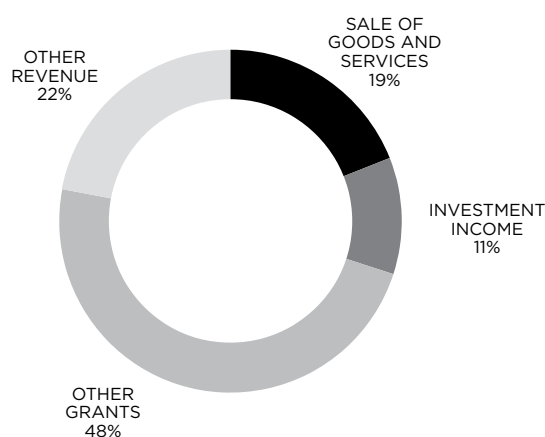
Government Grant Funding	Actual 2014 \$'000	Actual 2015 \$'000	Actual 2016 \$'000
Recurrent funding	37,604	40,742	38,924
Public libraries grants and subsidies funding	26,600	27,518	27,732
Capital funding	17,804	18,347	18,677
Employment grants (Crown)	2,540	3,136	2,589
Total Government Grant Funding	84,548	89,743	87,922

SELF-GENERATED REVENUE

Self-generated revenue includes donations, corporate sponsorships, bequests, sales of goods and services and investment income. Self-generated revenue by category over the past three years follows.

Self-Generated Revenue	Actual 2014 \$'000	Actual 2015 \$'000	Actual 2016 \$'000
Sale of goods & services	2,056	1,831	1,584
Investment income	2,508	2,691	897
Other grants	5,254	3,949	4,104
Other revenue	278	590	1,894
Total Self-Generated Revenue	10,096	9,061	8,479

Self-Generated Revenue	Actual 2016 \$'000	%
Sale of goods and services	1,584	18.68%
Investment income	897	10.58%
Other grants	4,104	48.40%
Other revenue	1,894	22.34%
Total Self-Generated Revenue	8,479	100%



EXPENSES

Total expenses increased by \$1.164 million in 2015-16, including an ongoing program of organisation restructuring and adjustments to provisions of employee entitlements.

Expenses	Actual 2014 \$'000	Actual 2015 \$'000	Actual 2016 \$'000
Personnel service expense	32,060	29,581	31,626
Other expenses	18,485	20,244	19,929
Depreciation expense	14,240	14,206	13,307
Grants & subsidies	26,497	27,488	27,821
Total expenses	91,282	91,519	92,683

CREDIT CARD CERTIFICATION

The Library had twenty-five credit cards issued during the year. No irregularities were recorded during the year in the use of corporate credit cards and the Library complied with the Premier's Memoranda and the Treasurer's Direction.

INVESTMENT PERFORMANCE

The Library's investments are managed by the NSW Treasury Corporation (T-Corp) in accordance with NSW Treasury requirements under the *Public Authorities (Financial Arrangements) Act 1987*. The product utilised by the Library is the Hour Glass Medium Term Growth Facility.

The value of financial assets within T-Corp's Hour Glass Medium Term Growth Facility is \$26.106 million as at 30 June 2016, compared with \$26.719 million at the end of the previous year. The Library achieved an investment return of 2.2% in its medium term growth facility in 2015-16.

Returns achieved by facility type over the past three years are shown in the following table.

Facility	2013-14 %	2014-15 %	2015-16 %
T-Corp - Medium Term Growth Facility	7.7%	7.4%	2.2%

PAYMENT OF ACCOUNTS

The Library's accounts payable performance in 2015-16 is shown below. The nature of payment arrangements and conclusion to contractual obligations by vendors/suppliers to the Library inevitably result in delays on some payments.

ACCOUNTS PAID ON TIME WITHIN EACH QUARTER

Quarter	Actual number %	Target number %	Total paid \$'000	Total paid on time \$'000
September 2015	86%	100%	16,725	14,448
December 2015	81%	100%	10,906	8,845
March 2016	84%	100%	32,370	27,144
June 2016	73%	100%	17,178	12,553

**ACCOUNTS PAYABLE PERFORMANCE AGED ANALYSIS
AT END OF EACH QUARTER**

Quarter	Current up to 30 days \$'000	30 days overdue \$'000	60 days overdue \$'000	More than 60 days overdue \$'000
September 2015	51	2	3	1
December 2015	128	0	0	2
March 2016	121	10	3	0
June 2016	1,722	364	36	16

OVERSEAS TRAVEL BY STAFF

Name	Destination	Period of Travel	Purpose	Cost, including to the State Library (excl GST)
Lynne Billington	Hungary	30/08/2015 - 07/09/2015	To present a conference paper at the International Group of Ex Libris Users Conference	\$3666
Euwe Ermita	Hungary	30/08/2015 - 07/09/2015	To present a conference paper at the International Group of Ex Libris Users Conference	\$3700
Louise Denoon	New York, USA	19/09/2015 - 04/10/2015	Residency at the New York City Library	\$8118 (Funded by Gordon Darling Foundation)
Kate Curr	Wellington, New Zealand	12/10/2015 - 15/10/2015	To present a conference paper at the National Digital Forum in Wellington at Te Papa Museum	\$1200
Paula Bray	Wellington, New Zealand	12/10/2015 - 15/10/2015	To present a conference paper at the National Digital Forum in Wellington at Te Papa Museum	\$1200
Alex Byrne	Wellington, New Zealand	11/11/2015 - 13/11/2015	Participate in a Panel at the 'Linked Up, Load and Literate: Libraries Enabling Digital Citizenship Seminar'	\$1155
Philippa Scarf	Wellington, New Zealand	11/11/2015 - 13/11/2015	Participate in a Panel at the 'Linked Up, Load and Literate: Libraries Enabling Digital Citizenship Seminar'	\$200 (Funded by the State Library) and \$955 (Funded by NSLA)
Vicki McDonald	London, United Kingdom	02/03/2016 - 14/03/2016	To attend the RLUK (Research Libraries UK) annual conference	\$6837
Kate Hughes	London, United Kingdom	25/03/2016 - 10/06/2016	Project at the NHM, research the <i>Endeavour</i> Journal and present at the International Council of Museums Committee for Conservation conference, attend a workshop entitled 'Watercolours: Examination, Process and Care' and visit the Ferdinand Bauer project	\$3911 (Funded by the State Library) and \$15,597 (Funded by the Churchill Fellowship)
Caroline Lorentz	Seattle, USA and Vancouver, Canada	05/03/2016 - 10/03/2016	To act as an accompanying courier for 10 State Library of NSW collection items	\$0 (Funded by the State Library) and \$8000 (Funded by Anchorage Museum)



Financial report 2015–16

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INDEPENDENT AUDITOR'S REPORT

Library Council of New South Wales

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of the Library Council of New South Wales (the Library), which comprise the statements of financial position as at 30 June 2016, the statements of comprehensive income, statements of changes in equity and statements of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the declaration of the Library and the consolidated entity. The consolidated entity comprises the Library and the entities it controlled at the year's end or from time to time during the year.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Library and the consolidated entity as at 30 June 2016, and of their financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015
- have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

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

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Library and the consolidated entity in accordance with the auditor independence requirements of:

- Australian Auditing Standards
- ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants' (the Code).

I have also fulfilled my other ethical responsibilities in accordance with the Code.

The PF&A Act further promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services.

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

The Library Council's Responsibility for the Financial Statements

The members of the Library Council are responsible for preparing financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and *the Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as the members of the Library Council determine is necessary to enable the preparation of financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members of the Library Council must assess the ability of the Library and consolidated entity to continue as a going concern unless the operations will be dissolved by an Act of Parliament or otherwise cease. The assessment must include, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibility for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements.

Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A further description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>.

The description forms part of my auditor's report.

My opinion does *not* provide assurance:

- that the Library or the consolidated entity carried out their activities effectively, efficiently and economically
- about assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented.



Margaret Crawford
Auditor-General of New South Wales

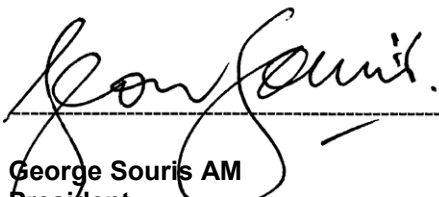

30 September 2016
SYDNEY

Statement in accordance with Section 41C (1C) of the *Public Finance and Audit Act, 1983*

Pursuant to Section 41C(1C) of the *Public Finance and Audit Act 1983*, and in accordance with a resolution of the members of the Library Council of New South Wales, on recommendation of the Audit and Risk Committee, we declare on behalf of the Library Council of New South Wales that, in our opinion:

- a) The accompanying financial statements have been prepared in accordance with:
 - i) applicable Australian Accounting Standards (including Australian Accounting Interpretations) and other mandatory professional reporting requirements,
 - ii) the requirements of the *Public Finance and Audit Act 1983 and Regulation 2015*,
 - iii) Treasurer's Directions issued by the Treasurer under section 9(2)(n) of the Act, and
 - iv) the *Australian Charities and Not-for-profits Commission Act 2012* and Regulation 2013
- b) The accompanying financial statements exhibit a true and fair view of the financial position and the financial performance of the Library Council as at 30 June 2016 and transactions for the year then ended.
- c) There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.
- d) There are reasonable grounds to believe that the Library Council of New South Wales is able to pay all of its debts as and when they become due and payable.

This declaration is made in accordance with the resolution of the Library Council and signed on behalf of the Council by:


George Souris AM
President
Library Council of New South Wales
Dr John Vallance
Member
Library Council of New South Wales

SYDNEY, 28th September 2016

Statement of comprehensive income

for the year ended 30 June 2016

	Notes	Consolidated			Parent Entity	
		Actual	Budget	Actual	Actual	Actual
		2016	2016	2015	2016	2015
		\$'000	\$'000	\$'000	\$'000	\$'000
Expenses excluding losses						
Personnel services	2(a)	-	-	-	30,949	29,232
Employee related expenses	2(b)	31,626	30,710	29,581	-	-
Other operating expenses	2(c)	19,929	16,323	20,244	19,770	20,130
Depreciation	2(d)	13,307	16,336	14,206	13,307	14,206
Grants and subsidies	2(e)	27,821	27,518	27,488	27,821	27,488
Total expenses excluding losses		92,683	90,887	91,519	91,847	91,056
Revenue						
Sale of goods and services	3(a)	1,584	1,895	1,831	1,584	1,831
Investment revenue	3(b)	897	1,300	2,691	554	1,514
Grants and contributions	3(c)	92,026	87,501	93,692	92,433	92,797
Other revenue	3(d)	1,894	10	590	1,744	453
Total revenue		96,401	90,706	98,804	96,315	96,595
Gain/(Loss) on Disposal	4	(14)	(22)	(1,058)	(14)	(1,058)
Net result		3,704	(203)	6,227	4,454	4,481
Other comprehensive income						
Items that will not be reclassified to net result						
Net increase/(decrease) in property, plant and equipment revaluation surplus	11	-	-	1,009,448	-	1,009,448
Total other comprehensive income		-	-	1,009,448	-	1,009,448
TOTAL COMPREHENSIVE INCOME		3,704	(203)	1,015,675	4,454	1,013,929

The accompanying notes form part of these financial statements

Statement of financial position

for the year ended 30 June 2016

		Consolidated			Parent Entity	
	Notes	Actual	Budget	Actual	Actual	Actual
		2016	2016	2015	2016	2015
		\$'000	\$'000	\$'000	\$'000	\$'000
Assets						
Current assets						
Cash and cash equivalents	7	2,693	2,225	5,900	1,867	4,545
Receivables	8	1,356	4,838	1,704	1,401	2,314
Inventories	9	226	170	214	226	214
Financial assets at fair value through profit or loss	10(a)	3,845	1,541	3,868	32	272
Total current assets		8,120	8,774	11,686	3,526	7,345
Non-current assets						
Financial assets at fair value through profit or loss	10(b)	22,261	23,262	22,851	10,648	10,224
Property, plant and equipment	11	3,410,385	3,393,672	3,412,644	3,410,385	3,412,644
Intangible assets	12	46,276	21,473	35,656	46,276	35,656
Total non-current assets		3,478,922	3,438,407	3,471,151	3,467,309	3,458,524
Total assets		3,487,042	3,447,181	3,482,837	3,470,835	3,465,869
Liabilities						
Current liabilities						
Payables	16	9,336	13,105	9,023	13,185	12,685
Provisions	17	3,867	4,774	3,691	-	-
Total current liabilities		13,203	17,879	12,714	13,185	12,685
Non-current liabilities						
Payables	16	-	-	-	101	89
Provisions	17	101	450	89	-	-
Total non-current liabilities		101	450	89	101	89
Total liabilities		13,304	18,329	12,803	13,286	12,774
Net assets		3,473,738	3,428,852	3,470,034	3,457,549	3,453,095
Equity						
Reserves		1,831,657	1,792,316	1,831,657	1,831,657	1,831,657
Accumulated funds		1,642,081	1,636,536	1,638,377	1,625,892	1,621,438
Total equity		3,473,738	3,428,852	3,470,034	3,457,549	3,453,095

The accompanying notes form part of these financial statements

Statement of changes in equity

for the year ended 30 June 2016

2016	Notes	Consolidated			Parent Entity		
		Accumulated Funds	Asset Revaluation Surplus	Total	Accumulated Funds	Asset Revaluation Surplus	Total
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1/7/2015		1,638,377	1,831,657	3,470,034	1,621,438	1,831,657	3,453,095
Net result for the year		3,704	-	3,704	4,454	-	4,454
Other comprehensive income							
Net increase/(decrease) in property plant & equipment		-	-	-	-	-	-
Total other comprehensive income		-	-	-	-	-	-
Total comprehensive income for the year		3,704	-	3,704	4,454	-	4,454
Balance 30/6/2016		1,642,081	1,831,657	3,473,738	1,625,892	1,831,657	3,457,549

The accompanying notes form part of these financial statements

Statement of changes in equity

for the year ended 30 June 2016 (continued)

2015	Notes	Consolidated			Parent Entity		
		Accumulated Funds	Asset Revaluation Surplus	Total	Accumulated Funds	Asset Revaluation Surplus	Total
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1/7/2014		1,632,150	822,209	2,454,359	1,616,957	822,209	2,439,166
Net result for the year		6,227	-	6,227	4,481	-	4,481
Other comprehensive income							
Net increase/(decrease) in property plant & equipment		-	1,009,448	1,009,448	-	1,009,448	1,009,448
Total other comprehensive income		-	1,009,448	1,009,448	-	1,009,448	1,009,448
Total comprehensive income for the year		6,227	1,009,448	1,015,675	4,481	1,009,448	1,013,929
Balance 30/6/2015		1,638,377	1,831,657	3,470,034	1,621,438	1,831,657	3,453,095

The accompanying notes form part of these financial statements

Statement of cash flow

for the year ended 30 June 2016

		Consolidated			Parent	
	Notes	Actual 2016 \$'000	Budget 2016 \$'000	Actual 2015 \$'000	Actual 2016 \$'000	Actual 2015 \$'000
Cash flows from operating activities						
Payments						
Personnel services		-	-	-	29,028	25,829
Employee related expenses		29,704	28,459	26,177	-	-
Grants and subsidies		27,816	27,518	27,488	27,816	27,488
Other		22,696	20,199	24,190	22,529	24,092
Total payments		80,216	76,176	77,855	79,373	77,409
Receipts						
Sale of goods and services		1,742	1,831	2,014	1,742	2,014
Cash flows from government		85,578	82,021	87,443	85,578	87,443
Other Grants and contributions		2,997	2,684	3,508	3,975	2,094
Interest received		326	1,000	814	322	794
Other		5,125	5,466	3,560	4,972	3,446
Total receipts		95,768	93,002	97,339	96,589	95,791
Net cash flows from operating activities	21	15,552	16,826	19,484	17,216	18,382
Cash flows from investing activities						
Proceeds from sale of financial assets at fair value through profit or loss	10(c)	2,820	720	1,100	48	-
Purchases of property, plant and equipment, collection assets and		(19,942)	(23,427)	(17,043)	(19,942)	(17,043)
Purchases of financial assets at fair value through profit or loss	10(c)	(1,637)	(700)	(1,665)	-	-
Net cash flows from investing activities		(18,759)	(23,407)	(17,608)	(19,894)	(17,043)
Net increase/(decrease) in cash and cash equivalents		(3,207)	(6,581)	1,876	(2,678)	1,339
Cash and cash equivalents at beginning of financial year		5,900	8,806	4,024	4,545	3,206
Cash and cash equivalents at end of financial year	7	2,693	2,225	5,900	1,867	4,545

The accompanying notes form part of these financial statements

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies

(a) Reporting entity

The Library Council of New South Wales (the Library) is a NSW government entity. The Library is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units. The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

The consolidated Library Council of New South Wales as a reporting entity, comprises all the entities under its control, namely: the Library Council of New South Wales (the parent entity), the State Library of New South Wales Foundation (the Foundation) and the Library Council of New South Wales Staff Agency (Staff Agency).

The Foundation's Trust Deed provides for monetary support for the development of the Australian cultural heritage collections of the Library. To benefit the Library, the Foundation also attracts and encourages donations, gifts, bequests, endowments, raises finance for the acquisition and preservation of objects of historic, educational and/or social interest, collections and artefacts. The Foundation maintains and supports the work of the Friends of the Library who are a vital part of the Library's operational and fundraising efforts.

The Staff Agency was created under the *Government Sector Employment Act 2013* to exercise employer functions of Government in relation to the State Librarian commencing 24 February 2014.

In the process of preparing the consolidated financial statements for the economic entity, consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.

These financial statements for the year ended 30 June 2016 have been authorised for issue by the Library Council on 28th September 2016.

(b) Basis of preparation

The entity's financial statements are general purpose financial statements which have been prepared in accordance with:

- applicable Australian Accounting Standards including Australian Accounting Interpretations,
- the requirements of the *Public Finance and Audit Act, 1983* and *Public Finance and Audit Regulation 2015*,
- the Financial Reporting Directions published in the Financial Reporting Code for NSW General Government Sector Entities or issued by the Treasurer, and
- the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*.

Property, plant and equipment and collection assets and financial assets 'at fair value through profit or loss' are measured at fair value. Other financial statement items are prepared on an accrual basis and prepared in accordance with the historical cost convention. Judgements, key assumptions and estimations management have made are disclosed in the relevant notes to the financial statements.

i. Going concern assumption

The financial statements have been prepared on a going concern basis which assumes that repayment of debts will be met as and when they fall due, without any intention or necessity to liquidate non-financial assets.

Whilst the parent entity's current liabilities exceed current assets by \$9.6 million at 30 June 2016, the Library Council members have determined the going concern assertion is valid for the 30 June 2016 financial statements on the basis of agreed contributions from its controlled entity (the State Library of NSW Foundation) and Government grants.

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

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies (continued)

(c) Statement of compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Insurance

The Library'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.

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

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

- i. the amount of GST incurred by the Library 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; and
- ii. receivables and payables are stated with the amount of GST included;

The net amount of GST recoverable from the Australian Taxation Office is included as a current asset in the Statement of Financial Position.

Cash flows are included in the cash flow statement on a gross basis. However, the GST components 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.

(f) Revenue recognition

Revenue is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for revenue recognition are:

i. Grants and contributions

Grants and contributions, including donations, donated collection materials, government grants and services provided free of charge are generally recognised as income when the Library obtains control over the assets comprising the grants and contributions. Control over grants and contributions is normally obtained upon the receipt of cash.

ii. Sale of goods

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

iii. Rendering of services

Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

iv. Investment income

Interest income is recognised using the effective interest method as set out in *AASB 139 Financial Instruments: Recognition and Measurement*. Rental revenue is recognised in accordance with *AASB 117 Leases* on a straight-line basis over the lease term. Royalty revenue is recognised in accordance with *AASB 118 Revenue* on an accrual basis in accordance with the substance of the relevant agreement. Imputation tax credits on investment income are recognised as revenue when the application for refund is approved by the Australian Taxation Office. Dividend revenue is recognised in accordance with *AASB 118 Revenue* when the right to receive the revenue is established.

1. Summary of significant accounting policies (continued)

(g) Assets

i. Acquisition of assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Library. Cost is the amount of cash or cash equivalents paid or the fair value of 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 Australia Accounting Standards.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and revenues at their fair value at the date of acquisition (refer Note 13).

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

The personnel services directly involved in the preservation and conservation of original materials, such that they become available and ready for use by the Library, are capitalised as part of collection assets and are not depreciated.

ii. Capitalisation thresholds

Property, plant and equipment and intangible assets costing \$5,000 and above individually, or forming part of a network or collection category costing more than \$5,000, are capitalised.

iii. Revaluation of property, plant and equipment

Physical non-current assets are valued in accordance with NSW Treasury's policy and guidelines paper TPP 14-1 'Valuation of Physical Non-Current Assets at Fair Value'. This policy adopts fair value in accordance with *AASB 13 Fair Value Measurement* and *AASB 116 Property, Plant and Equipment*.

Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legal permissible and financially feasible. The highest and best use must be available at a period that is not remote and take into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be feasible alternative use, where there are no restrictions on use or where there is feasible higher restricted alternative use.

Fair value of property, plant and equipment is based on a market participant's perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimises unobservable inputs. Also refer Note 13 and Note 14 for further information regarding fair value.

When an item of property, plant and equipment is revalued, the entire class of property, plant and equipment to which that asset belongs shall be revalued.

Non-specialised assets with short useful lives are measured at depreciated historical cost as an approximation of fair value. The entity has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

Each class of property, plant and equipment is revalued at least every five years and with sufficient regularity to ensure that the carrying amount of each asset in the asset class does not differ materially from its fair value at reporting date. The Collection assets revaluation was completed as at 30 April 2015 and was undertaken by an independent valuer. The last revaluation for Land and Buildings was conducted as at 31 January 2014 and was also based on an independent assessment. The next revaluation for Land and Buildings will occur in January 2017.

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies (continued)

(g) Assets (continued)

iii. Revaluation of property, plant and equipment (continued)

Fair value of land and buildings is determined from market-based evidence by appraisal undertaken by professionally qualified valuer. When revaluing land and buildings with reference to current prices for assets newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amounts and the related accumulated depreciation amounts are separately restated.

The Collection Assets were revalued based on market observations of prices for sales of collection items that were the same as or similar to items in the Library Collection. The accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset. The net amount is then increased or decreased by the revaluation increments or decrements to restate the new fair market amount.

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 net result, the increment is recognised immediately as revenue in the net result.

Revaluation decrements are recognised immediately as expenses in the net result 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.

iv. Impairment of assets

As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise. As property, plant and equipment is carried at fair value, impairment can only arise in the rare circumstances where the cost of disposal are material. Specifically, impairment is unlikely for not-for-profit entities given that AASB 136 modifies the recoverable amount test for non-cash generating assets of not-for-profit entities to the higher of fair value less costs of disposal and depreciated replacement cost, where depreciated replacement cost is also fair value.

v. Depreciation of property, plant and equipment

- i. Except for heritage and other collection assets, depreciation is provided for on a straight-line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Library. Useful lives, residual values and depreciation rates are reviewed on an annual basis.
- ii. All material separately identifiable component assets are depreciated over their shorter useful lives.

The following estimated useful lives are used in the calculation of depreciation:

Buildings	50 years
Plant and equipment	7 years
Computer equipment	4 years
Library IT system	4 years
Collection assets	see below

1. Summary of significant accounting policies (continued)

(g) Assets (continued)

v. Depreciation of property, plant and equipment (continued)

- iii. Collection assets are depreciated under both the diminishing balance (DB) and straight line bases according to the following major asset groupings:

Monographs, bound serials, microfilm and microfiche	60 years DB
Multicultural materials	3 years straight line
Audio visual/electronic resources	7 years straight line

The use of DB for monographs, bound serials, microfilm reels and microfiche is based on studies showing that usage is highest when an item is newly acquired and decreases over time, more rapidly in the earlier years than in the later, but never reaches the point of having no information value.

Even if rarely used there is utility in being able to refer to an historical item for a piece of information missing from other sources, or to use a particular item as part of a longitudinal survey or contextual data. Items in this asset group have a particularly long service life and DB reflects their pattern of use over their useful life.

The straight line depreciation method is for collection asset groups with much shorter service lives. Multicultural materials have continuing high levels of usage which impact service life and audio visual/electronic resources can incur, in addition to regular wear and tear, technical obsolescence. In both these two asset groups usage is more evenly distributed across their service life.

- iv. Land is not a depreciable asset. Certain heritage assets have an extremely long useful life, including original art works and collections and heritage buildings. Depreciation for these items cannot be reliably measured and, in these cases, depreciation is not recognised. The decision not to recognise depreciation for these assets is reviewed annually.

vi. Maintenance

The costs of day-to-day servicing 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.

vii. Leased assets

A distinction is made between finance leases, in which there is an effective transfer from the lessor to the lessee of 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, or, if lower, the present value of the minimum lease payments, at the inception of the lease. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are charged to the Statement of Comprehensive Income in the periods in which they are incurred.

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies (continued)

(g) Assets (continued)

viii. Intangible assets

The Library recognises intangible assets only if it is probable that future economic benefits will flow 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 its fair value at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be either finite or indefinite. The useful life of an intangible asset that is not being amortised is to be reviewed each period to ensure that the indefinite useful assessment continues to be appropriate.

Intangible assets with finite useful lives are amortised using the straight line method over the estimated useful life of years, amortisation period and method is to be reviewed at the end of each period.

Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the Library's intangible asset, the assets are carried at cost less any applicable accumulated amortisation.

The Library's project to build an online collection catalogue was completed and first capitalised in 2013-14. The catalogue, built on knowledge and skill, is updated regularly. It is therefore assessed to have an indefinite useful life and not amortised, but must be tested for impairment in accordance with *AASB136 Impairment of Assets*.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to the recoverable amount and the reduction is recognised as an impairment loss.

ix. Cash and cash equivalents

Cash and cash equivalents include cash on hand and deposits held at call with financial institutions and NSW Treasury Corporation.

x. 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 assets 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, less an allowance for any impairment of receivables. Any changes are accounted for in the Statement of Comprehensive Income when impaired, derecognised or through the amortisation process.

Short term receivables with no stated interest rate are measured at the original invoice value where the effect of discounting is immaterial.

xi. Inventories

Inventories are held for sale and are stated at cost, adjusted when applicable for any loss of service potential. A loss of service potential is identified and measured based on the existence of a current replacement cost that is lower than the carrying amount. Inventories are stated at the lower of cost and net realisable value. Cost is calculated using the weighted average cost method.

1. Summary of significant accounting policies (continued)

(g) Assets (continued)

xii. Investments

Investments are initially recognised at fair value plus, in the case of investments not at fair value through profit or loss, transaction costs. The entity determines the classification of its financial assets after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

Financial assets at fair value through profit or loss

The Hour-Glass Investment Facilities are designated at fair value through profit or loss using the second leg of the fair value option; i.e. these financial assets are managed and their performance is evaluated on a fair value basis, in accordance with a documented risk management strategy and the information about these assets is provided on that basis to the entity's key management personnel.

The movement in the fair value of the Hour-Glass Investment Facilities incorporates distributions received as well as unrealised movements in fair value and is reported in the line item 'Investment Revenue'.

(h) Liabilities

i. Trade and other payables

Trade and other payables represent liabilities for goods and services provided to the Library. These liabilities 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 original invoice amount where the effect of discounting is immaterial.

ii. Borrowings

Borrowings are loans not held for trading or designated at fair value through profit or loss and are recognised at amortised cost utilising the effective interest rate method. Gains or losses are recognised in the Statement of Comprehensive Income on derecognition.

The Library Council has no current borrowings.

iii. Employee benefits and other provisions

(a) Personnel services arrangements

All payments to employees and related obligations were incurred in the Staff Agency under the *Government Sector Employment Act 2013* and are classified as 'Personnel Services Expense' in the parent entity and 'Employee Related Expenses' in the consolidated financial statements.

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies (continued)

(h) Liabilities (continued)

iii. Employee benefits and other provisions (continued)

(b) Personnel services salaries and wages, annual leave, sick leave and on-costs

Liabilities for personnel services are stated as liabilities to the service provider, Staff Agency, 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 the amounts expected to be paid when the liabilities are settled.

Annual leave is not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits*. Actuarial advice obtained by Treasury has confirmed that the use of a nominal approach plus the annual leave on annual leave liability can be used to approximate the present value of the annual leave liability. The Library has assessed the actuarial advice based on its circumstances and has determined that the effect of discounting is immaterial to annual 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 the Staff Agency, are recognised as liabilities and expenses where the personnel services to which they relate have been recognised.

(c) Long service leave and superannuation

The entity's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity through the Staff Agency. The entity accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown Entity of employee benefits and other liabilities'.

Long service leave is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in NSWTC 15/09) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation oncosts for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the equivalent of 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 equivalent of employees' superannuation contribution.

(d) Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they related have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefit tax.

1. Summary of significant accounting policies (continued)

(i) Fair value hierarchy

A number of the entity's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable. Under AASB 13, the entity categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 – quoted prices in active markets for identical assets / liabilities that the entity can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The entity recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred. Refer Note 14 and 23 for further disclosures regarding fair value measurements of financial and non-financial assets.

(j) Equity and reserves

(i) Revaluation surplus

The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with the entity's policy on the revaluation of property, plant and equipment as discussed in note 1(g)iii.

(ii) Accumulated Funds

The category 'Accumulated Funds' includes all current and prior period retained funds.

(k) Budgeted amounts

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the primary financial statements are explained in Note 20.

(l) Comparative information

Comparative amounts are disclosed from year to year to ensure that consistency of presentation is maintained, except when an Australian Accounting Standard requires otherwise.

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies (continued)

(m) Changes in accounting policy, including new or revised Australian Accounting Standards

(i) Effective for the first time in 2015–16

The accounting policies applied in 2015–16 are consistent with those of the previous financial year except as a result of the new Australian Accounting Standard detailed below. The impact of these standard in the period of initial application is not material.

- AASB 2013-9 Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments (Part C – Financial Instruments)
- AASB 2014-1 (Part E) and AASB 2014-8 Amendments to Australian Accounting Standards regarding financial instruments
- AASB 2015-3 Amendments to Australian Accounting Standards arising from the Withdrawal of AASB 1031 Materiality

(ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise. Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2016 reporting period. The following new Accounting Standards and Interpretations have not yet been adopted and are not yet effective:

- AASB 14 and AASB 2014-1 (Part D) regarding Regulatory Deferral Accounts
- AASB 124 Related Party Disclosures
- AASB 1056 Superannuation Entities
- AASB 1057 and AASB 2015-9 Application of Australian Accounting Standards
- AASB 2014-3 Amendments to Australian Accounting Standards regarding accounting for acquisitions of interests in joint operations
- AASB 2014-4 Amendments to Australian Accounting Standards regarding acceptable methods of depreciation and amortisation
- AASB 2014-6 Amendments to Australian Accounting Standards regarding agriculture bearer plants
- AASB 2014-9 Amendments to Australian Accounting Standards regarding equity method in separate financial statements
- AASB 2014-10 and AASB 2015-10 Amendments to Australian Accounting Standards regarding Sale or Contribution of Assets between an Investor and its Associate or Joint Venture
- AASB 2015-1 Amendments to Australian Accounting Standards – Annual Improvements to Australian Accounting Standards 2012–2014 Cycle
- AASB 2015-2 Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 101
- AASB 15 Revenue from Contracts with Customers, AASB 2014-5 and AASB 2015-8 Amendments to Australian Accounting Standards arising from AASB 15
- AASB 9, AASB 2010-7 and AASB 2014-7 regarding financial instruments
- AASB 2015-5 Amendments to Australian Accounting Standards- Investment Entities: Applying the Consolidation Exemption
- AASB 2015-7 Amendments to Australian Accounting Standards- Fair value disclosures of not for profit public sector entities.

The impact on the amounts recognised in the financial statements, if any, cannot be quantified at this stage. Application of the new standard will impact on note disclosures.

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
2. Expenses				
(a) Personnel services				
Salaries and wages (including recreation leave)	-	-	23,424	21,628
Superannuation – defined benefit plans	-	-	941	864
Superannuation – defined contribution plans	-	-	2,164	1,933
Long service leave	-	-	1,599	2,121
Workers' compensation insurance	-	-	242	321
Payroll tax on superannuation	-	-	167	47
Other personnel services related expense	-	-	2,412	2,318
Total personnel services expense	-	-	30,949	29,232
(b) Employee related expenses				
Salaries and wages (including recreation leave)	24,101	21,977	-	-
Superannuation – defined benefit plans	941	864	-	-
Superannuation – defined contribution plans	2,164	1,933	-	-
Long service leave	1,599	2,121	-	-
Workers' compensation insurance	242	321	-	-
Payroll tax on superannuation	167	47	-	-
Other employee related expenses	2,412	2,318	-	-
Total employee related expenses	31,626	29,581	-	-

Personnel services expense of \$3.6 million has been capitalised as part of Collection Assets, the eRecords Project and the Digital Excellence Program during the year (2015: \$3.4 million). Personnel services/employee related expenses of \$1.1 million have been reclassified to Grants and Subsidies (2015: \$1.0 million).

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
2. Expenses (continued)				
(c) Other operating expenses				
Advertising and promotions	428	444	427	441
Auditor's remuneration – audit of the financial reports	117	106	99	87
Cleaning	675	729	675	729
Computer software and licences	214	166	214	166
Cost of sales	286	283	286	283
Courier, freight and postage	333	259	330	258
Electricity	553	473	553	473
Exhibitions	917	986	917	986
Fees – contractors/projects	1,926	2,277	1,922	2,264
Fees – contractors/temps	1,460	610	1,450	605
Fees – general	1,599	922	1,564	921
Fellowship	136	219	136	219
Insurance	658	800	658	800
Internet and data	580	935	580	935
Maintenance and repairs	2,156	3,259	2,156	3,259
Minor Assets	94	379	94	379
Offsite storage costs	1,951	1,944	1,951	1,944
Operating lease and rental expenses	114	10	114	10
Printing	341	488	317	444
Purchases – multicultural co-operative	411	566	411	566
Staff development	314	316	313	315
Stationery and consumables	287	348	277	341
Subscriptions	1,689	1,822	1,689	1,822
Telephone and other telecommunication costs	38	96	38	96
Travel and accommodation	259	212	257	208
Sundry expenses	2,393	1,595	2,342	1,579
Total other operating expenses	19,929	20,244	19,770	20,130
Reconciliation of total maintenance				
Maintenance as per above	2,156	3,259	2,156	3,259
Maintenance included in personnel services/employee related expenses in Note 2(a) and 2(b)	1,325	1,266	1,325	1,266
Total maintenance	3,481	4,525	3,481	4,525

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
2. Expenses (continued)				
(d) Depreciation				
Computer equipment	1,330	1,400	1,330	1,400
Plant and equipment	2,195	1,897	2,195	1,897
Collections	6,902	8,444	6,902	8,444
Buildings	2,660	2,465	2,660	2,465
Intangible Assets	220	-	220	-
Total Depreciation	13,307	14,206	13,307	14,206
(e) Grants and subsidies				
Public library subsidies including disability & geographic grants	20,495	20,295	20,495	20,295
Library development grants	4,130	2,870	4,130	2,870
NSW.net service	1,948	2,476	1,948	2,476
Co-operative and state wide projects	505	855	505	855
Services to public libraries	743	544	743	544
Vision Australia grant	-	448	-	448
Total grants and subsidies	27,821	27,488	27,821	27,488
The grants and subsidies paid provide benefits to public libraries throughout NSW and include the NSW.net service enabling internet connections and access to online databases.				
3. Revenue				
(a) Sale of goods and services				
Sale of goods				
Library Shop sales	498	476	498	476
Other sales	608	990	608	990
Rendering of services				
Fees	302	274	302	274
Admissions	176	91	176	91
Total sale of goods and services income	1,584	1,831	1,584	1,831
(b) Investment revenue				
Interest received	78	451	73	431
Distribution from TCorp Hour Glass	726	913	297	359
Gains/(losses) on financial assets at fair value	(156)	964	(65)	361
Rent	216	216	216	216
Royalties	33	147	33	147
Total investment revenue	897	2,691	554	1,514

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
3. Revenue (continued)				
(c) Grants and contributions				
Government contributions				
Grants for operating activities	66,656	68,260	66,656	68,260
Grants for capital activities	18,677	18,347	18,677	18,347
	85,333	86,607	85,333	86,607
Total grants from NSW Treasury/DOJ (formerly DTIRIS)	85,333	86,607	85,333	86,607
Personnel services benefits and liabilities provided free of charge by Library Council of New South Wales Staff Agency				
Superannuation – defined benefit	-	-	941	918
Long service leave	-	-	1,599	2,171
Payroll tax	-	-	49	47
	-	-	2,589	3,136
Acceptance by the Crown Entity of employee benefits and Other liabilities				
Superannuation – defined benefit	941	918	-	-
Long service leave	1,599	2,171	-	-
Payroll tax	49	47	-	-
	2,589	3,136	-	-

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
3. Revenue (continued)				
(c) Grants and contributions (continued)				
Other grants and contributions				
Ashurst (previously Blake Dawson)	22	18	-	-
Capital Campaign – Discover Collections web design project	-	95	-	-
NSW Department of Justice	75	-	75	-
Amaze Gallery Project	350	350	-	-
Office of Veterans' Affairs	50	50	50	50
Mitchell Galleries Project	596	872	-	-
NSW Ministry of Health	162	162	162	162
Services received free of charge	757	-	757	-
NSW Trade and Investment	-	158	-	158
Premier's Award Funding	270	325	270	325
Bequests	138	227	-	-
Donations of Original Material at Fair Value	498	46	498	46
Custodians Contributions	203	162	-	-
Contribution from State Library of NSW Foundation	-	-	2,510	2,139
News Ltd	-	227	-	-
Veolia Environmental Services (Australia)	110	200	-	-
Other donations and grants	873	1,057	189	174
Total other grants and contributions	4,104	3,949	4,511	3,054
Total grants and contributions	92,026	93,692	92,433	92,797
(d) Other revenue				
Franking credit refund	52	23	31	-
Member subscriptions	129	114	-	-
Other	1,713	453	1,713	453
Total other revenue	1,894	590	1,744	453
4. Gain/(Loss) on disposal				
Property, plant and equipment	(14)	(1,058)	(14)	(1,058)
Total gain/(loss) on disposal	(14)	(1,058)	(14)	(1,058)

Loss on disposal in the year 2014–15 included a theft of a coin collection valued at \$0.9 million, from a display in a public gallery at the Library which has been taken up as loss on disposal. Proceeds from the insurance claim of \$0.9 million were received in 2015–16 and included in Note 3(d) Other Income.

Notes to the financial statements

for the year ended 30 June 2016

5. The State Library of New South Wales Foundation

At 30 June 2016 the Foundation had \$16.2 million in net assets (2015: \$16.9 million). During the year the Foundation made a total contribution of \$2.5 million to the State Library (2015: \$2.1 million).

6. Conditions of conditional or restricted contributions

The balance of conditional or restricted contributions received that were not spent at the end of year amounted to \$0.7 million (2015: \$0.6 million).

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
7. Cash and cash equivalents				
Cash at bank and on hand	2,693	5,900	1,867	4,545
Total cash and cash equivalents	2,693	5,900	1,867	4,545

For the purpose of the statement of cash flows, cash and cash equivalents include cash at bank, cash on hand, short-term deposits and bank overdraft.

8. Trade and other receivables

Sale of goods and services	153	145	153	145
Less: Allowance for impairment	(29)	(28)	(29)	(28)
Other debtors	294	75	274	53
Crown Entity– long service leave	76	-	-	-
State Library of New South Wales Foundation	-	-	65	636
State Library of New South Wales Staff Agency	-	-	76	-
Prepayments	307	608	307	608
Australian Taxation Office – GST recoverable	555	904	555	900
Total trade and other receivables	1,356	1,704	1,401	2,314

Movement in the allowance for impairment

Balance at 1 July	28	34	28	34
Amounts written off during the year	-	-	-	-
Amounts recovered during the year	-	-	-	-
Increase/(decrease) in allowance recognised in profit or loss	1	(6)	1	(6)
Balance at 30 June	29	28	29	28

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed at Note 23.

9. Inventories

Held for resale finished goods (Library Shop) – at cost	226	214	226	214
	226	214	226	214

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
10. Financial assets at fair value through profit or loss				
(a) Current assets				
TCorp-Hour Glass Medium Term Growth facilities	3,845	3,868	32	272
	3,845	3,868	32	272
(b) Non-current assets				
TCorp-Hour Glass Medium Term Growth facilities	22,261	22,851	10,648	10,224
	22,261	22,851	10,648	10,224
Total financial assets at fair value through profit or loss	26,106	26,719	10,680	10,496
(c) Reconciliation of financial assets				
Carrying amount at the start of the year	26,719	24,277	10,496	9,776
Additions	1,637	1,665	-	-
Distributions	726	913	297	359
Disposals	(2,820)	(1,100)	(48)	-
Revaluation gain/(loss) of financial instruments at fair value through profit or loss	(156)	964	(65)	361
Carrying amount at the end of the year	26,106	26,719	10,680	10,496

Refer to Note 23 for further information regarding fair value measurement, credit risk, liquidity risk and market risk arising from financial instruments.

Financial assets are classified as current in the Statement of Financial Position if they are expected to be drawn on to fund library projects in the ensuring year as budgeted.

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
11. Property, plant and equipment				
(a) Land and Buildings				
Land				
At gross carrying amount	68,182	68,182	68,182	68,182
Net carrying amount at fair value	68,182	68,182	68,182	68,182
Buildings				
At gross carrying amount	231,164	226,517	231,164	226,517
Less accumulated depreciation	(54,556)	(51,896)	(54,556)	(51,896)
Net carrying amount at fair value	176,608	174,621	176,608	174,621
Total land and buildings	244,790	242,803	244,790	242,803
(b) Plant and equipment				
Computer equipment				
At gross carrying amount	6,047	6,492	6,047	6,492
Less accumulated depreciation	(4,110)	(3,514)	(4,110)	(3,514)
Net carrying amount at fair value	1,937	2,978	1,937	2,978
Other plant and equipment				
At gross carrying amount	16,678	15,563	16,678	15,563
Less accumulated depreciation	(7,986)	(7,488)	(7,986)	(7,488)
Net carrying amount at fair value	8,692	8,075	8,692	8,075
Library collection				
At gross carrying amount	3,160,148	3,152,539	3,160,148	3,152,539
Less accumulated depreciation	(8,045)	(1,142)	(8,045)	(1,142)
Net carrying amount at fair value	3,152,103	3,151,397	3,152,103	3,151,397
Total plant and equipment	3,162,732	3,162,450	3,162,732	3,162,450
(c) Work in progress	2,863	7,391	2,863	7,391
Total property, plant and equipment	3,410,385	3,412,644	3,410,385	3,412,644

A revaluation of collection assets was completed as at 30 April 2015 and the results included in the 2014–15 financial statements. The next revaluation is required under AASB 116 on or before 30 April 2020.

Collection assets were revalued using the market approach, where any accumulated depreciation must be eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount (in accordance with AASB116.35(b)). The revaluation resulted in an increase of the net carrying amount of \$1,009.4 million with no accumulated depreciation stated for Collection Assets as at 30 April 2015. The depreciation expense for Collection assets for the 2015–16 year was \$6.9 million and is included in the total depreciation charge of \$13.3 million shown in the Statement of Comprehensive Income.

Land and Buildings were revalued as at 31 January 2014 using the cost approach, where the gross amount and the related accumulated depreciation were separately proportionally restated (in accordance with AASB116.35(a)).

Notes to the financial statements

for the year ended 30 June 2016

12. Intangible Assets

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Cost (gross carrying amount)	46,496	35,656	46,496	35,656
Accumulated amortisation and impairment	(220)	-	(220)	-
Net carrying amount	46,276	35,656	46,276	35,656

The Electronic Records Project (creation of an electronic collection catalogue) was first capitalised in 2013–14 as an intangible asset. The eRecords project was completed in April 2014. Costs of \$21.5 million were capitalised as intangible assets. The intangible asset is the outcome of a project to create an online collection catalogue available to Library clients and improvement to collection retrieval and management processes.

The catalogue, built on knowledge and skills is regularly updated for acquisitions and disposals. It therefore has an ongoing useful life. Hardware and software platforms may be upgraded due to technological obsolescence; however, the information created by the project has an indefinite useful life and is therefore not amortised.

The Digitisation of Collection Project commenced in 2012–13. It will result in digital images of certain collection items being created. The availability of these images will allow research to be carried out externally and increase access to information. As they become available to the public these digital images are capitalised. As at 30 June 2016 \$19.0 million has been capitalised as intangible assets and further acquisitions will be capitalised in 2015–16. These digital assets have an existence and utility separate from the actual physical collection assets.

The Digitisation of Collection once completed, will be regularly updated for acquisitions and disposals and therefore information has an infinite useful life and is not amortised.

Since 2013–14 the State Library has been working on a Website and Online Systems and a Library Systems Integration Project. A total of \$3.6 million and \$2.2 million were capitalised at completion of the projects in June 2016.

Intangible assets was tested for impairment at the end of 2015–16 financial year and will continue to be tested annually in the future.

Notes to the financial statements

for the year ended 30 June 2016

13. Reconciliation of property, plant & equipment, collection assets and intangible assets

2016 Consolidated (including parent at same values)

Reconciliations of the carrying amounts of each class of property, plant and equipment and collection assets at the beginning and end of the current financial year are set out below.

2016	Land	Building	Computer Equipment	Plant & Equipment	Library Collection	Intangible Assets	Work in Progress	Total
At Fair Value	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Net carrying amount at start of year	68,182	174,621	2,978	8,075	3,151,397	35,656	7,391	3,448,300
Additions	-	-	-	-	7,112	-	14,072	21,184
Donated materials revalued at fair value	-	-	-	-	498	-	-	498
Revaluation – gross carrying amount	-	-	-	-	-	-	-	-
Revaluation – accumulated depreciation	-	-	-	-	-	-	-	-
Disposals	-	-	(734)	(1,709)	(2)	-	-	(2,445)
Disposals – accumulated depreciation	-	-	734	1,697	-	-	-	2,431
Depreciation charge	-	(2,660)	(1,330)	(2,195)	(6,902)	(220)	-	(13,307)
Transfer from WIP to asset account	-	4,647	289	2,824	-	10,840	(18,600)	-
Net carrying amount at end of year	68,182	176,608	1,937	8,692	3,152,103	46,276	2,863	3,456,661

During the year, original materials valued at \$0.50 million were donated to the Library. (2015: \$0.05 million) included in revenue in note 3.

Collection assets were revalued using the market approach, where any accumulated depreciation must be eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount (in accordance with AASB116.35(b)). The revaluation resulted in an increase of the net carrying amount of \$1,009.4 million with no accumulated depreciation stated for Collection Assets as at 30 April 2015. The depreciation expense for Collection assets for the 2015–16 year was \$6.9 million and is included in the total depreciation charge of \$13.3 million shown in the Statement of Comprehensive Income.

Loss on disposal in the year 2014–15 included a theft of a coin collection valued at \$0.9 million, from a display in a public gallery at the Library which has been taken up as loss on disposal. Proceeds from the insurance claim of \$0.9 million were received in 2015–16 and included in Note 3(d) Other Revenue.

Notes to the financial statements

for the year ended 30 June 2016

13. Reconciliation of property, plant & equipment and collection assets (continued)

2015 Consolidated (including parent at same values)

2015	Land	Building	Computer Equipment	Plant & Equipment	Library Collection	Intangible Assets	Work in Progress	Total
At Fair Value	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Net carrying amount at start of year	68,182	174,908	3,210	7,687	2,144,618	21,473	14,417	2,434,495
Additions	-	-	-	8	6,670	-	12,897	19,575
Donated materials revalued at fair value	-	-	-	-	46	-	-	46
Revaluation – gross carrying amount	-	-	-	-	964,335	-	-	964,335
Revaluation – accumulated depreciation	-	-	-	-	45,113	-	-	45,113
Disposals	-	-	(285)	(1,138)	(941)	-	-	(2,364)
Disposals – accumulated depreciation	-	-	213	1,093	-	-	-	1,306
Depreciation charge	-	(2,465)	(1,400)	(1,897)	(8,444)	-	-	(14,206)
Transfer from WIP to asset account	-	2,178	1,240	2,322	-	14,183	(19,923)	-
Net carrying amount at end of year	68,182	174,621	2,978	8,075	3,151,397	35,656	7,391	3,448,300

Notes to the financial statements

for the year ended 30 June 2016

14. Fair value measurement of non-financial assets

(a) Fair value hierarchy (including parent at same values)

	Level 1	Level 2	Level 3	Total fair value
	\$'000	\$'000	\$'000	\$'000
Property, plant and equipment (Note 11)				
Fair value as at 30 June 2016				
Collection assets	-	3,152,103	-	3,152,103
Land	-	68,182	-	68,182
Buildings	-	-	176,608	176,608
	-	3,220,285	176,608	3,396,893
Fair value as at 30 June 2015				
Collection assets	-	3,151,397	-	3,151,397
Land	-	68,182	-	68,182
Buildings	-	-	174,621	174,621
	-	3,219,579	174,621	3,394,200

There were no transfers between Level 1 or 2 in these periods.

(b) Valuation techniques, inputs and processes

The Library uses the following hierarchy for disclosing the fair value of Land, Buildings and Collection Assets by valuation technique:

- Level 1 – Derived from quoted prices in active markets for identical assets/liabilities.
- Level 2 – Derived from inputs other than quoted prices that are observable directly or indirectly.
- Level 3 – Derived from valuation techniques that include inputs for the asset/liability not based on observable market data (unobservable inputs).

The fair value of land and buildings is determined from market-based evidence. Fair value is measured having regard to the 'highest and best use' only when there exist feasible alternative uses in the existing natural, legal, financial and socio-political environment and the alternative users are feasible within the near future. Where there are natural, legal, financial or socio-political restrictions on use and disposal of an asset, such that there is no alternative use in the relatively near future, such an asset should be valued at fair value for its existing use.

Notes to the financial statements

for the year ended 30 June 2016

14. Fair value measurement of non-financial assets (continued)

(b) Valuation techniques, inputs and processes (continued)

When establishing the fair value of the land, 'value in use' has been taken into account. The land has been valued using the direct comparison approach. The market evidence is of transactions of land within Sydney CBD and fringe commercial areas.

The fair value of Macquarie Building was measured by its depreciable replacement cost. The Mitchell Building has been valued based on their structure, fabric and finishes as a heritage structure.

The Collection Assets were revalued in April 2015. Values were based on market observations of prices for sales of collection items that were the same as or similar to items in the Library Collection. Where the sales of comparable items were similar to the collection items, the collection items' values were adjusted based on the comparative level of significance of the collection items and observed item sales. A number of market observations were used to determine the level of adjustment required for difference in the level of significance of observed items sold and the collection items.

The valuation was conducted by independent registered professional valuers who applied the methodology adopted in previous valuations. Due to the scale of the collection, two techniques were used. All assets of high value (exceeding \$30,000) were individually valued. Other assets valued by stratified sampling across established collection categories that are relatively homogeneous in value. Sample sizes and relative standard error were calculated by an independent professional statistician engaged by the valuers with the aim of ensuring that the relative standard error was within the specified 10% range. Average values of the sample items within each category are then multiplied by the population size to calculate the total valuation of each category with individually valued items excluded.

Certain items held by the Library are not included in the collection valuation as insufficient information is currently available to reliably measure their value.

(c) Reconciliation of recurring Level 3 fair value measurements

	Buildings	Total recurring
	\$'000	Level 3 fair value
		\$'000
Fair value as at 1 July 2015	174,621	174,621
Additions	4,647	4,647
Revaluation increments/decrements recognised in other comprehensive income – included in the line item 'Net increase/(decrease) in property, plant and equipment revaluation surplus'	-	-
Disposals	-	-
Depreciation	(2,660)	(2,660)
Fair value as at 30 June 2016	176,608	176,608

Notes to the financial statements

for the year ended 30 June 2016

14. Fair value measurement of non-financial assets (continued)

(c) Reconciliation of recurring Level 3 fair value measurements (continued)

	Buildings	Total recurring
	\$'000	Level 3 fair value
		\$'000
Fair value as at 1 July 2014	174,908	174,908
Additions	2,178	2,178
Revaluation increments/decrements recognised in other comprehensive income – included in the line item 'Net increase/(decrease) in property, plant and equipment revaluation surplus'	-	-
Disposals	-	-
Depreciation	(2,465)	(2,465)
Fair value as at 30 June 2015	174,621	174,621

15. Restricted assets

The Library has assets valued in the consolidation at \$14.2 million as at 30 June 2016 (2015: \$14.3 million) which were originally received as bequests and other contributions. They are under different levels of restriction according to the conditions stipulated in the relevant documents. These assets have been invested with TCorp Hour-Glass investment facilities.

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
16. Trade and other payables				
Current				
Trade payables	6,124	4,993	6,121	4,983
Accrued payables	2,816	3,868	2,518	2,711
State Library of New South Wales Staff Agency	-	-	4,150	4,829
Income received in advance	396	162	396	162
	9,336	9,023	13,185	12,685
Non-Current				
State Library of New South Wales Staff Agency	-	-	101	89
	-	-	101	89
17. Current/ Non-Current Liabilities – Provisions				
Employee benefits related and on-costs				
Current				
Recreation leave	2,400	2,371	-	-
Consequential liabilities	1,467	1,320	-	-
	3,867	3,691	-	-
Non-Current				
Consequential liabilities	101	89	-	-
	101	89	-	-

Total current provisions not expected to be settled within 12 months of the reporting date amount to nil. (2015 nil).

Notes to the financial statements

for the year ended 30 June 2016

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000

18. Commitments for expenditure

(a) Capital Commitments

Aggregate capital expenditure for the acquisition of general capital items contracted for at balance date and not provided for:

Not later than one year	2,068	4,552	2,068	4,552
Total (including GST)	2,068	4,552	2,068	4,552

19. Contingent assets and liabilities

The Library Council is not aware of any contingent assets or liabilities relevant to its activities as at 30 June 2016. The theft of a coin collection valued at \$0.9 million, which was recognised as loss in 2014–15 (Note 4 and 13), resulted in contingent assets being insurance recoveries as at 30 June 2015.

Notes to the financial statements

for the year ended 30 June 2016

20. Budget Review

The Budget used for comparative purposes is the budget agreed between the NSW Treasury and the Library. It has been realigned to facilitate comparison with actual personnel services/employee related expenses as included in the Statement of Financial Performance.

Net Result

Net Result was \$3.9 million above budget.

Additional Grants of \$5.3 million were received which was partly offset by capital funding carried forward to 2016–17 of \$1.5 million and some additional expenses.

Depreciation charges were lower than budgeted due to changed timing of projects and method of project delivery which was offset by higher operating costs.

Assets and Liabilities

Net assets were \$44.9 million above budget due to the impact of the Collection Revaluation which was completed after budget was finalised, final allocations of Digitisation project expenditure and reduction in payables and provisions.

Cash flows

Net Cash movement was \$3.4 million improved on budget due to timing of payments for property, plant and equipment were lower and higher grants received offsetting additional expenditure.

21. Reconciliation of cash flows from operating activities to net result

	Consolidated		Parent Entity	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Net cash flows from operating activities	15,552	19,484	17,216	18,382
Non-cash items				
Depreciation	(13,307)	(14,206)	(13,307)	(14,206)
Written down value of disposals	(14)	(1,058)	(14)	(1,058)
Donation of original material at fair value	498	46	498	46
Service received free of charge	757	-	757	-
Gains/(losses) on investment in financial instruments	570	1,877	232	720
(Increase)/decrease in payables	(16)	(81)	(26)	(60)
Increase/(decrease) in receivables	(348)	148	(914)	640
Increase/(decrease) in inventory	12	17	12	17
Net result	3,704	6,227	4,454	4,481

Notes to the financial statements

for the year ended 30 June 2016

22. Non-cash financing and investing activities

Non-cash financing and investing activities represented donated materials during the year of \$498,000. (2015: \$46,000).

23. Financial instruments and risk management

The Library's principal financial instruments, which are identified below, arise directly from the Library's operations or are required to finance the Library's operations. The Library does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes. The Library's primary investments are placed with NSW Treasury Corporation (TCorp).

The Library's main risks arising from financial instruments are outlined below together with the Library's policies for measuring and managing risk. Further qualitative and quantitative disclosures are included throughout these financial statements.

The State Librarian & Chief Executive, Library Council and Audit & Risk Committee have overall responsibility for the establishment and oversight of risk management and review and agree policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the entity through formalised treasury risk management policies to set risk limits and controls, and to monitor risks. Compliance with policies is reviewed by the State Librarian & Chief Executive, Library Council and Audit & Risk Committee on a continuous basis.

a. Financial instruments categories

Financial Instrument Categories	Note	Category	Consolidated Carrying Amount		Parent Entity Carrying Amount	
			2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Financial Assets Class						
Cash and cash equivalents	7	N/A	2,693	5,900	1,867	4,545
Receivables (1)	8	Loans and receivables (at amortised cost)	124	118	266	754
Financial assets at fair value**	10(a) 10(b)	At fair value through profit or loss	26,106	26,719	10,680	10,496
Financial Liabilities Class						
Payables (2)	16	Financial liabilities measured at amortised cost	8,657	7,723	12,890	12,613
<p>1 Receivables excludes prepayments of \$0.3 million, long service leave owed by the Crown \$0.08 million, and statutory receivables of \$0.9 million (2015: \$0.6 million, nil and \$1.0 million respectively) as these items are not within scope of AASB 7.</p> <p>2 Payables excludes unearned revenue \$0.4million and statutory payables \$4.3 million (2015: \$0.2 million and \$5.0 million) as these items are not within the scope of AASB 7.</p> <p>**The average rate of return for financial assets at fair value held in the TCorp Hour-Glass Investment Facility for the 2016 year was 2.22% (2015: 7.37%).</p>						

Notes to the financial statements

for the year ended 30 June 2016

23. Financial instruments and risk management (continued)

b. Credit risk

Credit risk arises where there is the possibility of the Library's debtors defaulting on their contractual obligations, resulting in financial loss to the Library. The Library's maximum exposure to credit risk is represented by the carrying amounts of the financial assets (net of any allowance or impairment).

Credit risk can also arise from the financial assets of the Library, including cash, receivables and authority deposits. No collateral is held by the Library. It has not granted any financial guarantees.

Credit risk associated with the Library's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Cash

Cash comprises cash on hand, bank balances and term deposits within the NSW Treasury Banking System. Interest is earned on daily at call balances at the monthly average NSW Treasury Corporation (TCorp) 11am unofficial cash rate, adjusted for a management fee to NSW Treasury and Westpac Banking Corporation daily balances. The TCorp Hour Glass cash facility is discussed in paragraph (d) below.

Receivables

The only financial assets that are past due or impaired are 'Sales of goods and services' in the 'Receivables' category of the Statement of Financial Position as per the table below.

	Consolidated total	Parent total	Consolidated past due but not impaired	Consolidated considered impaired	Parent past due but not impaired	Parent considered impaired
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
2016						
< 3 months overdue	138	138	38	14	38	14
3–6 months overdue	10	10	-	10	-	10
> 6 months overdue	5	5	-	5	-	5
Total	153	153	38	29	38	29
2015						
< 3 months overdue	131	131	-	14	-	14
3–6 months overdue	4	4	-	10	-	4
> 6 months overdue	10	10	-	10	-	10
Total	145	145	-	28	-	28

Notes

- Each column in the table reports 'gross receivables'.
- The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7. Therefore, the 'total' will not reconcile to the total receivables recognised in the statement of financial position.

Notes to the financial statements

for the year ended 30 June 2016

23. Financial instruments and risk management (continued)

b. Credit risk (continued)

Authority Deposits

The entity may place funds on deposit with TCorp, which has been rated 'AAA' by Standard and Poor's. These deposits are similar to money market or bank deposits and can be placed 'at call' or for a fixed term. For fixed term deposits, the interest rate payable by TCorp is negotiated initially and is fixed for the term of the deposit, while the interest rate payable on at call deposits can vary. During 2015–16, the entity did not have term deposits or deposits at call.

c. Liquidity risk

Liquidity risk is the risk that the Library will not be able to meet its payment obligations when they fall due. The Library continually manages this risk through monitoring its cash flows and maintaining sufficient cash and cash equivalents to meet projected outgoings. The Library's exposure to liquidity risk is considered insignificant based on the data from prior periods and the 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 NSW TC 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, 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. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Head of an authority (or a person appointed by the Head of an authority) may automatically pay the supplier simple interest. The rate of interest applied during the year was 10.30% (2015: 10.61%).

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

Consolidated	\$'000						
	Interest Rate Exposure				Maturity Dates		
	Nominal Amount	Fixed Interest Rate	Variable Interest Rate	Non-Interest Bearing	< 1 Year	1–5 Years	> 5 Years
2016							
Payables	8,657	-	-	8,657	8,657	-	-
2015							
Payables	7,723	-	-	7,723	7,723	-	-

Notes to the financial statements

for the year ended 30 June 2016

23. Financial instruments and risk management (continued)

c. Liquidity risk (continued)

Parent Entity	\$'000						
	Interest Rate Exposure				Maturity Dates		
	Nominal Amount	Fixed Interest Rate	Variable Interest Rate	Non-Interest Bearing	< 1 Year	1–5 Years	> 5 Years
2016							
Payables	12,890	-	-	12,890	12,890	-	-
2015							
Payables	12,613	-	-	12,613	12,613	-	-

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 Library's exposures to market risk are primarily through interest rate risk on borrowings and other price risks associated with the movement in the unit price of TCorp's Hour Glass investment facilities. The Library has no borrowings and does not enter into commodity contracts. The Library's exposure to interest rate risk is set out below.

Interest rate

			-1%	-1%	1%	1%
Consolidated	2016	Carrying Amount	Profit	Equity	Profit	Equity
		\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets:						
Cash and cash equivalents		2,693	(27)	(27)	27	27
Receivables		124	-	-	-	-
Financial assets at fair value		26,106	-	-	-	-
Financial liabilities:						
Payables		8,657	-	-	-	-

Notes to the financial statements

for the year ended 30 June 2016

23. Financial instruments and risk management (continued)

d. Market risk (continued)

Interest rate (continued)

			-1%	-1%	1%	1%
Consolidated	2015	Carrying Amount	Profit	Equity	Profit	Equity
		\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets:						
Cash and cash equivalents		5,900	(59)	(59)	59	59
Receivables		118	-	-	-	-
Financial assets at fair value		26,719	-	-	-	-
Financial liabilities:						
Payables		7,723	-	-	-	-

			-1%	-1%	1%	1%
Parent Entity	2016	Carrying Amount	Profit	Equity	Profit	Equity
		\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets:						
Cash and cash equivalents		1,867	(19)	(19)	19	19
Receivables		266	-	-	-	-
Financial assets at fair value		10,680	-	-	-	-
Financial liabilities:						
Payables		12,890	-	-	-	-

			-1%	-1%	1%	1%
Parent Entity	2015	Amount	Profit	Equity	Profit	Equity
		\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets:						
Cash and cash equivalents		4,545	(45)	(45)	45	45
Receivables		754	-	-	-	-
Financial assets at fair value		10,496	-	-	-	-
Financial liabilities:						
Payables		12,613	-	-	-	-

23. Financial instruments and risk management (continued)**d. Market risk (continued)****Other price risk – TCorp Hour-Glass Facilities**

The Library is exposed to price risk primarily through its investment in the TCorp Hour Glass investment facilities, which are held for strategic rather than trading purposes. The entity has no direct equity investments. The entity holds units in the following Hour Glass investment trusts.

Consolidated Facility	Investment Sectors	Investment Horizon	2016 \$'000	2015 \$'000
Medium-term growth facility	Cash, money market instruments, Australian bonds, listed property, Australian and international shares	3 years to 7 years	26,106	26,719

Parent Entity Facility	Investment Sectors	Investment Horizon	2016 \$'000	2015 \$'000
Medium-term growth facility	Cash, money market instruments, Australian bonds, listed property, Australian and international shares	3 years to 7 years	10,680	10,496

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

NSW TCorp is trustee for each of the above facilities and 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 and Strategic Cash Facilities and also manages the Australian Bond portfolio. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour Glass facilities limits the entity'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 Investment facilities, using historically based volatility information collected over a ten year period, quoted at two standard deviations (i.e. 95% probability). 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). A reasonably possible change is based on the percentage change in unit price (as advised by TCorp) multiplied by the redemption value as at 30 June each year for each facility (balance from Hour Glass statement).

Notes to the financial statements

for the year ended 30 June 2016

23. Financial instruments and risk management (continued)

d. Market risk (continued)

Other price risk – TCorp Hour-Glass Facilities (continued)

Consolidated	Change in unit price	Impact on profit/loss	
		2016	2015
Facility		\$'000	\$'000
Hour-Glass Investment – Medium-term growth facility	+/-6%	1,566/(1,566)	1,603/(1,603)

Parent Entity	Change in unit price	Impact on profit/loss	
		2016	2015
Facility		\$'000	\$'000
Hour-Glass Investment – Medium-term growth facility	+/-6%	640/(640)	630/(630)

e. Fair value measurement

(i) Fair value compared to carrying amount

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value.

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short-term nature of many of the financial instruments.

(ii) Fair value recognised in the statement of financial position

The Library uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique:

- Level 1 – Derived from quoted prices in active markets for identical assets/liabilities.
- Level 2 – Derived from inputs other than quoted prices that are observable directly or indirectly.
- Level 3 – Derived from valuation techniques that include inputs for the asset/liability not based on observable market data (unobservable inputs).

Notes to the financial statements

for the year ended 30 June 2016

23. Financial instruments and risk management (continued)

e. Fair value measurement (continued)

(ii) Fair value recognised in the statement of financial position (continued)

2016	Consolidated				Parent Entity			
Financial assets At fair value	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	2016 Total \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	2016 Total \$'000
TCorp Hour-Glass Investment Facility	-	26,106	-	26,106	-	10,680	-	10,680
Total	-	26,106	-	26,106	-	10,680	-	10,680

2015	Consolidated				Parent Entity			
Financial assets At fair value	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	2015 Total \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	2015 Total \$'000
TCorp Hour-Glass Investment Facility	-	26,719	-	26,719	-	10,496	-	10,496
Total	-	26,719	-	26,719	-	10,496	-	10,496

The table above includes only financial assets, as no financial liabilities were measured at fair value in the statement of financial position.

There were no transfers between level 1 and 2 during the period ended 30 June 2016.

The value of the Hour-Glass Investments is based on the entity'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.

24. Events after the reporting period

The Library has not identified any event or transaction that is sufficiently material to require adjustment or disclosure in the financial statements.

Notes to the financial statements

for the year ended 30 June 2016

25. Disclosure under *Charitable Fundraising Act 1991*

Fundraising appeals conducted by the Foundation during the year included the campaign for the website digitisation development and other projects. The Foundation has authority to act as a fundraising entity under the *Charitable Fundraising Act 1991*. Comparisons of certain monetary figures and percentages in accordance with the requirements of the *Charitable Fundraising Act 1991* are set out below:

	2016	2015
	\$'000	\$'000
Result of fundraising appeals		
Aggregate gross income from fundraising (note 3b(i))	1,965	2,806
Less total direct cost of fundraising (note 2a & 2b(ii))	(367)	(251)
Net surplus from fundraising	1,598	2,555

	2016		2015	
	\$'000	%	\$'000	%
Total costs of fundraising/aggregate gross income from fundraising	367/1,965	19%	251/2,806	9%
Net surplus from fundraising/aggregate gross income from fundraising	1,598/1,965	81%	2,555/2,806	91%
Total cost of services provided/total expenditure	367/3,346	11%	251/2,625	10%
Total costs of services provided/total gross income received	367/2,596	14%	251/4,348	6%

There is no information of a material matter or occurrence to report.

Fundraising income includes donations, sponsorships and funds raised for Discover Collections digitisation. Where funding is received for specific projects, these projects may not be completed by the end of the year in which the funds are received. A balance of unspent funds of \$2.485 million for projects not completed by 30 June 2016 is represented by cash, cash equivalents and TCorp Hour-Glass investment facilities.

End of audited financial statements



INDEPENDENT AUDITOR'S REPORT

Library Council of New South Wales Staff Agency

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of the Library Council of New South Wales Staff Agency (the Staff Agency), which comprise the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Staff Agency as at 30 June 2016, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015.

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

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report.

I am independent of the Staff Agency in accordance with the auditor independence requirements of:

- Australian Auditing Standards
- ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants' (the Code).

I have also fulfilled my other ethical responsibilities in accordance with the Code.

The PF&A Act further promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services.

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

The Chief Executive's Responsibility for the Financial Statements

The Chief Executive is responsible for preparing financial statements that give a true and fair view in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Chief Executive determines is necessary to enable the preparation of financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive must assess the Staff Agency's ability to continue as a going concern unless the Staff Agency will be dissolved by an Act of Parliament or otherwise cease operations. The assessment must include, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibility for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A further description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>.

The description forms part of my auditor's report.

My opinion does *not* provide assurance:

- that the Staff Agency carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented.



Margaret Crawford
Auditor-General of New South Wales

30 September 2016
SYDNEY

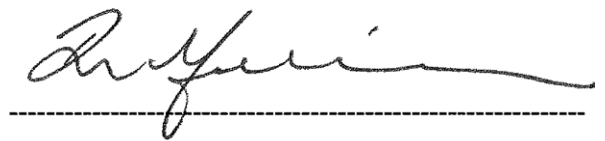
Statement in accordance with Section 41C (1C) of the *Public Finance and Audit Act, 1983*

Pursuant to Section 41C (1C) of the *Public Finance and Audit Act, 1983*, and in accordance with a resolution of the members of the Library Council of New South Wales, on recommendation of the Audit and Risk Committee, I declare on behalf of the Library Council of New South Wales Staff Agency that, in my opinion:

- a. The accompanying financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements, the requirements of the *Public Finance and Audit Act 1983 and Regulation 2015* and Treasurer's Directions or issued by the Treasurer under section 9(2) (n) of the Act.
- b. The accompanying financial statements exhibit a true and fair view of the financial position and the financial performance of the Library Council of New South Wales Staff Agency as at 30 June 2016 and transactions for the year then ended.
- c. There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Lucy Milne
NSW State Librarian & Chief Executive
Library Council of New South Wales



David Makinson
Director, Operations & Infrastructure
and Chief Financial Officer
Library Council of New South Wales

SYDNEY, 28th September 2016

Statement of comprehensive income

for the year ended 30 June 2016

	2016 \$	2015 \$
Expenses		
Salaries and wages	28,416,989	25,987,018
Long service leave	1,749,795	2,303,331
Retirement benefits – defined contributions	2,164,236	1,933,134
Payroll tax	1,795,754	1,655,415
Retirement benefits – defined benefits	941,158	863,979
Redundancy	730,223	657,160
Annual leave	362,726	310,327
Workers compensation	241,896	320,549
Fringe benefits tax	53,604	52,457
Total expenses	36,456,381	34,083,370
Revenue		
Personnel services	33,867,129	30,947,483
Acceptance by the Crown Entity of employee benefits and other liabilities	2,589,252	3,135,887
Total revenue	36,456,381	34,083,370
Net result	-	-
Other comprehensive income	-	-
Total other comprehensive income	-	-
TOTAL COMPREHENSIVE INCOME	-	-

The accompanying notes form part of these financial statements

Statement of financial position

for the year ended 30 June 2016

	Notes	2016 \$	2015 \$
Assets			
Current assets			
Receivables	2	4,225,570	4,829,120
Total current assets		4,225,570	4,829,120
Non-current assets			
Receivables	2	101,184	89,150
Total non-current assets		101,184	89,150
Total assets		4,326,754	4,918,270
Liabilities			
Current liabilities			
Payables	3	359,334	1,137,734
Provisions	4	3,866,236	3,691,386
Total current liabilities		4,225,570	4,829,120
Non-current liabilities			
Provisions	4	101,184	89,150
Total non-current liabilities		101,184	89,150
Total liabilities		4,326,754	4,918,270
Net assets		-	-
Equity			
Accumulated funds		-	-
Total equity		-	-

The accompanying notes form part of these financial statements

Statement of changes in equity

for the year ended 30 June 2016

	\$	\$
	Accumulated funds	
Balance at 1 July 2015	-	-
Net result for the year	-	-
Other comprehensive income	-	-
Balance at 30 June 2016	-	-

The accompanying notes form part of these financial statements

Statement of cash flows

for the year ended 30 June 2016

	\$	\$
Net cash flows from operating activities	-	-
Net cash flows from investing activities	-	-
Net cash flows from financing activities	-	-
Net increase/(decrease) in cash and cash equivalents	-	-
Cash and cash equivalents at the beginning of the year	-	-
Cash and cash equivalents at the end of the year	-	-

The accompanying notes form part of these financial statements

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies

(a) Reporting entity

The Library Council of New South Wales Staff Agency (the Staff Agency) was created under the *Government Sector Employment Act 2013* to exercise employer functions of Government in relation to the State Librarian commencing 24 February 2014. It is a not-for-profit entity as profit is not its principle objective. It is consolidated as part of the Library Council of New South Wales accounts.

The Staff Agency's objective is to provide personnel services to the Library Council of New South Wales. The Staff Agency commenced operations on 24 February 2014 when it assumed responsibility for the employees and employee-related liabilities of the former employer, the NSW Department of Trade and Investment, Regional Infrastructure and Services. The assumed liabilities were recognised on 24 February 2014 together with any offsetting receivable representing the related funding due from the former employer.

These financial statements for the year ended 30 June 2016 have been authorised for issue by Lucy Milne on 28th September.

(b) Basis of preparation

The entity's financial statements are general purpose financial statements which have been prepared in accordance with:

- applicable Australian Accounting Standards including Australian Accounting Interpretations, and
- the requirements of the *Public Finance and Audit Act, 1983* and Regulation 2015.

Generally, the historical cost convention has been adopted and the financial statements do not take into account changing money values or current valuations. However, certain provisions are measured at fair value.

The accrual basis of accounting has been adopted in the preparation of the financial statements.

Judgements, key assumptions and estimations management have made are disclosed in the relevant notes to the financial statements.

All amounts are expressed in Australian currency.

(c) Statement of compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Revenue

Revenue is measured at the fair value of the consideration received or receivable. Revenue from the rendering of personnel services is recognised when the service is provided and only to the extent that the associated recoverable expenses are recognised.

(e) Receivables

A receivable is recognised when it is probable that the future cash flows associated with it will be realised and it has a value that can be measured reliably. It is derecognised when the contractual or other rights to future cash flows from it expire or are transferred.

1. Summary of significant accounting policies (continued)

(e) Receivables (continued)

A receivable is 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, less an allowance for any impairment of receivables. Any changes are accounted for in the Statement of Comprehensive Income when impaired, derecognised or through the amortisation process.

Short term receivables with no stated interest rate are measured at the original invoice value where the effect of discounting is immaterial.

(f) Payables

Payables include accrued wages, salaries and related on costs such as payroll tax, fringe benefits tax and workers' compensation insurance where there is certainty as to the amount and timing of settlement.

A payable is recognised when a present obligation arises under a contract or otherwise. It is derecognised when the obligation expires or is discharge, cancelled or substituted.

Short term payables with no stated interest rate are measured at original invoice amount where the effect of discounting is immaterial.

(g) Employee benefit provisions and expenses

i. Salaries and wages, annual leave, sick leave and on-costs

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 the amounts expected to be paid when the liabilities are settled.

If applicable, long term annual leave that is not expected to be taken within 12 months is measured at present value in accordance with *AASB 119 Employee Benefits*. Where applicable, market yields on government bonds are used to discount long term annual 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 the Staff Agency are recognised as liabilities and expenses where the personnel services to which they relate have been recognised.

Notes to the financial statements

for the year ended 30 June 2016

1. Summary of significant accounting policies (continued)

(g) Employee benefit provisions and expenses (continued)

ii. Long service leave and superannuation

The entity's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. The entity accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown Entity of employee benefits and other liabilities'.

Long service leave is measured at present value in accordance with *AASB 119 Employee Benefits*. This is based on the application of certain factors (specified in NSWTC 15/09) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the equivalent of 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 equivalent of employees' superannuation contributions.

(h) Accounting Standards effective for the first time in 2015-16

The accounting policies applied in 2015-16 are consistent with those of the previous financial year except as a result of the new Australian Accounting Standard detailed below. The impact of these standard in the period of initial application is not material.

- AASB 2013-9 Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments (Part C – Financial Instruments)
- AASB 2014-1 (Part E) and AASB 2014-8 Amendments to Australian Accounting Standards regarding financial instruments
- AASB 2015-3 Amendments to Australian Accounting Standards arising from the withdrawal of AASB 1031 Materiality

(i) New accounting standards issued but not effective

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2016 reporting period. The entity does not anticipate any material impact arising from the application of the standards.

Notes to the financial statements

for the year ended 30 June 2016

	2016 \$	2015 \$
2. Receivables		
Current		
Receivables from Library Council of New South Wales	4,149,341	4,829,120
Receivables from the Crown Entity	76,229	-
Total current receivables	4,225,570	4,829,120
Non-Current		
Receivables from Library Council of New South Wales	101,184	89,150
Total non-current receivables	101,184	89,150
3. Payables		
Accrued salaries, wages and on-costs	283,105	1,137,734
Payables to Library Council of New South Wales	76,229	-
Total payables	359,334	1,137,734
4. Provisions		
Current		
Provision for annual leave	2,398,773	2,370,735
Other oncost on annual leave	303,840	295,417
Payroll tax on long service leave	438,875	386,680
Other oncost on long service leave	724,748	638,554
Total current provisions	3,866,236	3,691,386
Non-current		
Provision for annual leave	-	-
Payroll tax on long service leave	38,163	33,624
Other oncost on long service leave	63,021	55,526
Total non-current provisions	101,184	89,150

5. After balance date adjustments

The Staff Agency has not identified any event or transaction that is sufficiently material to require adjustment or disclosure in the financial statements.

Notes to the financial statements

for the year ended 30 June 2016

6. Financial instruments and risk management

The Staff Agency's principal financial instruments, which are identified below, arise directly from the entity's operations or are required to finance the entity's operations. The entity does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The Staff Agency's main risks arising from financial instruments are outlined below together with the entity's policies for measuring and managing risk. Further qualitative and quantitative disclosures are included throughout these financial statements.

The State Librarian & Chief Executive, Library Council and Audit & Risk Committee have overall responsibility for the establishment and oversight of risk management and review and agree policies for each of these risks. Risk management policies are established to identify and analyse the risks faced by the entity through formalised treasury risk management policies to set risk limits and controls, and to monitor risks. Compliance with policies is reviewed by the State Librarian & Chief Executive, Library Council and Audit & Risk Committee on a continuous basis.

(a) Financial instruments categories

			Carrying Amount	
Financial Instrument Categories	Note	Category	2016 \$'000	2015 \$'000
Receivables *	2	Loans and receivables measured at amortised cost	4,326	4,918
Payables *	3	Financial liabilities measured at amortised cost	-	929

* Exclude statutory receivables and payables as these items are not within scope of AASB 7.

(b) Credit risk

Credit risk arises where there is the possibility of the entity's counterparty defaulting on their contractual obligations, resulting in a financial loss to the entity. The entity's maximum exposure to credit risk is represented by the carrying amounts of the financial assets (net of any allowance for impairment) included in the Statement of Financial Position. Credit risk arises from the financial assets of the entity. No collateral is held by the entity. The Staff Agency has not granted any financial guarantees.

Notes to the financial statements

for the year ended 30 June 2016

6. Financial instruments and risk management (continued)

(b) Credit risk (continued)

Receivables

As at 30 June 2016, the Staff Agency had debtors of \$4.3 million which represent personnel services receivable from the Library Council of New South Wales.

(c) Liquidity risk

Liquidity risk is the risk that the entity will not be able to meet its payment obligations when they fall due. The entity's exposure to liquidity risk is deemed insignificant based on the data from prior periods and the 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 NSW TC 11/12.

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

2016	\$'000						
	Interest Rate Exposure				Maturity Dates		
	Nominal Amount	Fixed Interest Rate	Variable Interest Rate	Non-Interest Bearing	< 1 Year	1-5 Years	> 5 Years
Financial Liabilities							
Payables	-	-	-	-	-	-	-

2015	\$'000						
	Interest Rate Exposure				Maturity Dates		
	Nominal Amount	Fixed Interest Rate	Variable Interest Rate	Non-Interest Bearing	< 1 Year	1-5 Years	> 5 Years
Financial Liabilities							
Payables	929	-	-	929	929	-	-

Notes to the financial statements

for the year ended 30 June 2016

(i) 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 entity has no exposure to interest rate risk, foreign currency risk and does not enter into commodity contracts.

(e) Fair value measurement

Financial Instruments are recognised at cost, the amortised cost of financial instruments recognised in the Statement of Financial Position approximates the fair value, because of the short-term nature of many of the financial instruments.

7. Commitments

The Staff Agency's commitments as at 30 June 2016 are Nil (2015: Nil)

8. Contingent assets and liabilities

The Staff Agency has no material contingent assets or liabilities as at 30 June 2016 (2015: Nil)

9. Events after the reporting period

The Library has not identified any event or transaction that is sufficiently material to require adjustment or disclosure in the financial statements.

End of audited financial statements

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