



1994 - 1995

ANNUAL REPORT



AUSTRALIAN MUSEUM *Sydney NSW*

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To the Hon Bob Carr MP

Premier and Minister for the Arts

Sir

In accordance with the provisions of the Annual Reports (Statutory Bodies) Act 1984, and the Public Finance and Audit Act 1983, we have pleasure in submitting this report of the activities of the Australian Museum Trust for the financial year ended June 30 1995 for presentation to Parliament.

On behalf of the Australian Museum Trust,



Dr Des Griffin AM

Secretary of the Trust



Ms Patricia Watson

President of the Trust



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19**94** - 19**95**

ANNUAL REPORT

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INTRODUCTION

AND HIGHLIGHTS

The Australian Museum finds itself in the fortunate position of being located in the city of Sydney, host of the Olympic Games in the year 2000. Our plans are influenced by the goal of full participation in the Games lead-up program, the Cultural Olympiad. Sydney can gain from the creativity and expertise which Museum staff offer in both exhibition development and environmental management. These are the two distinct, yet interacting sides: the public face of the Museum and the expertise which lies behind the scenes. Over the years, many changes have occurred in the Museum, just as concepts of science, nature and humanity have changed and technological advances have been forged. The Museum's outlook is flexible which enables us to respond to 'hot' issues in the global and local political arena, in scientific research and public programs. Our expertise is often sought to advise and assist the media, government and the community. The ability to act quickly and efficiently, and with conviction, has enhanced our position as one of the leading natural history museums in the world.

HIGHLIGHTS OF THE YEAR INCLUDE:

- 'Rediscovering Pompeii' exhibition received over 150,000 visitors;
- 'Search & Discover' resource centre in its first six months, received 35,000 visitors and over 4,000 telephone enquiries;
- Outreach Programs reached over 550,000 people in regional centres and schools;
- School visits to the Museum increased by 21%;
- Museum scientists discovered new species in the evolutionary chain and gave the State and Federal governments advice on population, environmental and biodiversity issues;
- Radio carbon dating of Aboriginal shell middens on Sydney Harbour revealed occupation dating back 4000 years;
- 196 research articles, books and other publications were published by Australian Museum employees;
- 223,006 new acquisitions were added to Museum collections, bringing the overall total to close to 16 million;
- Fifteen Museum scientists received research grants totalling \$664,438.

OUR MISSION IS TO INCREASE UNDERSTANDING OF OUR
NATURAL ENVIRONMENT AND CULTURAL HERITAGE AND TO

MISSION

BE A CATALYST IN CHANGING PUBLIC ATTITUDES AND

ACTIONS. RESEARCH AND MAINTENANCE AND

IMPROVEMENT OF COLLECTIONS ARE CENTRAL TO THE

ACHIEVEMENT OF THE MISSION.

MUSEUM.



New Museum Foyer and Shop, College Street Entrance

PREMIER'S MESSAGE

The Australian Museum makes an outstanding contribution to the understanding of our natural environment and cultural heritage, through public programs and through scientific research.

This year Museum scientists discovered a number of species previously unknown to science, and conducted research in topical areas such as evolution, conservation, biodiversity and population.

Through its outreach program, the Museum continues to develop partnerships with Aboriginal communities, and also provides support and advice to communities on a wide range of issues.

The expertise of Museum staff was sought for many commercial projects throughout the year, including Faunal Impact surveys, conservation studies, education and exhibition projects.

A new Museum space, Search & Discover, which opened in late 1994, provides public access to the Museum's expertise. This interactive space is equipped with state-of-the-art computer data bases, CD ROMs and Internet connections. Museum collections and other resources.



The Museum provided a lively series of exhibitions and other public programs throughout the year, including Rediscovering Pompeii, which was enjoyed by 150,000 people. A new exhibition titled More Than Dinosaurs: Evolution of Life was opened in March this year, and a series of smaller topical exhibitions examined drought in Australia, woodchipping and the volcanic eruption in Rabaul.

*... the Museum continues to develop
partnerships with Aboriginal communities, and
also provides support and advice to
communities on a wide range of issues.*

As well as this, the Museum co-ordinated a program of displays and performances by Sydney communities in the community access space, Our Place: Australian People & Identity.

The Australian Museum plays an integral role in increasing understanding in the state, in Australia and also internationally. The Museum's reputation as one of the world's great museums is well deserved, and I thank and congratulate the Australian Museum Trust, management and staff for their continuing commitment to the highest quality programs and scientific research.

A handwritten signature in black ink, appearing to read 'Bob Carr'.

Bob Carr, MP
Premier and Minister for the Arts



The recently opened 'Search & Discover'

PRESIDENT'S MESSAGE

Patricia Watson

"... but as when

The bird of wonder dies, the maiden Phoenix,

Her ashes then new-create another heir

As great in admiration as herself."

W. Shakespeare, Henry VIII, Act 5, Scene 5, line 40

Like the mythical Phoenix rising from the ashes, the Australian Museum has enjoyed yet another exciting and highly successful year. The high profile of Rediscovering Pompeii, the stimulating 'hands-on' nature of Search & Discover, together with the resurrection of our foyer, have all ensured a year of consistent gains.

None of this activity would have got off the ground without the help of friends - particularly our long-time supporter and then Minister for the Arts, the Honourable Peter Collins; and the dedicated members of The Australian Museum Society. The Minister provided the funding for the much needed renovation of the main entrance, which has enabled us to provide an additional restaurant and up-graded shop.

Construction was almost completed in time for the Rediscovering Pompeii opening in September, and contributed to the evening's success. The exhibition engendered great response from critics and public alike, and due to popular demand was extended for two months. Assistance from our major corporate sponsors IBM and a special grant from Peter Collins were crucial in securing this international exhibition for Sydney. As President and near neighbour of the Museum it was always exciting for me to walk down William Street, past regular queues of eager Museum goers.

More recently I have been gratified to see families flooding into the new gallery More Than Dinosaurs - a stimulating new approach to a perennial Museum favourite.

An innovative new interactive area, Search & Discover, moves the Museum into the 21st century. Visitors can now consult directly with scientists, log onto the internet and conduct their own research. The program, initially funded by TAMS (the Museum friends), is set to expand with the assistance of Hewlett-Packard.

TAMS is always a great mainstay of Museum activities and it is with regret that we say goodbye to the indefatigable Susan Bridie, who left in April, after 14 years as Executive Officer. She helped make TAMS one of the most successful and interesting Museum support groups in Australia.

An innovative new interactive area.

*Search & Discover. moves the Museum
into the 21st century.*

Staff tend to stay a long time at the Australian Museum. Dr Hal Cogger has been with us for 43 years, developing from cadet preparator to a calm and caring Deputy Director and internationally recognised herpetologist. He is 'retiring' to concentrate on his research but fortunately will continue his association with the Museum as Research Associate.

Since the last annual report Chris Puplick, Dr Telford Conlon and Jim Layt have all completed their time with the Trust and I acknowledge the contributions they made as trustees. I thank them, the current Trust members, the Ministry for the Arts and all Museum staff and volunteers for their enthusiasm and commitment to Australia's leading natural history museum.



Museum Director, Des Griffin

DIRECTOR'S MESSAGE

Des Griffin AM

The major focus for museums, in the midst of continued and often mindless drives to reduce costs, through downsizing and outsourcing, must be a search for what attitudes and behaviours will help museums make a significant difference. Making a difference is the most important indicator of a museum's effectiveness.

The challenge for museums is to improve the understanding of the world we live in. By making the underlying values of the objects in museums manifest, we can ultimately bring them to the consciousness of the visitors.

The challenge for museums is to improve the understanding of the world we live in.

Museums must understand more about what they can contribute to effective learning and enjoyment through ways of drawing on visitors' intrinsic motivation. The attitudes and understandings that visitors bring to their museum visit affect their interactions in what is largely a social experience.

Change in the operation of museums and the way they present themselves has been continuous over the last 15 years. However, even greater change in attitude towards the visitor is required. Staff commitment and creativity is critical. The focus must be on how staff skills and knowledge can be harnessed. Capitalising and promoting the museum's contributions to understanding will be absolutely vital in a world where the notion that producing more of anything, so long as it can be sold, is invading even the information society.

At the Australian Museum, centres like 'Search & Discover', which opened this year, are as important as the exciting exhibition 'Rediscovering Pompeii'. The Museum's public spaces and visitor services were further improved and there were significant gains in understanding our visitors and their needs.

Museum scientists participated in exciting discoveries in Australia and around the world. Discoveries of fossil material in China and Australia led to reinterpretations of the origins and complexities of bird and arthropod species. New methods of sampling marine life on

sandy beaches and monitoring impacts on the marine environment have been developed, and new interpretations of deep-sea diversity examined. In human studies, there were breakthroughs in understanding the role of conflict in Australia's indigenous society in northern Australia thousands of years ago.

The Trust adopted a policy to achieve meaningful and proper involvement of indigenous people in the Museum's responsibility for cultural material.

Museum scientists participated in commercial projects contributing to environmental decision making. The turnover for Business Services exceeded \$1 million and the surplus exceeded \$300,000, much of which will assist scientific programs in this time of reduced funding from traditional sources. The Museum grossed more than \$7.6 million, outside of State Government funding, through travelling exhibitions, merchandising and admissions, grants and donations. This amount is larger than that of any other cultural institution in Australia.

The Corporate Strategic Plan 1995-97 establishes new initiatives to deliver quality services and experiences to visitors and other customers consistently. The initiatives will be achieved by strengthening teamwork, negotiating an enterprise award (which will encourage skill improvement and provide better career paths), using information technology to increase access to information by the Museum and by the public and establishing specialised scientific research centres to address major themes including evolution and biodiversity.

The commitment from staff was again exceptional. I want to thank the Trust especially new members Malcolm Long, Margaret Rose, Lucy Turnbull and Nicola Ward. I thank outgoing Minister for the Arts (and now Leader of the Opposition), the Hon Peter Collins QC MP for his unflagging support and welcome new Premier and Minister for the Arts, the Hon Bob Carr MP.



'More than Dinosaurs' exhibition

PUBLIC PROGRAMS AND MARKETING

The public image of the Australian Museum is provided through our quality programs and exhibitions.

The Museum began a process of dramatic change to existing permanent programs and exhibitions last financial year which has continued through this year and will continue over the next five years. The changes include updating exhibitions with new information, technological and scientific advances, and a redesign of the front entrance to the Museum resulting in better access for the public.

The Museum divisions of Community Relations, Education and Exhibitions are responsible for Public Programs, although there is direct involvement from the scientific divisions in all these programs.

Two new permanent programs opened this year. These programs focus on areas of interest or need based on market research studies undertaken by the Museum.

The highly successful 'Rediscovering Pompeii' exhibition attracted over 150,000 visitors.

'More Than Dinosaurs: Evolution of Life' is more than a 'new' dinosaur exhibition. 'More Than Dinosaurs' shows life's diversity and its long history consisting of many millions of species of plants and animals evolving and becoming extinct. Developed with the assistance of Akubra Hats Pty Ltd, the space enables visitors to go back through time to before the dinosaurs using computer interactives, fossils, interpretive materials and of course dinosaur replicas. The Museum has taken advantage of its main audience, families, to gauge specific dinosaur programs at the younger visitor.

'Search & Discover' is a space which has been established as an information and resource centre to centralise the Museum's many thousands of public scientific enquiries; to provide an area which promotes Museum science, and allow users to be involved in their own information enquiries. 'Search & Discover' was developed as a direct result of an identified need for such a service in scientific inquiry. An extensive amount of market research, internal surveys and evaluations were undertaken to ensure the Museum identified the desires of its potential audiences. The Australian Museum Society sponsored the establishment and functioning of the program for three years and Hewlett Packard has agreed to supply computer technology over a period of two years to 'Search & Discover'.

The Australian Museum also hosts travelling exhibitions from overseas and interstate. This year's highlight beyond a doubt was 'Rediscovering Pompeii', which was jointly presented by the Australian Museum and IBM Australia. The exhibition space was designed by Museum staff to complement both the ancient artefacts and the computers with a courtyard garden reminiscent of Ancient Rome.

This highly successful exhibition and program received well over 150,000 visitors. Over 300 guests attended the 'Rediscovering Pompeii' opening function, devised and executed by Community Relations. The opening was covered by every Sydney metropolitan television station and the exhibition itself received widespread media attention in Australia and overseas. 'Rediscovering Pompeii' was promoted using mostly television and press advertising, together with a direct mail campaign and other promotional activities.

Other travelling exhibitions included a diverse range of topics targeting our diverse audiences. 'Environment', a hands-on exhibition, examined environmental issues via fun and practical means. 'Great Australian Treasure Hunt: a family adventure of energy and mineral discoveries' showed the Museum's commitment to high quality educational service. A partnership with member organisations of the Mining Industry Council of Australia was formed to provide substantial educational and sponsorship support for this highly interactive program. 'Images of Power: spiritual dimensions of Balinese life', an exhibition of pictures collected by Margaret Mead and Gregory Bateson in the 1930s consisted of 104 black and white paintings by young Balinese artists.

Over 550,000 people accessed Outreach programs in regional centres and schools.

The Australian Museum also develops temporary programs. These projects were initiated by Museum staff, and were designed, constructed and developed in-house mostly through a program of smaller exhibitions known as 'Rapid Response'. This year's included 'Rabaul', 'Drought', 'Pulp Friction' and 'The Promised Land'.

As part of the celebration of the 20th anniversary of International Women's Year eighty rare works by women from the Australian Museum's collection were displayed.

School holidays are the busiest periods for the Museum with families coming to participate in an enormous range of activities and programs. Themes for each holiday period offer a cohesive range of experiences for visitors and facilitate promotion of the program of events.

The success of the Museum's Interpretive Theatre program continued throughout the year, complementing existing or temporary programs with live performances. The Theatre Program proved to be a dynamic and innovative way to communicate with visitors. Over 37,000 visitors have viewed productions ranging from children's pantomimes and educational theatre to evening performances for adults. Three separate theatrical performances were conceived specifically for 'Rediscovering Pompeii'.

The Australian Museum Open Day was held on Sunday 21 May to coincide with International Museums' Day. The day was a fantastic success for over 4,500 visitors and the 120 staff and volunteers who participated.

The Museum's 'Our Place' space continued with community-based access programs focussing on cultural diversity in Australia. The communities represented were the Indo-Chinese community of Cabramatta, the African Communities Council, Italian (and Roman) culture, the children of Crown Street Public School, Sydney's Croatian community, and to mark Refugee Week, Latin American women from western Sydney and young people who survived torture and trauma in their countries of origin. Special mention should be made of the Multicultural Foundation of Australia for undertaking a financial commitment to support 'Our Place'.

The Australian Museum is currently undertaking national tours of its own programs of 'Gargantuans from the Garden' and 'Shark!'.

Outreach programs of the Museum involved touring exhibitions to statewide venues, resulting in Museum expertise and creativity reaching regional New South Wales. Over 525,000 people have enjoyed the Museum On The Road (MOTR) travelling exhibitions in areas of the South Coast, Western NSW, Northern Tablelands and the Australian Capital Territory. The Museum-in-a-Box programs were extremely popular with 448 loans to 273 schools with more than 42,000 students directly using the boxes.

All these programs were supplemented by visits to the Museum by school groups. School visits are directly targeted with education programs and there was a 21% increase in the total number of education visits. This is largely attributable to the success of Rediscovering Pompeii.

*The total number of visitors to
the Museum was 396,434.
This included 51,678 school students.*

The successful negotiation of a contract with Sydney Water has seen stage one of the Marine exhibition interactive "Trip to the Sea" come to fruition. Also prominent in the area of new business development has been the interest of telecommunications leaders Optus and Vodafone to expand their mobile digital network through an arrangement with the Australian Museum. The challenge of gaining significant corporate support is being solidly met for the re-development of two major Museum spaces - Aboriginal Australia (1997) and Australian Environments (1998).

THE AUSTRALIAN MUSEUM SOCIETY (TAMS)

The Australian Museum Society encourages a greater awareness of the Museum's role in the community, increasing understanding of our natural environment and cultural heritage, and also assists the Museum financially.

This year was an outstanding year for the Society, with an unprecedented standard membership increase of more than 1000 bringing total membership to over 9,000. Much of this membership increase was due to the excellent program of events run in conjunction with the Museum's highly popular exhibitions, particularly 'Rediscovering Pompeii'. These events included lecture series, all-day seminars, social activities and a children's event (a sleep-over), all of which were fully subscribed and enjoyed.

Lecture series were an extremely popular component of the activities program; the Sydney Basin series was very much in demand. The year's Science Super Series speakers - Noam Chomsky, Paul Sereno, David Bellamy and Stephen Jay Gould - attracted large audiences and a great deal of favourable media attention. Apart from these overseas speakers, the lecture program included such eminent Australian speakers as Mike Stroud and Barbara Thiering. Members also enjoyed luncheon talks by Monica Attard and Richard Morecroft.

Highly successful tours to Bunaken in Northern Sulawesi and to Zimbabwe and Botswana were led by Museum scientists Penny Berents and Tim Flannery respectively, and the fossil tour to Canowindra led by Alex Ritchie was repeated twice due to popular demand.

The 120 volunteers, greatly appreciated by Museum staff, were once again selected and placed by the Society's volunteer co-ordinator.



Scientific staff preparing for a field trip

SCIENCE

IN THE MUSEUM

The Australian Museum is internationally renowned for its excellence in research in Australia and the Asia Pacific region.

The dedicated research focuses on the taxonomy and systematics of living and extinct creatures. The aim of this research is to progress to a more effective and ever-expanding classification system reflecting more fully the evolutionary structure of living creatures. This research links directly with environmental issues of biodiversity and the preservation of endangered species.

New species of animals are found more often in Australasia than in Europe or North America because this biogeographic region has received the least attention over the last three centuries. As a result Australian taxonomic research is in the forefront internationally. Over the year, Museum research has led to a number of discoveries impacting directly upon the expanding classification system.

New discoveries form part of the world-class collections maintained and housed by the Museum. Thousands of specimens and materials were added to and registered as part of the Museum collections.

Much of the Museum research ends in publication of the process and results of the research, which may be used by commercial enterprises and international organisations.

Vital to the research is the field work undertaken during the year. Collecting was conducted on land and sea, often in collaboration with other major organisations and funded by significant government (both Australian and overseas) grants. Fieldwork covered parts of Australia, and North America, China, French Polynesia, New Caledonia and Irian Jaya. The Australian Museum also operates a research station on Lizard Island in the Great Barrier Reef.

During the year a plan was developed for the establishment of research centres, emphasising collaborative research in areas of high scientific and social relevance. The Museum also operates a program of Visiting Fellowships, in which senior scientists from overseas visit the Museum to undertake research on Australian issues. Once again the Museum had responsibility for co-ordinating the Eureka Prizes - a national program of science prizes awarded annually by the Museum, the ABC, Pol Publishing, the Department of Employment, Education and Training and New South Wales University Press.

Museum environmental science endeavours to enhance environmental management and awareness through ecological research and by providing advice and comment to governments, the public, the media and consultants. Research focuses on furthering knowledge of ecological distributions and processes related to environmental problems.

Museum scientists discovered new species in the evolutionary chain and gave the State and Federal governments advice on population, environmental and biodiversity issues.

A study of biology and ecology of two beach amphipod species has progressed to the analysis of life-history and ecological data of these species. New collaborative, experimental research with the Environment Protection Authority (EPA) has commenced with the aim of elucidating the effects of contaminated sediments on benthic fauna (living at the bottom of the sea). A paper outlining new sampling methods for migratory beach species was delivered at the Second International Conference on Sandy Beaches in Valdivia, Chile.

Museum staff studied the effect of habitat fragmentation on woodland birds in the NSW wheatbelt. Much of the native vegetation remaining in western NSW exists in small patches in places such as roadside reserves. Preliminary surveys have been conducted showing that there are some species of birds which are unable to survive in small patches of remnant vegetation and are dependent on state forests and other large areas.

The biology and management of the Green and Golden Bell Frog and the Hastings River Mouse have been examined. The results offer a better understanding of species' distribution, conservation status and habitat requirements.

Earth Science research conducted by the Mineralogy and Petrology section combines two linked aspects of east Australian geology - the source of valuable gemstones and the volcanic process which delivers them. This research involves collaborative work with Australian and overseas researchers and institutions. New databases were established for the precious metals and ornamental and carved minerals collections.

Palaeontology research focused on early animals, particularly arthropods, from Chengjiang, China. Due to this research new patterns in the evolution of trilobites and very primitive arthropods have been proposed. The Museum was part of an international team describing the earliest-known chordate in the fossil record and with colleagues from Argentina, found documentation of the life histories of trilobites from the Ordovician Period. New material of the Late Devonian armoured fish, *Groenlandaspis*, from Canowindra is being studied, along with the much rarer, lobe-finned sarcopterygian fishes. There has been three new genera of sarcopterygians identified and fully reconstructed.

Generous donations were received from Mr James Fairfax, Akubra Hats Pty Ltd, Reader's Digest and the Lightning Ridge Bowling Club in support of research work and for acquiring specimens for the Palaeontology collections.

The Vertebrate Zoology and Scientific Services division conducts research and provides information on the systematics, ecology and behaviour of Australian vertebrates (fishes, amphibians, reptiles, birds and mammals) and their relatives from other areas of the world.

Herpetology maintained the collections of amphibians and reptiles from the Australasian region and conducted research into the biology, evolution and conservation of amphibians and reptiles. Research focussed on the description of a new species and genus of Philippine skink. Work on variation in limb morphology of Green and Golden Bell Frogs, and abnormal limb development in Green and Golden Bell Frogs continued. Six new species of New Caledonian skinks were identified when an extensive electrophoretic analysis of a large geographically variable genus of the skinks was undertaken.

The development of a multimedia presentation of the Endangered Frogs of New South Wales began. The presentation contains, descriptions, images and calls of endangered and threatened frogs, with detailed information on their distribution.

Ichthyology's work focused on the Larval Fish Archive Project, funded by the Fisheries Research and Development Corporation (FRDC). The aim of this is to incorporate into the Australian Museum collection a number of larval fish collections from around Australia to enable greater access for ecological or fishery studies.

Ichthyology research on whalefishes of the families Cetomimidae, Rondeletiidae and Barbourisiidae continues, with current work concentrating on DNA sequences and relationships of whalefishes and related families (with assistance from the Evolutionary Biology Unit). Work continued with the South African Museum on the Food and Agriculture Organisation (FAO) world catalogue of myctophid lanternfishes. Accounts of thirty-

five deepsea fish families were submitted to the FAO for their new species identification volumes for the western central Pacific. Additional research on gemfish genetics is underway.

The Museum was involved in the establishment of a formal international collaborative research program on coral reef fishes with the Universite de Perpignan, France. An Australian Research Council (ARC) International Fellowship has enabled a French scholar to spend one year in Australia working on larvae of coral reef fishes as part of this program.

The Mammals section undertook research into the evolution, ecology, systematics and taxonomy of mammals in the Australasian region and managed the research collections it holds from these areas. Research continued into the jaw of a fossil monotreme from Lightning Ridge. This important specimen represents a new family of monotremes. The discovery of a remarkable undescribed tree-kangaroo in Irian Jaya generated much publicity. Studying the social structure, group size and reproduction of tree-kangaroos and research into extinct mammals from Melanesia continued. Work on population issues is on going and has led to consultation with both federal and state governments.

Preparation of a field guide to bats of southeastern Australia is underway with the assistance of a grant from the W V Scott Foundation. The Museum is involved in a cooperative research program on roost ecology of forest bats with State Forests of NSW.

Publication by Tim Flannery of *The Future Eaters*, an ecological history of the Australian Lands and People became an immediate best seller and has received widespread acclaim.

The Mammals section acknowledges Paddy Pallin, Sydney, for their valuable support of ongoing fieldwork and P.T. Freepport, Indonesia for sponsorship of the 1994 fieldwork in Irian Jaya.

Ornithology maintained the collections of birds from the Australasian region and conducted research into the biology, evolution and conservation of recent and fossil birds. The Ornithology section received hundreds of donated specimens this year from the public, National Parks and Wildlife Service, other government institutions and museums. Valuable material was obtained on exchange in conjunction with travel to the International Ornithological Congress in Vienna.

223,006 new acquisitions were added to Museum collections, bringing the overall total to close to 16 million.

Research continued into birds of Australia and on Tertiary bird fossils. A paper by Dr Walter Boles on the world's earliest known passerine bird (songbird) was published in the prestigious *Nature* magazine.

The Evolutionary Biology Unit is responsible for the application of biochemical and microscopical information and techniques to the Museum's research, principally in the areas of molecular biology, scanning electron microscopy and photomicrography. Current research in the biochemistry laboratory of the Unit is concentrated on DNA sequencing. The main projects are an ARC funded study of snail relationships; determination of the numbers of valid species in a widespread genus of sea snakes; investigations of the evolutionary systematics of whalefishes; and use of DNA sequences to study marsupial relationships. Financial support was received from the Australia-New Zealand Foundation for the study of gemfish genetics. The Scanning Electron Microscope (SEM) laboratory assisted other research by Museum scientists.

The division of Invertebrate Zoology focuses on the importance of invertebrate (without backbone) biodiversity through taxonomic and environmental research. The divisions' research covers terrestrial and marine invertebrates.

Many insects have no common names. This is particularly so in Australia where a long history of amateur activity does not exist as in Europe. The vastness is reflected in the Museum insect (entomology) collection where, in this year alone, over 25,000 specimens were added.

Funding has been provided by the EPA for the curation and databasing of freshwater invertebrates resulting from sampling of NSW river systems. This project is associated with the CEPA Major Rivers Health Initiative. This important collection will add significantly to our aquatic insect holdings and will form a major reference collection for NSW.

Research in entomology revised the higher classification of Australian cicadas. A systematic review of the Australian stilt flies (family Micropezidae) was carried out and included many species new to science and one which is of conservation concern. Work on the family Dolichopodidae, the long-legged flies, and the family Empididae, the dance flies continued. The fauna is very rich indeed and possibly comprises up to 350 species, almost all undescribed.

A monograph of the Termatophylini of the world was completed and included phylogenetic analyses, evolutionary history, of the genera. The tribal classification of the Deraeocorinae was discussed. The use of the metathoracic glands as taxonomic and phylogenetic characters in the classification of the Orthotylinae was reviewed and a new classification is presently being prepared. A generic reclassification of the Austromirini is being prepared with the B P Bishop Museum (Hawaii) under an Australian-US Bilateral Scientific grant scheme. This has resulted in the identification of 40 genera, of which 33 are new.

Work continued on Pacific and South American filistatid spiders. This is the first analysis of the relationships of these unique basal araneomorph spiders, and complements an earlier study of the Australian fauna.

A CD-ROM interactive identification key on oribatid mites for use by agricultural and forestry scientists interested in these important decomposer organisms in the soil is being developed. This work is supported by an Australian Biological Resources Study (ABRS) grant and involves collaboration with scientists from the CSIRO and the University of Queensland. A draft key for the identification of Australian harvestmen, arachnids distantly related to spiders and mites, is currently being trialed.

Important to Malacology is its molluscs collections. A new database was commissioned and put into effect. Information on the colour and shape of the living animal is an essential element in building a comprehensive scientific collection of nudibranch sea-slugs. A program was initiated to scan a selection of photographic slides onto PhotoCD.

Malacology research activity has focused on the preparation of a monograph on the Opisthobranch Molluscs of New Caledonia, a project partly funded by the French research agency ORSTOM and the Natural History Museum, Paris. Studies on gastropod relationships are being funded by an ARC grant. This international collaborative program seeks to test current hypotheses of gastropod phylogeny using molecular and morphological data. Analysis and writing up of the genetic studies on hydrobiid snails was conducted. A funded program continued documenting a large currently undescribed fauna of hydrobiids from south eastern Australia.

During the year systematic studies on Australian Polychaetes, marine worms, continued. A revision of the Australian Sigalionidae is nearing completion. The revision of the genus *Mediomastus* (F. Capitellidae) was published. It includes detailed descriptions of all known species in this group of small problematic worms.

An Environment Trust Grant was awarded to develop an interactive computerised data base of coastal and estuarine polychaetes in SE Australia. This three year grant is being supplemented by an ABRS grant. Initially, collections from Bass Strait, Jervis Bay and Botany Bay will be incorporated into the data base, including many undescribed species.

In addition, studies on the terebellid fauna of Northern Australia were completed and another on the terebellid fauna of the Abrolhos Islands in Western Australia is nearing completion. Both these studies revealed a number of undescribed species.

In collaboration with CSIRO, a paper on the benthic communities offshore from a large iron ore smelter was completed. Sites nearest the discharge pipes were heavily contaminated with a cocktail of minerals and heavy metals and have a very reduced benthic fauna. As the smelter has been in operation for over 100 years and discharging for the same length of time, the study provides useful data on the long term cumulative effects of a variety of contaminants.

Deep-sea biodiversity research continued in collaboration with colleagues at the University of Boston, the Natural History Museum London and University Marine Biological Labs, Isle of Cumbrae. Data on the huge diversity of isopods and polychaetes was presented at a Deep Sea Biology Conference in Crete.

Research projects on scavenging crustaceans, lysianassoid amphipod systematics and DELTA applications, continued during the year. Scavengers of Eastern Australian Seas project continued to study the composition and structure of marine scavenging guilds on the continental shelf and slope. These guilds are groups of species which clean sea bottoms and range from sharks to tiny ostracode crustaceans (seed shrimps) less than 2mm in length. About 200 species of scavengers have been identified from over 50 000 individuals collected. By far the dominant scavengers in species and abundance are three groups of small crustaceans known as cypridinid ostracodes, cirrolanid isopods and lysianassoid amphipods.

During 1995 a DELTA interactive key to the amphipod families of the world was developed. This is an important breakthrough because amphipods are a major component of most marine and freshwater survey and research work and are notoriously difficult to identify. This key allows accurate and efficient identification of amphipods at family level using text and images.

ANTHROPOLOGY

The division of Anthropology concentrates on the material culture, ethnography and prehistory of the indigenous peoples of Australia, the Pacific Islands and island South-East Asia. The rest of the world is represented in the collections but receives lesser emphasis. Anthropology actively encourages the involvement of indigenous peoples whose cultural heritages are represented in the collections and promotes close relationships with indigenous peoples in other parts of the world.

Using analyses of artefacts excavated on Garua Island, research was carried out on the origins and development of obsidian (volcanic rock) trade in Melanesia and the effects of volcanic hazards on culture change in West New Britain, Papua New Guinea. Using nuclear techniques to match obsidian artefacts with their geological sources, there is indication that major social changes occurred during the past 4000 years. The work has allowed us to link previously undated archaeological sites over several hundred kilometres.

The first Antiquity Prize was awarded for a paper titled "Of Lightning Brothers and White Cockatoos: dating the antiquity of signifying systems in the Northern Territory, Australia" to Dr Val Attenbrow. It was published in the British archaeological journal *Antiquity*.



Pacific cultures are represented in the Anthropology collections

Analysing the production and use of stone tools is providing information about prehistoric Aboriginal settlement and resource use. The study concentrates on the role of stone tools in subsistence by identifying microscopic traces of use on tool edges and the patterns of tool production relating to mobile and sedentary settlements across the Australian region. Particular sites studied include Coornamu in the east Kimberley, Anbangbang in Kakadu and Cuddie Springs in northwestern NSW. Together these sites span at least 60,000 years, and provide new evidence of cultural change and continuity. Recent analysis has identified, at Cuddie Springs, a morphological range of 30,000 year old grinding stones for processing plant foods, including seeds.

Radio carbon dating of Aboriginal shell middens on Sydney Harbour revealed occupation dating back 4000 years.

In the Northern Territory, recording the older rock art styles in Kakadu National Park continued as a part of a long-term research project. Beeswax rock art at several sites was sampled for dating. Research was conducted in Kakadu National Park, near Oenpelli, western Arnhem Land and near the Mann River, central Arnhem Land. In the process, over 100 previously undocumented rock painting and engraving sites were recorded near the Mann River.

A research program commenced which compares and contrasts rock painting depictions of Rainbow Serpents from across Arnhem Land. A minor research program commenced to analyse depictions of human figures 4,000-6,000 years of age from sites across Arnhem Land.

The Port Jackson archaeological project continued research into the prehistory of the Aboriginal inhabitants of Port Jackson. The final fieldwork for this project was undertaken in October-

November 1994 of a shell midden in a rock-shelter at Sugarloaf Point on the Lane Cove River. Radiocarbon dates indicate occupation of this site dating back about 4000 years. People from the Metropolitan Local Aboriginal Land Councils continued to be involved in the fieldwork and analysis of the excavated materials. Results of the analysis, showing that fish traps or nets were probably used in Port Jackson in addition to the methods recorded historically (fish spears and angling), were published. Work continued on the Upper Mangrove Creek Catchment Project with further radiocarbon dates obtained for four of the excavated sites to verify estimates of the length of time over which they were occupied. Three of the sites were occupied during the last 600 years and the fourth about 2,400 years.

The House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs visited the Museum. They found that of all the institutions they had visited, the Museum was leading the way in terms of addressing and, more importantly, acting upon Aboriginal concerns.

A grant was received from ATSIC for the Aboriginal Outreach Program, in which staff visited a wide range of communities and cultural centres. They also organised for numerous groups to visit the Australian Museum and coordinated a major workshop at Wallaga Lake, NSW.

The Museum negotiated an agreement with Jackson Wells Communications for a fundraising strategy for the development of Aboriginal collections. The division received a major cash donation from Senta Taft-Hendry to initiate a visiting fellowship scheme for the study of Pacific arts and cultures in honour of the late Leo Fleischmann, former manager of Galleries Primitif.

The Museum signed a Memorandum of Understanding with the Vanuatu Cultural Centre, formalising a close relationship between the two institutions.

MATERIALS CONSERVATION

Materials Conservation preserves the Museum's collections, improves its accessibility to the community and works with other museums, cultural groups and the public on the care of cultural heritage.

Research into the effect of the insect growth regulator, "Fenoxycarb", on webbing clothes moths was carried out. The initial results obtained were very promising. Testing should be complete by the end of 1995 at which time this research project will be extended to include other common museum pests. Preliminary testing of the effectiveness of a pheromone trap specific for the common clothes moths has begun.

As part of a wider research project to determine appropriate technologies for climate control in tropical regions, an experimental project is continuing which examines the effect of variable relative humidity conditions on mould growth. Mould growth is a major problem for the Australian Museum and other institutions, particularly those in the tropics.

Initial results from a small research project looking at the recovery of photographic materials after flooding has begun. It has indicated that conventional techniques for disaster recovery may indeed cause damage to photographic materials. There are substantial collections of photographs throughout the Museum which could be effected by disasters.

The research component of the "Marind Anim" project has been completed. This collection is part of Anthropology and contains unique examples of ceremonial body decoration made by the Marind Anim people in Irian Jaya. The identification of deteriorating factors such as the method of manufacture and efflorescence have been significant.

PHOTOGRAPHIC SERVICES

Photographic Services provides for the promotional, public program and scientific needs of the Museum. Services include the creation of original colour and black & white images, documentation of galleries and collections, black & white printing, X-radiography, slide duplication and electronic imaging.

RESEARCH LIBRARY

The Australian Museum Research Library is one of Australia's finest and oldest natural history libraries. Its comprehensive and specialised collections cover invertebrate and vertebrate zoology, taxonomy, environmental science, earth sciences, anthropology, materials conservation, management, education and museology. It has a significant Rare Book Collection and a general collection of 35,000 monographs and 12,000 serial titles.

A new information service introduced the ability to search all tables of contents in electronic format for serials received by the Museum since 1992 (the weekly SERIALS MADNESS) using the text retrieval software ISYS. This has proved to be an enormously useful reference tool in gaining electronic access to serial literature.

ARCHIVES

The Australian Museum Archives holds those records created by the Museum which have long-term archival value. The holdings date from 1836 and provide evidence of the history and development of the Museum. These unique records exist in a variety of formats: manuscript and printed material, photographs, maps, plans, drawings, material archives and electronic records. A major development has been the assigning of the responsibility for photographic archives to the Archives section.

LOCAL AREA NETWORK (LAN)

The number of LAN users is now 155 and capacity has been increased to handle the extra burden on the Network due to the uptake of new technology by users and also increasing complexity of communications and applications. Phase two of an upgrade to Windows is completed, and new application software has been evaluated and implemented as part of the upgrade. Future plans include full Internet access for Museum staff and the development of the Museum as a World Wide Web site with a range of innovative information resources.

LIZARD ISLAND RESEARCH STATION

The Lizard Island Research Station was established by the Australian Museum in 1973. It now has an international reputation as being one of the world's most important coral reef Research Stations. The Station is situated in the pristine waters of the northern Great Barrier Reef. It provides housing and research facilities for scientists and educational groups. The Station's mission is to increase understanding of the Great Barrier Reef by fostering high quality scientific research. Providing superior research facilities is central to the achievement of the mission.

Research is the Station's prime focus with the majority of projects being conducted on the biology and ecology of reef fishes and hard corals. James Cook University initiated a major program on fish recruitment. The study uses a novel method of tagging fish eggs with the aim of determining whether fish larvae recruit back to the reef from which they were hatched.

During the past several years an English based film company, Image Quest, has used the Station extensively for making a documentary on planktonic marine life. This documentary is being produced for screening in 3D at Omnimax theatres.

The Station continues to support promising young scientists through the Lizard Island Doctoral Fellowship scheme. This

year, the Fellowship was awarded to Ilona Stobutzki of James Cook University. Ilona is looking at the pelagic early life stage of reef fish. Her study is focusing on how fast and how far larval reef fish swim and how they find reefs. Her study will provide valuable information on distribution patterns of pelagic life stages of reef fish which is essential for preserving and managing reef fish communities. Financial support for the annual Fellowship is provided by the Lizard Island Reef Research Foundation.

The Station's largest capital development building program since the early 1980s was completed this year. The building program consisted of three separate projects for which planning and fundraising has taken two years. The projects were a new aquarium system incorporating an upgrade of the power generating system, substantial extensions to each of Kirby and Suntory Houses, upgrading the power generating system, and an important addition to The Raymond E. Purves Laboratory. Funding for these projects came from four main sources. A collaborative proposal between the Australian Museum and James Cook University resulted in a \$315,000 grant from the Australian Research Council for construction of the aquarium system and a much needed larger generator. The James N. Kirby Foundation is providing \$60,000 for extensions to Kirby House and a similar amount was provided for Suntory House from some of the funds received from the sale of the R.V. Sunbird. Stage II of the Purves Laboratory was funded mainly by a \$20,000 grant from The Raymond E. Purves Foundation.

The new aquarium system will increase by about 50% the Station's capacity to hold marine specimens for scientific research. The addition of culture facilities, temperature controlled aquarium rooms, and equipment for filtering sea water will enable scientists to conduct investigations which were not possible previously.

RESEARCH EXPERTISE

- Dr Val Attenbrow** Australian prehistory and archaeology
- Dr Penny Berents** Systematics of amphipods
- Dr Dan Bickel** Insect systematics and behaviour; rainforest insects
- Mr Walter Boles** Systematics and biology of birds
- Dr Lissant Bolton** Women's material culture and cultural identity in Vanuatu
- Dr Gerry Cassis** Insect systematics and co-evolution studies
- Dr Hal Cogger** Systematics of sea snakes; conservation of the herpetofaunas of Australia and the western Pacific
- Dr Don Colgan** Protein electrophoretic and molecular systematics
- Dr Greg Edgecombe** Phylogeny of trilobites and other early arthropods
- Dr Tim Flannery** Systematics of present and fossil Australian mammals; human ecology
- Dr Richard Fullagar** Archaeology in Australia and Papua New Guinea
- Dr Mike Gray** Systematics and behaviour of spiders
- Dr Allen Greer** Systematics and biology of Australian snakes and lizards
- Dr Doug Hoese** Systematics and ecology of shorefishes and freshwater fishes
- Dr Glenn Hunt** Systematics of mites and harvestmen
- Dr Pat Hutchings** Systematics and ecology of polychaete worms: bioerosion of coral reefs; ecology and management of estuarine wetlands
- Dr Alan Jones** Biology, ecology and ecotoxicology of marine invertebrates
- Dr Jeff Leis** Taxonomy, ontogeny and ecology of larval fishes
- Dr Jim Lowry** Systematics, phylogeny and reproductive biology of amphipods
- Dr Richard Major** Breeding ecology of birds and effects of habitat fragmentation on survival
- Dr Shane McEvey** Evolution and taxonomy of drosophilid flies
- Mr Max Moulds** Systematics of cicadas and hawk moths
- Dr Harry Parnaby** Bat systematics
- Dr John Paxton** Systematics, phylogeny and ecology of deep sea fishes
- Mr Ross Pogson** Sulphate minerals at Jenolan Caves
- Dr Winston Ponder** Evolution, biogeography and systematics of molluscs; functional morphology and anatomy of molluscs
- Dr Graham Pyke** Ecology of birds, bees and frogs; pollination biology; behavioural ecology
- Dr Alex Ritchie** Evolution and biogeography of Ordovician to Devonian fishes, including the Canowindra fauna
- Dr Bill Rudman** Biology and ecology of opisthobranch molluscs
- Mr Ross Sadlier** Systematics of New Caledonian lizards; systematics of spiny-tailed geckos
- Dr Jim Specht** Prehistory and material culture of the Pacific region
- Dr Lin Sutherland** Mineralogy, petrology and volcanic rocks of eastern Australia
- Dr Paul Taçon** Australian Aboriginal rock art and material culture
- Dr Robin Torrence** Archaeology in Papua New Guinea
- Dr George Wilson** Phylogenetic systematics and biogeography of isopods

RECOMMENDATIONS OF THE ROYAL COMMISSION INTO ABORIGINAL DEATHS IN CUSTODY

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

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

The Museum is committed to supporting this recommendation through the management, care and conservation and presentation of collections of Aboriginal heritage items from NSW and other parts of Australia. Activities and initiatives in 1994-95 included:

- Continuation of the training of four Aboriginal staff in a range of Museum positions that began in late 1993, with the assistance of a special grant from NSW DIRETFE.
- Educational and public programs designed to inform the general public about Aboriginal culture and related issues. These range from the exhibition, Aboriginal Australia, to special activities and temporary exhibitions such as 'Women's Views'.

- An outreach program to assist Aboriginal community museums and keeping places in NSW to develop facilities to care for heritage items and to develop educational projects.
- The return of human remains for reburial to three NSW communities.
- An increase in access of Aboriginal people to information about their cultural heritage. The Museum published three more catalogues of items in its collections.
- The involvement of Aboriginal people in all phases of archaeological and ethnographic research and the provision of training (NSW and NT).

Expenditures for the above programs and activities were as follows: Training - DIRETFE \$154,244; Outreach program - ATSI \$50,000; Publication subsidies - Misc sources \$3,000; Research grants - AIATSIS and Misc sources \$14,000.



Museum Cafe

COMMERCIAL

ACTIVITIES

The Museum operates a number of commercial enterprises which generate supplementary income for Museum activities and research. The Museum also offers its professional services on a commercial basis.

MUSEUM AS A VENUE

Museum as a Venue continues to provide revenue support to the Museum by hiring out areas of the Museum for commercial functions. Sales increased by 30% and over 20,000 people attended functions at the Museum. For the first time a Museum exhibition, Rediscovering Pompeii, was packaged and marketed to the corporate sector. This proved popular during the pre-Christmas period. Museum as a Venue participated in two trade shows during the year - Sydney's Bridal Expo and the Sydney Convention and Visitors' Bureau, Sydney on Sale, both of which generated new business.

As part of the College Street foyer refurbishment, the catering facilities for the Museum have been upgraded and a new family diner has been installed at the entrance to the Museum, offering quick, reasonably priced meals for our family and school visitors. Nearly 40% of Museum visitors purchased something from our food outlets this year; almost double the result of previous years. This has, of course, produced increased revenue for the Museum from its catering operations.

MUSEUM SHOP

During 1994 redevelopment of the College Street foyer was completed which included refurbishment of the Museum Shop and the relocation of the Children's Shop from the Atrium to the main Museum Shop. The result is a brighter and more welcoming shop that offers a more extensive range of merchandise for Museum visitors.

It is intended to continue to supply a unique range of Natural History books as well as reasonably priced products to meet the needs of our family visitors. We also intend to source and provide the best in art design and in unique craft for our international tourists and interstate and local visitors.

Money spent per customer increased from the previous year by 41%.

NATURE AUSTRALIA

Nature Australia magazine, formerly Australian Natural History magazine, continued to grow through the year. Each issue outsells its predecessor, and it now has more readers than at any time in its history.

In keeping with the Museum's mission, Nature Australia has consistently stimulated debate through the publication of original and sometimes provocative articles. Three features in particular, covering how human impact has allowed honeyeaters to threaten other bird species, on the environmental pros and cons of mining versus farming, and on the inconsistencies in our laws governing the keeping of native animals as pets generated intense discussion and media coverage.

The Winter '95 issue, published in June 1995, marked the beginning of the 75th year of continuous publication for the magazine. It also opens a new chapter in its life with the change of name to Nature Australia. The Winter issue carried Tim Flannery's first full written account of his discovery of a new tree-kangaroo in Irian Jaya.

NATURE FOCUS, THE AUSTRALIAN MUSEUM PHOTO AGENCY

1994/95 was the full year of operation for Nature Focus, The Australian Museum Photo Agency, launched to streamline and build on the image sales operations of the former NPIAW (National Photographic Index of Australian Wildlife).

Nature Focus has steadily increased its customer base, its portfolio of images, and its sales. Turnover from image sales has doubled. Our images have appeared in such diverse locations as the new Qantas terminal, an AFL poster, a lottery scratchcard, parrot food packaging, fridge magnets, a Japanese science magazine, American and British CD-ROMs and a Serbian hymnbook.

Nature Focus has also worked with Webster Publishing to produce CD-ROM versions of the NPIAW encyclopedia series. To date two volumes, covering Mammals and Reptiles & Frogs, have been published.

SCIENTIFIC PUBLICATIONS

The Records of the Australian Museum, their Supplements and the Technical Reports continue to provide Australian and international scientists one of the most important means for publishing taxonomic research relating to regional fauna. The international standing of the Australian Museum is served in no small way by the mailing of Records, Supplements and Technical Reports to 733 libraries around the world. In return the Australian Museum Library receives, in exchange, research journals of an estimated value of \$100K. Sales also generate considerable income on top of the Exchange Program.

AUSTRALIAN MUSEUM BUSINESS SERVICES

During the year, Australian Museum Business Services attracted over \$1.2 million worth of business. A total of 122 jobs were won during this time, the biggest of which was an Environmental Audit at the Holsworthy Army Base. Other projects won include a Fauna Impact Study of the Green and Golden Bell Frog at the Einfield Freight Terminal for Kinhill Connell Wagner, a NSW Survey of *Pinctada radiata* & *Pinct* oysters for Barrier Pearls, an archaeological Test Excavation at Mt Owen Mine for ERM Resource Planning and in the area of exhibitions management and production, the production of a major whale exhibition for UnderWater World, in Queensland.

Other projects included a large Botany Bay project for the Federal Airports Corporation, Homebush Bay shorebird project and the proposed site of Byron Bay Club Med Resort.

A task group has undertaken a review of the processes for undertaking science commercialisation projects. This has led to a decision to seek quality accreditation for this process under ISO 9002, through Quality Assurance Pty Ltd.

ADMINISTRATION

No large organisation can function without efficient administrative support.

An energy survey was commissioned and completed by Sydney Electricity which has identified potential savings based on a cost recovery period of around four years. Since this initial survey, discussions have been held with Australian Energy Solutions, resulting in the undertaking of further detailed studies including an implementation strategy to achieve significant long term electricity cost reductions.

Work has continued on reviewing options for potential development of the eastern end of the Museum site, in conjunction with Kinhill Engineering Pty Ltd. A conservation plan has been prepared for buildings on the site by Mr Brian McDonald (Heritage Architect) and this has been discussed with the Heritage Council. During the year, ownership of the former school buildings was transferred from the Education Department to the Museum, resulting in all land on the Museum site now being owned by the Museum.

In December 1994, the Museum was successful in gaining accreditation to perform job evaluations using the Organisation Consulting Resources (OCR) methodology. The Job Evaluation process will assist with the implementation of an enterprise agreement by measuring jobs and ensuring staff are remunerated appropriately. A draft enterprise agreement has been developed and was sent to the Australian Centre for Industrial Relations Research and Training (ACIRRT) located at Sydney University. Recommendations from ACIRRT have been useful in assisting with finalising the bargaining process.

The Training and Development area organised courses and seminars, including Four Wheel Drive training, Media Skills, Presentation Skills, Middle Management Development Program, Customer Service Excellence and Occupational Health & Safety courses. Two Museum staff attended the Museum Management Course held at Mt Eliza Business School in Victoria.

To enable the Museum to comply with the Statutory requirements of the Environmental Protection Agency, the Fire Protection for the collection areas was changed from (CFC) Halon Gas to a (HCFC) NAFS III gas. This gas has far less impact on the environment and is listed until the year 2030 under the Montreal Protocol for HCFCs. An Early Warning and Detection System has been installed in both the William Street Anthropology stores and in the Pacific and Palaeontology collection areas. This system protects the areas with four levels of warning alarms before any gas is discharged. The combination of the Early Warning and the new gas make the system one of the best in the world for this type of asset/collection protection.

Fifteen Museum scientists received research grants totalling \$664,438

The telecommunications system has been upgraded. A replacement PABX telephone system was purchased and installed in the Museum. New telephones and voice mail message systems were also installed. The number of lines to the Museum increased from 10 to 60.

Financial reports for the Trust were redesigned to provide a clearer understanding of the Museum's financial position with a focus on end of year result and cash position. An upgrade of the accounting software was conducted which will provide a more flexible reporting system.

Internal audit reports were undertaken by the Internal Audit Bureau, covering the main areas of the Museum's operations. A fraud assessment and strategy development program was conducted in accordance with government policy.

This year there was a considerable increase in the volume of payments processed. The increase was due mainly to the increase in the volume of commercial contracts won by the Museum's Business Services section.

Outstanding Creditors as at 30 June 1995

Current	962,646
30-60 days overdue	78,426
60-90 days overdue	64,790
over 90 days overdue	60,821
Total	1,166,683
Percentage of accounts paid on time	73%
Total amount of accounts paid on time	7,134,359
Total amount of accounts paid	9,773,095

The problems affecting the prompt processing of payments this year have been delays in providing invoices or goods received advice, by Divisions/Sections, to the Finance section and difficulties at times arising from restricted cashflows.

Security was enhanced by further expansion of the electronic access control system, the CCTV system and the intrusion alarm system.

In keeping with the recycling program, recyclable waste was regularly collected from designated areas in the Museum and placed for collection by the Contractor. There was an increase in the quantity of material recycled. It is intended to look at methods of reducing the cost of waste management within the Museum.

There has been continued involvement with The Public Sector Risk Managers Association. During the year Risk Surveys have been applied to a number of Museum activities.

A Performance Planning and Review System was developed by the Ministry for the Arts to be used in the performance measurement of the Museum's Senior Executive staff. This program has continued this year. There are three SES positions

at the Museum, none held by female officers. The positions are held by the same officers as in the previous year.

An action plan has been developed to assess and prioritise functional activities for suitability for market testing and contracting. It should be noted that the following activities are already contracted out by the Museum:- building maintenance, some market research, restaurants, some exhibition construction.

Visitor response is recorded on Museum programs and facilities in a Comments Book at the information desk in the College Street foyer. The vast majority of comments recorded indicate a very high level of satisfaction. All comments receive a reply in writing, where adequate detail is provided. Many respondents offer helpful suggestions which are given to the appropriate Division for consideration and action. As stated in our Mission, the Museum seeks to be a catalyst in changing public attitudes and action, and so it is inevitable that some programs will attract complaints from visitors with differing views. All complaints are investigated and a reply provided by mail, telephone, or in person by Museum staff. Complaints about Museum programs and services are few, averaging no more than three per month.

DISABILITY STRATEGIES

The Museum's public areas are currently accessible to disabled visitors via a wheelchair ramp leading to the William Street entrance from College Street. Parking is available upon request for disabled visitors, including mini-bus parking facilities. Within the Museum, access is available to each floor via the lift. Situated within the Museum are toilets and public telephone access for disabled visitors. Wheelchairs are available from the College Street reception desk.

Greater access by physically disabled people is being addressed by installing a ramp at the College Street entrance. Included in proposed developments are improvements to signage within the Museum.

Touch tables and hands-on sessions are arranged for special needs groups, and tours can be tailored to meet the special needs of disabled individuals, making use of trained staff and volunteers. A special tour for blind people has been developed and implemented. Exhibitions at the Museum now include an audio element which also enhances the experience of visually impaired visitors.

The Museum has maintained the employment of a visually impaired person in the position of telephonist. A number of training opportunities for disabled employees has increased, along with the number of disabled people working in the Museum.

FREEDOM OF INFORMATION

For the reporting period, 1 July 1994 - 30 June 1995, the Australian Museum received no requests for information under the Freedom of Information (FOI) Act, nor did it carry over any requests from the previous year. The Australian Museum publishes, as required, both a Freedom of Information Statement of Affairs and also a Summary of Affairs, which includes Museum policy documents.

Documents published by the Australian Museum: All of the Museum's published books, serials, reports, archival records and planning and policy documents may be accessed through the Australian Museum Research Library, Monday to Friday, 9.00am - 12.30pm, 1.30pm - 5.00pm.

All other documents: To access all other records, applications in writing must be made to the FOI Coordinator, Australian Museum Library, 6 - 8 College Street, Sydney, 2000. Applications may be made in person at the Australian Museum Research Library.

The Australian Museum has policies covering the Code of Conduct and Commitment to Service. These policies are available on request from the Australian Museum Research Library.

CONSULTANTS

Anthropology

Takehiko (Riko) Hashimoto - geomorphological analysis of sediment samples from the excavations in Darling Mills SF2 and John Curtin Reserve (AIATSI) \$1,160.

Tessa Corkill - examine and categorise stone artefacts from Mt Trefle and John Curtin Reserve according to stone raw material type (CRF funds) \$1,500.

Director's Office

Mr Peter Hiscock, Executive Director Sovereign Hill - review of aspects of Australian Museum's marketing strategies, \$4,000.

Exhibitions

Claire Duffy - Museum consultant \$7,260

H.B.O.-E.M.T. - Architects for College Street renovations \$36,000

John Merson - Multimedia consultant for Desert Exhibit negotiations \$38,000

Kinhill Thompson Gallagher - College Street renovations \$25,386

Invertebrates

Mr Nigel Waddington - scan images for the amphipod Delta interactive \$4180

Property Services

PM Bizzini & Associates P/L - Airconditioning design \$6,430

P & K Ciaglia & Partners - CAD drawings of Museum \$15,120

Kinhill Thompson Gallagher - Economic appraisal of mechanical services \$7,725

Human Resources

Organising Consulting - job evaluation \$7,232

Drake Training - Middle Management development program \$18,898

House Services

Heriglade Environmental - cleaning \$8,000



INDEPENDENT AUDIT REPORT

AUSTRALIAN MUSEUM TRUST

To Members of the New South Wales Parliament and Members of the Australian Museum Trust

SCOPE

I have audited the accounts of the Australian Museum Trust for the year ended 30 June 1995. The preparation and presentation of the financial statements consisting of the statement of financial position, operating statement and statement of cash flows, together with the notes thereto, and the information contained therein is the responsibility of the Trust. My responsibility is to express an opinion on these statements to Members of the New South Wales Parliament and Members of the Trust based on my audit as required by sections 34 and 41C(1) of the *Public Finance and Audit Act 1983*. My responsibility does not extend here to an assessment of the assumptions used in formulating budget figures disclosed in the financial statements.

My audit has been conducted in accordance with the provisions of the Act and Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with the requirements of the *Public Finance and Audit Act 1983*, Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) so as to present a view which is consistent with my understanding of the Trust's financial position, the results of its operations and its cash flows.

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

AUDIT OPINION

In my opinion, the financial statements of the Australian Museum Trust comply with sections 41B and 41BA of the Act and present fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements the financial position of the Trust as at 30 June 1995 and the results of its operations and its cash flows for the year then ended.

P.K. Brown

P.K. BROWN

PRINCIPAL AUDITOR

(duly authorised by the Auditor-General of New South Wales under section 41C(1A) of the Act)

SYDNEY

28 September 1995

FINANCIAL STATEMENTS

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

In accordance with a resolution of the Australian Museum Trust we state that:

- (a) The financial statements and notes thereon exhibit a true and fair view of the financial position and transactions for the year ended 30 June 1995.
- (b) The financial statements have been prepared in accordance with applicable Australian Accounting Standards, the requirements of the Public Finance & Audit Act 1983, Public Finance and Audit (Statutory Bodies) Regulations 1985, and the Financial Reporting Code Under Accrual Accounting for Inner Budget Sector Entities.
- (c) There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



PRESIDENT OF THE TRUST



SECRETARY OF THE TRUST

AUSTRALIAN MUSEUM TRUST OPERATING STATEMENT
FOR THE YEAR ENDED 30 JUNE 1995

	Notes	Actual 1995 \$'000	Budget 1995 \$'000	Actual 1994 \$'000
Expenses				
Operating Expenses				
Employee related	4	11,912	11,835	11,850
Other Operating expenses	4	8,070	7,729	6,758
Maintenance	4	1,615	1,770	954
Depreciation	4	1,111	1,026	901
Grants & subsidies		83	-	67
Other Services		5	-	31
		----	----	----
Total Expenses		22,796	22,360	20,561
		----	----	----
Revenues				
User charges	5	6,185	6,164	4,789
Donations and industry contributions	6	1,507	1,573	1,744
Other		-	-	25
		----	----	----
Total Revenues		7,692	7,737	6,558
		----	----	----
NET COST OF SERVICES		(15,104)	(14,623)	(14,003)
Government Contributions				
Consolidated Fund recurrent appropriation		12,386	12,315	11,795
Consolidated Fund capital appropriation		1,596	1,376	1,406
Acceptance by State of Museum Trust liabilities	2	1,109	1,294	1,224
		----	----	----
Surplus/(deficit) for the year		(13)	362	422
Accumulated surplus at the beginning of the year		2,317	2,317	1,895
Transfer from Reserves		154	-	-
		----	----	----
Accumulated surplus at the end of the year		2,458	2,679	2,317
		====	====	====

The accompanying notes form part of these statements.

AUSTRALIAN MUSEUM TRUST STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 1995

	Notes	Actual 1995 \$'000	Budget 1995 \$'000	Actual 1994 \$'000
Current Assets				
Cash	7	132	458	350
Investments		103	-	73
Receivables	7	383	476	376
Inventories	7	120	129	129
Total Current Assets		738	1,063	928
Non-Current Assets				
Property, Plant & Equipment	8	124,876	127,425	127,378
Total Non-Current Assets		124,876	127,425	127,378
TOTAL ASSETS		125,614	128,488	128,306
Current Liabilities				
Borrowings	9	106	-	211
Creditors	9	1,166	810	705
Provisions	9	914	984	959
TOTAL CURRENT LIABILITIES		2,186	1,794	1,875
Non Current Liabilities				
Borrowings	9	100	-	-
TOTAL NON CURRENT LIABILITIES		100	-	-
TOTAL LIABILITIES		2,286	1,794	1,875
NET ASSETS		123,328	126,694	126,431
Equity				
Accumulated surplus	10	2,458	2,679	2,317
Reserves	10	120,870	124,015	124,114
TOTAL EQUITY		123,328	126,694	126,431

The accompanying notes form part of these statements.

AUSTRALIAN MUSEUM TRUST STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 1995

Notes	Actual 1995 \$'000	Budget 1995 \$'000	Actual 1994 \$'000
Cash Flow from Operating Activities			
Payments			
Employee related	11,255	10,516	10,399
Other Operating Expenses	7,228	7,629	6,933
Maintenance	1,615	1,770	954
Grants and subsidies	83	-	67
Other	5	-	31
	-----	-----	-----
	20,186	19,915	18,384
	-----	-----	-----
Receipts			
User Charges	6,205	6,064	4,706
Donations and Industry Contribution	1,503	1,573	1,621
Other	-	-	25
Interest Received	4	-	23
	-----	-----	-----
	7,712	7,637	6,375
	-----	-----	-----
Total Net Cash outflow on Operating Activities	(12,474)	(12,278)	(12,009)
<i>(See note 17)</i>			
Cash Flow from Investing Activities			
Purchases of property, plant & equipment	(477)	(175)	(254)
Proceeds from Inventory	8	-	6
Purchase of Exhibitions	(1,222)	(992)	(700)
Sale/(Purchase) of Investments	(30)	-	343
	-----	-----	-----
Total Net Cash Outflow on Investing Activities	(1,721)	(1,167)	(605)
	-----	-----	-----
Net Cash Outflow from Operating & Investing Activities	(14,195)	(13,445)	(12,614)
	-----	-----	-----
Government Funding Activities			
Consolidated Fund Recurrent Appropriation	12,386	12,315	11,795
Consolidated Fund Capital Appropriation	1,596	1,376	1,406
New/(Repayment) of Loans from Treasury	200	-	(300)
	-----	-----	-----
Total Net Cash provided by Government	14,182	13,691	12,901
	-----	-----	-----
Net Increase/(Decrease) in Cash	(13)	246	287
Opening Cash Balance	139	212	(148)
	-----	-----	-----
CLOSING CASH BALANCE	126	458	139
	====	====	====

AUSTRALIAN MUSEUM TRUST - NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE, 1995

1. THE MUSEUM TRUST REPORTING ENTITY

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

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

2. SUMMARY OF ACCOUNTING POLICY

The financial report of the Australian Museum Trust is in accordance with the applicable Australian Accounting Standards, industry practices, the requirements of the Public Finance and Audit Act 1983 and Public Finance and Audit (Statutory Bodies) Regulations, 1985 and Treasurer's Directions including the Financial Reporting Code under accrual accounting for Inner Budget Sector Entities.

(a) Basis of Accounting

Except for land and some buildings which are recorded at valuation and the Museum collections which are valued at \$1 in accordance with previous Treasury Guidelines (see Note 8(e)) the financial report is prepared in accordance with the historical cost convention.

(b) Insurance

All potential liabilities including personal accident, workers compensation, fire, theft and damage, etc. are covered under the New South Wales Treasury Managed Fund.

(c) Annual and Extended Leave

A calculation has been made of the total liability for both accrued extended leave for all employees with an entitlement based on five (5) or more years service and accrued annual leave at their rate of pay at balance date.

The NSW Treasury, from 1 July 1991, has accepted the liability in respect of extended leave as an obligation of the State. The amount of this liability is \$1,799,105 (\$1,687,512 in 1993/94) and is not included in the Museum's Statement of Financial Position. The increase in extended leave liability for 1994/95 was \$120,592 (\$230,284 in 1993/94) and has been charged as an operating expense within the category Employee Related Costs and an offset corresponding amount included as a funding component - Acceptance by State of Museum Liabilities. Long Service Leave entitlements are calculated at their nominal value.

The accrued annual leave is a liability of the Museum funded from future recurrent allocations. The \$44,938 (\$28,340 increase in 1993/94) decrease

in this year's liability has been charged as a decrease in operating expense within the category Employee Related Costs. This was due to a policy implemented of ensuring that recreation leave balances did not exceed a limit of 40 days.

No liability is recognised in the account for non vesting sick leave, as the Museum does not consider it probable that sick leave taken in the future will be greater than the entitlements accrued in the future.

(d) Depreciation and Amortisation

The buildings on Lizard Island are depreciated on a straight-line basis over their remaining estimated life of up to 30 years on the assumption that the Museum's lease of land on the Island will be renewed in 1998.

The Museum believes that the life of the Museum buildings is indeterminate but conservatively estimate that the useful life of the buildings as a Museum would be in excess of 200 years provided that the building is subject to normal maintenance. Therefore the annual depreciation expense to be applied to the building is determined to be immaterial.

Depreciation of Plant and Equipment is calculated on a straight line basis. Depreciation rates for each asset category are as follows:

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

Individual assets acquired for less than \$500 are fully expensed in the year of acquisition and therefore not depreciated.

Exhibitions are amortised on a straight-line basis based on their expected useful life, but with a maximum life for depreciation purposes of 9 years.

(e) Employee Superannuation Entitlements

As from 1 July 1991 the Treasury accepted superannuation liabilities in respect of Museum employees as an obligation of the State.

The cost of superannuation benefits is calculated by using the accrued benefit calculation method. These figures are not included in the Museum's Statement of Financial Position. It has been agreed that where the Superannuation liability of budget sector agencies has been assumed by the State, any changes in the liability from past service should only affect the State's Statement of Financial Position.

The annual cost of the employer superannuation expense for 1994/95 is \$988,417 (\$1,031,008 in 1993/94) and has been charged as an operating expense within the category Employee Related Costs and an offset amount included as a funding component - Acceptance by State of Museum Liabilities.

3. BUDGET REVIEW

The actual net cost of services for 1994/95 was higher than the Treasury Budget Paper budget by \$481,000. Budget variances were due to:

Increased insurance premium's - Workers Compensation & General. The higher cost of International Air Freight for touring exhibits. There were also increased costs associated with increased activity by the Business Services Unit and the fit-out of a suitable office. There was also the full replacement of the Museum's Halon Gas fire suppression system to meet Australian standards.

4. EXPENSES

	1994/95 \$'000	1993/94 \$'000
<i>(a) Employee related expenses</i>		
Comprised the following specific items:		
Salaries and wages	10,008	9,740
Superannuation	988	1,031
Payroll tax and fringe benefit tax	671	733
Long service leave	127	230
Annual Leave	(45)	28
Workers compensation insurance	160	82
Other	3	6
	<u>11,912</u>	<u>11,850</u>

(b) Other Operating expenses

Comprised the following specific items:

Rent	297	388
Freight	414	225
Motor Vehicles	49	90
Advertising & Promotional	566	657
Electricity	492	495
Insurance	321	263
Postal & Telephone	301	333
Working Expenses	2,336	1,245
Trading - Shop	357	422
Australian Natural History	443	412
Special Exhibits	1,292	877
Commercialisation Project	438	347
Research Facilities	516	264
Printing	183	455
Maintenance Contracts	65	153
Other		132
	<u>8,070</u>	<u>7,030</u>

It is estimated that the total amount paid to consultants during the year is \$173,000 and is included in the appropriate line item.

(c) Maintenance

Comprised the following items:

General	1,065	954
Halon Replacement	393	-
PABX Replacement	157	-
	<u>1,615</u>	<u>954</u>

(d) Depreciation

Depreciation and amortisation was charged as follows:

Buildings	18	11
Exhibitions	884	623
Plant and Equipment	209	267
	<u>1,111</u>	<u>901</u>

5. USER CHARGES

	1994/95 \$'000	1993/94 \$'000
User Charges comprised:		
Sales - Shop Trading operations (note 5(a))	535	737
The Australian Museum Society (note 5(b))	315	294
Other Trading (note 5(c))	5,335	3,758
	<u>6,185</u>	<u>4,789</u>

(a) Shop Trading Operations

Sales	535	737
Less: Cost of Sales		
Opening Stock	129	135
Purchases	342	400
	<u>471</u>	<u>535</u>
Less: Closing Stock	120	115
	<u>351</u>	<u>420</u>
Gross Profit	<u>184</u>	<u>317</u>

Closing Stock has been valued at the lower of average cost price or net realisable value.

Direct salaries and wages of \$135,132 (\$195,990 in 1993/94) and measurable overheads of \$13,385 (\$22,401 in 1993/94) were also identified against Shop Trading Operations. It is not the Museum's policy to consider and charge against the Shop Trading Account indirect costs. Expenditure mentioned above is included in the appropriate expense item in the Operating Statement.

(b) *The Australian Museum Society (TAMS)*

The Society was established for the purpose of promoting a greater knowledge of and concern for the environment and to encourage community support for the work of the Museum.

	1994/95 \$'000	1993/94 \$'000
REVENUE		
Subscriptions	257	244
Functions	50	39
Donations	4	4
Other	4	7
	<u>315</u>	<u>294</u>
EXPENDITURE		
Salaries	143	128
Working Expense	146	140
Depreciation	6	-
	<u>295</u>	<u>268</u>
NET REVENUE	<u>20</u>	<u>26</u>

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

(c) *Trading Operations - Other*

	1994/95 \$,000	1993/94 \$'000
Revenue from other Trading operations comprised:		
Australian Natural History	530	531
Gallery Revenue	795	637
Special exhibits - Sydney	1,367	528
Special exhibits - Touring (Shark! and Gargantuans)	550	566
Commercialisation Projects	1,219	781
Restaurant Activities	53	35
Venue Hire	173	132
Research Facilities	474	423
Photographic Agency	142	67
Mail Order Program	-	11
Miscellaneous	32	47
	<u>5,335</u>	<u>3,758</u>

6. DONATIONS AND INDUSTRY CONTRIBUTIONS

Revenue from Donations and Industry Contributions comprised:

Scientific Research - Federal Government funds	930	669
Scientific Research - Other	340	219
Grants - State Government	80	329
Foundation - Donations	155	482
Other	2	45
	<u>1,507</u>	<u>1,744</u>

The treatment of Grants in Advance in the Financial Reporting Code under accrual accounting for Inner Budget Sector Entities recognises Grants in Advance as revenue when the cash is received.

7. CURRENT ASSETS

(a) *Cash*

	1994/95 \$'000	1993/94 \$'000
Cash at Bank	122	341
Cash on Hand	10	9
	<u>132</u>	<u>350</u>

(b) *Investments*

Investments recorded at cost comprised:

Bank Term Deposits	103	73
Investment are brought to account at cost (Face value \$104,115 as at 30 June 1995).		

(c) *Receivables*

At an aggregate value of \$383,162 was recorded at balance date and comprised:

	1994/95 \$'000	1993/94 \$'000
Trade Debtors	380	280
Less Provision for Doubtful Debts	6	4
	<u>374</u>	<u>276</u>
Accrued Revenue and Prepayments	9	100
	<u>383</u>	<u>376</u>

The Trade Debtors are aged:

Less than 30 days	242	192
30 to 59 days	49	40
60 to 89 days	71	16
90 to 120 days	10	5
120 days and Over	8	27
	<u>380</u>	<u>280</u>

Bad Debts to the value of \$1,325 (\$444 in 1993/94) have been written off this year. These debts related to trading operations.

(d) *Inventories*

The value recorded at 30 June 1995 of \$120,474 (\$129,042 in 1993/94) represented stock in trade held in the Museum's shop outlets. Stocks were brought to account at the lower of average cost price or net realisable value.

8. NON-CURRENT ASSETS

(a) Summary of Property, Plant & Equipment, Exhibition and Collections

	Land	Buildings	Plant & Equip.	Exhibits	Collections	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
COST						
At July 1, 1994	0	391	2,687	6,528	0	9,606
Additions	0	200	277	1,222	0	1,699
Disposals	0	0	(28)	(1,873)	0	(1,901)
At June 30, 1995	0	591	2,936	5,877	0	9,404

VALUATION

At July 1, 1994	18,960	105,000	0	0	0	123,960
Increments	3,910	0	0	0	0	3,910
Decrements	(7,000)	0	0	0	0	(7,000)
At June 30, 1995	15,870	105,000	0	0	0	120,870

COST AND

VALUATION	15,870	105,591	2,936	5,877	0	130,274
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DEPRECIATION

At July 1, 1994	0	91	1,661	4,436	0	6,188
Charge for year	0	18	209	884	0	1,111
Disposals	0	0	(28)	(1,873)	0	(1,901)
At June 30, 1995	0	109	1,842	3,447	0	5,398

NET BOOK

VALUE						
At June 30, 1995	15,870	105,482	1,094	2,430	0	124,876
At June 30, 1994	18,960	105,300	1,026	2,092	0	127,378

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

- Exhibits - Aboriginal Gallery
- Birds Gallery
- Insects Gallery
- Marine Gallery
- Mineral Gallery
- Reptile area

(b) Land and Buildings

The value recorded in the Statement of Financial Position covers the following Trust Property:

	1994/95	1994/95	Total	1993/94
	Land	Buildings		
	\$'000	\$'000	\$'000	\$'000
Museum Property - College and William St. Sydney (at valuation)	10,000		10,000	17,000
Museum Property - Yurong and William St. Sydney (at valuation)	5,870		5,870	1,960
Museum Buildings - At above listed properties		105,000	105,000	105,000
Lizard Island Research Station Buildings				
Costs		591	591	391
less Accumulated Depreciation		(109)	(109)	(91)
	15,870	105,482	121,352	124,260

The Valuer General's Office valued the land at a market valuation. The date of valuation was 30 June 1995.

The Lizard Island Research Station site is occupied by the Trust as lessee from the Queensland Government for a twenty five year period terminating in 1998 at a nominal annual rental. A depreciation charge of \$17,863 against operations was brought to account in 1994/95, based on the assumption that the lease will be extended.

The Public Works Department valued on 6 August 1991 the Museum Buildings which are recognised heritage assets of the Crown in Sydney at replacement cost. This valuation is for a replacement modern building that has the same service capacity. It does not represent the replacement, historic and intrinsic value of the existing building.

(c) Plant & Equipment

The book values are summarised as follows:

	1994/95	1993/94
	\$'000	\$'000
Book value at 1 July	1,026	1,039
Additions	305	373
Deletions	(28)	(120)
	1,303	1,292
Less Depreciation	209	266
Book Value at 30 June	1,094	1,026

It is considered that the market value of Plant and Equipment approximates the book value.

(d) Exhibitions

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

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

	1994/95 \$'000	1993/94 \$'000
Book value of Exhibitions operational at 1 July	2,092	2,114
Capitalisation of Exhibitions developed in 1994/95	1,222	700
	<u>3,314</u>	<u>2,814</u>
Less Depreciation to Operating Statement	884	623
Less Amortisation against reserves*	-	99
Book value of Exhibitions at 30 June	<u>2,430</u>	<u>2,092</u>

*This relates to exhibition assets brought to account for the first time in 1988/89 but fully expended against operations in years prior to that date. Accordingly, this component of exhibition assets are written down annually by amortisation against reserves, until this year where a change in accounting treatment has occurred.

(e) Collections, Specimen and Other Acquisition

The Museum is not required to value its collections for the current year.

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

	\$'000
1990/91	40
1991/92	35
1992/93	330
1993/94	35
1994/95	79

Expenditure mentioned above is included in the Operating Statement in the relevant year of purchase. The nature, size, quantity and quality of the collections held by this Museum is wide ranging and are described in the annual report.

9. CURRENT LIABILITIES

	1994/95 \$'000	1993/94 \$'000
(a) Borrowings		
Bank Overdraft - Current	6	211
Loans - Treasury	100	-
Total Current Borrowings	<u>106</u>	<u>211</u>
Loans - Treasury	100	-
Total Non-Current Borrowings	<u>100</u>	<u>-</u>

This unsecured loan enabled the Museum to expand its Business Services commercialisation activities. Interest will be charged at the State Bank's reference rate in force at the commencement of each calendar quarter. The principal repayments of \$100,000 will be made no later than the 1 March 1996 and the 1 May 1997.

(b) Creditors

Operating Activities	97	428
Employee Related	1,069	277
Other operating expenses	1,166	705

(c) Provision for Employee Annual Leave Entitlements

Balance 1 July	959	931
Increase/(decrease) in provision	(45)	28
Balance 30 June	<u>914</u>	<u>959</u>

10. EQUITY

(a) Accumulated Funds

Balance at 30 June	2,317	1,895
Operating Result for Year	(13)	422
Transfer from Reserves	154	-
Balance at 30 June	<u>2,458</u>	<u>2,317</u>

(b) Asset Re-valuation Reserve

Net reserve at 30 June	124,114	124,213
Revaluation of Property	(3,090)	-
Transfer to Accumulated Fund	(154)	-
Amortisation of Exhibitions	-	(99)
Balance as at 30 June	<u>120,870</u>	<u>124,114</u>

11. COMMITMENTS FOR EXPENDITURE

(a) Goods and Services Commitments

Purchase orders for goods and services contracted for at 30 June 1995 not otherwise accounted for in the Statement of Financial Position totalled \$702,290 (\$327,509 at 30 June 1994) of which \$19,564 represents capital commitments.

(b) *Lease Commitments*

The Trust has forward commitments for lease rentals with respect to three properties it occupies as lessee. The aggregate lease expenditure contracted for at 30 June 1995 (subject to adjustments) comprises:

	\$'000
Not later than 1 year	267
Later than 1 year & not later than 2 years	231
Later than 2 years & not later than 5 years	0
Later than 5 years	0

12. MATERIAL ASSISTANCE PROVIDED AT NO COST TO THE TRUST

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

Volunteer Services, Industrial Relations from the Department of Industrial Relations and donations of objects for the Collections.

13. AUDIT FEE

The fee for the audit of the Museum's accounts and records, by the Audit Office of New South Wales was \$28,000 (\$26,000 in 1993/94). No other benefits were provided/paid in respect of the audit. Internal Audit valued at \$31,650 (\$25,140 in 1993/94) was provided by the Internal Audit Bureau and paid by the Ministry for the Arts.

14. MEMBERS FEES OR BENEFITS, ETC.

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

15. RESTRICTED ASSETS

The Museum receives grants for specific purposes. If the expenditure is not incurred in the manner specified or in terms of the conditions of the grants then the Museum has an obligation to return the funds advanced. The cash received is therefore restricted in its application.

16. CONTINGENT LIABILITIES

The Trust was not aware of any contingent liability relevant to its functions at 30 June 1995.

17. NOTE TO STATEMENT OF CASH FLOWS

(a) *Reconciliation to Cash*

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

	1994/95 \$'000	1993/94 \$'000
Cash	10	9
Salary Advance account	15	17
Lizard Island Advance account	17	5
Trust operating account (overdraft)	80	(211)
Australian Museum Foundation accounts	10	306
The Australian Museum Society accounts	(6)	11
Peter Rankin Memorial fund	-	2
	<u>126</u>	<u>139</u>

(b) *Reconciliation of net cash outflow on operating activities to net cost of services*

Net Cost of Services	15,104	14,003
Adjustments for non-cash items		
Depreciation	(1,111)	(901)
Provision for recreation leave	45	(28)
Acceptance by the State of Museum liabilities	(1,109)	(1,224)
Non-cash revenue	-	100
	<u>12,929</u>	<u>11,950</u>
Increase in receivables	7	83
(Increase) in creditors	(462)	(24)
Total net cash outflow on operating activities	<u>12,474</u>	<u>12,009</u>

(c) *Bank Overdraft facility*

The Museum has a \$403,000 bank overdraft facility on its operating account.

18. PROGRAM INFORMATION

PROGRAM 1 Administration and General

Provides innovative and pro-active people, property and information, services and support.

PROGRAM 2 Community Relations

To promote the highest possible understanding of the Australian Museum and ensure maximum participation in Museum Activities.

PROGRAM 3 Education

To deliver challenging, enjoyable and experimental programs and services that are responsive to community needs and raise awareness of issues.

PROGRAM 4 Exhibitions

Provide visitors with an experience that is stimulating, enjoyable and thought provoking through designing, producing and maintaining exhibitions.

PROGRAM 5 Scientific Research and Collections

Increase understanding of our natural environment and cultural heritage through research and improving, maintaining and documenting the collections.

	Program 1 \$'000	Program 2 \$'000	Program 3 \$'000	Program 4 \$'000	Program 5 \$'000	Total \$'000
Operating Expenses						
Employee related	2,884	1,076	1,082	1,401	5,469	11,912
Other Operating	1,570	1,707	333	1,813	2,647	8,070
Maintenance	1,615	-	-	-	-	1,615
Depreciation	26	21	2	908	154	1,111
Grants and subsidies	73	-	-	-	10	83
Other					5	5
Total Operating Expense	6,168	2,804	1,417	4,122	8,285	22,796
Operating Revenue						
User Charges	987	1,932	40	1,763	1,463	6,185
Donations & Contributions	75	155	13	6	1,258	1,507
Other						
Total Operating Revenues	1,062	2,087	53	1,769	2,721	7,692
NET COST OF SERVICES	5,106	717	1,364	2,353	5,564	15,104
Government Appropriations	5,105	548	990	2,148	5,191	13,982
Acceptance by Crown	276	99	100	129	505	1,109
Operating result after Government Allocations	275	(70)	(274)	(76)	132	(13)
Total Assets	121,232	535	36	2,548	1,263	125,614

END OF AUDITED FINANCIAL STATEMENTS



'Rediscovering Pompeii'

APPENDICES

AUSTRALIAN MUSEUM TRUST PROFILES

Dr Telford Conlon was Director of the Australian Institute of Political Science for fifteen years and was a chairman in 1979-80. Formerly a Research Associate of the Neurobiology Unit at the NSW Institute of Technology, Dr Conlon is now a company director. He joined the Museum Trust in 1986 and retired from the Trust in December 1994.

Dr Malvin L Eutick OAM is Chairman of the Australian Biotechnology Company Bioquest Ltd and Marketing Director of the consulting group Scientific Associates Pty Ltd. He is an experienced senior executive, holding board positions in the biomedical field with the venture capital manager, Technology Investment Management and General Manager of the pharmaceutical company, Kabi-Pharmacia. Dr Eutick joined the Museum Trust in 1988 and has been Deputy President since 1989. He was awarded an OAM in 1995 for services to the biotechnology industry.

Ms Robyn Holt is the CEO of Sanofi Beaute Australia, a French company whose brands include Yves Saint Laurent, Oscar de la Renta and Van Cleef & Arpels. She was the head of Yves Saint Laurent in Australia for five years. She was Editor of Vogue Living Magazine for eight years and wrote a children's book "Let's Do It Together - Build a Cubby". Ms Holt was appointed to the Australian Museum Trust in 1993.

Ms Lucy Hughes Turnbull has worked as a solicitor and investment banker since 1986, specialising in commercial, corporate, insolvency and trade practices law. She is Chair of the Prince of Wales Childrens' Hospital Appeal, and a director of the Prince of Wales Childrens' Hospital Foundation Ltd. She is also a director of several companies, including Turnbull and Partners Holdings Ltd. She joined the Australian Museum Trust in January 1995.

Mr Jim Layt was Managing Director of Blue Circle Southern Cement Limited for over ten years until his retirement in 1994. He is a very active community and business leader and holds membership to many business and charitable organisations. He joined the Museum Trust in 1990 and retired from the Trust in December 1994.

Mr Malcolm Long was appointed Managing Director of the SBS Corporation in February 1993. Prior to joining SBS he was the Deputy Managing Director of the ABC. He is currently vice-president of the International Institute of Communications (a leading organisation which draws its membership from telecommunications, broadcasting and information industry experts around the world). He was appointed to the Museum Trust in January 1995.

Professor Brian Low is Pro-Vice Chancellor (Academic Support) at the University of Technology, Sydney. His research interests are in the areas of mathematical reasoning, the education of mathematics teachers, and education policy. Professor Low joined the Museum Trust in 1990.

Mr Chris Puplick was a Liberal Senator for New South Wales from 1978 to 1981 and again from 1984 to 1990. He is Chairman of the Privacy Committee of NSW and is on boards of many government and community bodies. Mr Puplick joined the Museum Trust in 1991 and resigned in September 1994.

Mr Aden Ridgeway is a member of the Gumbayngirr Aboriginal people of Northern New South Wales. He is Executive Director of the NSW Aboriginal Land Council. He has been a consultant to Aboriginal organisations on business planning and was a member of the team developing the Regional Plan for the socio-economic conditions of Aboriginal people in the Sydney Region. He has been an Assessor (Aboriginal) at the NSW Land and Environment Court. He is an executive member of the Sydney Regional ATSIC Council and a Counsellor to the Geographic Names Board of NSW. Mr Ridgeway joined the Trust in 1993.

Associate Professor Margaret Rose is Director of Animal Care for the Prince Henry, Prince of Wales and the Prince of Wales Childrens Hospitals and an Associate Professor in the Clinical School of the University of NSW which is associated with that Hospital Group. She is Chairman of the Animal Research Review Panel, the statutory body responsible for the overview of animal use in science and teaching in NSW. She also serves as a member of the NSW government Animal Welfare Advisory Council and is a founding member of the Australian and New Zealand Council for the Care of Animals in Research and Teaching. She joined the Museum Trust in January 1995.

Dr Nicola Ward spent several years working in teaching hospitals. She joined the Nucleus Group 10 years ago, initially as Clinical and Marketing Executive for the Group, then transferring to Cochlear Pty Ltd, world leader in cochlear implants (the bionic ear) as Strategic Planning Executive. She is a member of the Industry Research and Development Board and its Health, Food and Bioindustries Committee, and the Advisory Council on Industrial Property. Dr Ward joined the Trust in January 1995.

Ms Patricia Watson is the Editorial Business Manager for the Conde Nast Publications Pty Ltd. Over the past twenty-five years she has had a diverse career in accountancy and arts administration. She has previously served as Secretary/Treasurer on the Board of the Crafts Council of New South Wales, as a board member of the Sydney Film Festival and as a member of the New South Wales Arts Advisory Council. Ms Watson is currently Deputy Chairman of the One Extra Company. She joined the Museum Trust in 1992 and was appointed President in December 1993.

Mr Evan Williams is Secretary, NSW Ministry for the Arts. He joined the Australian Museum Trust in 1994 as a temporary appointment and resigned in December 1994.

TRUST ATTENDANCES

There were six meetings of the Australian Museum Trust in 1994-95. Attendances were as follows:

Ms Patricia Watson, President (6 - 0 apologies)
Dr Mal Eutick OAM, Deputy President (5 - 1)
Professor Brian Low (4 - 2)
Dr Telford Conlon (retired December 1994 3 - 0)
Ms Robyn Holt (4 - 2)
Mr Jim Layt AM (retired December 1994 3 - 0)
Mr Chris Puplick (resigned September 1994 2 - 0)
Mr Aden Ridgeway (6 - 3)
Mr Evan Williams (temporary position: resigned December 1994 3 - 0)
Mr Malcolm Long (appointed January 1995 3 - 0)
Associate Professor Margaret Rose (appointed January 1995 3 - 0)
Ms Lucy Hughes-Turnbull (appointed January 1995 3 - 0)
Dr Nicola Ward (appointed January 1995 1 - 2)

MANAGEMENT STRUCTURE

DES GRIFFIN	Director
HAL COGGER	Deputy Director Anthropology, Earth & Environmental Sciences, Information Science, Invertebrate Zoology, Vertebrate Zoology
GEOFF MCKENZIE	Assistant Director (Corporate Services) Administration, Business Services, Finance, Human Resources, Buildings, House Services
JAN BARNETT	Head Community Relations Marketing, Merchandising, Public Relations, Publishing, Protocol, Photographic Agency, Venue, Market Development
CAROLYN MACLULICH	Head Education Education Services, Visitor Services, Resources Services, Public Program Evaluation, Computer Interactive Development
ROB JOYNER	Head Exhibitions Exhibition Design, Construction and Maintenance, Graphic Design, Exhibition Tour Management
DAVID HORTON-JAMES	Head Materials Conservation Collection Conservation and Research, Photography

EQUAL EMPLOYMENT OPPORTUNITIES

The Australian Museum is fully committed to Equal Employment Opportunity (EEO) and has in place a Management Plan which outlines the Museum's objectives and strategies for achievement in this regard.

Below are listed the key redistributive indicators, in tabular form. The figures cover all staff, both temporary and permanent working full time and part time.

There has been very little change from the previous year. The number of total staff has dropped due to the New South Wales Public Service moratorium on recruitment. 29 staff were recruited through the year.

Four Aboriginal Traineeships which lasted for 12 months, finished at the end of 1994. It is intended to recruit further Aboriginal Trainees when funding becomes available.

Table 1 - Representation of EEO target groups within salary levels

Salary Level	1994/95			1993/94		
	Total Staff	Women	NESB (1)	Total Staff	Women	NESB
Below CO 1 (2)	7	3	6	3	3	3
		42.9%	85.7%		100%	100%
CO 1 - Gd 1 (3)	52	22	6	76	31	8
		42.3%	11.5%		40.8%	10.5%
A&C Gds 1 - 2	56	34	11	53	37	4
		62.5%	19.6%		69.8%	13.2%
A&C Gds 3 - 5	71	35	9	75	34	11
		49.3%	12.7%		45.3%	14.7%
A&C Gds 6 - 9	63	24	3	56	23	1
		38.0%	4.8%		41.0%	1.8%
A&C Gds 10 - 12	16	3	1	18	3	1
		18.8%	6.3%		16.7%	5.6%
Above A&C Gd 12	11	1	0	10	1	0
		9.1%	0%		10%	0.0%
Total	276	122	36	291	132	31
		44.2%	13.0%		45.4%	10.7%

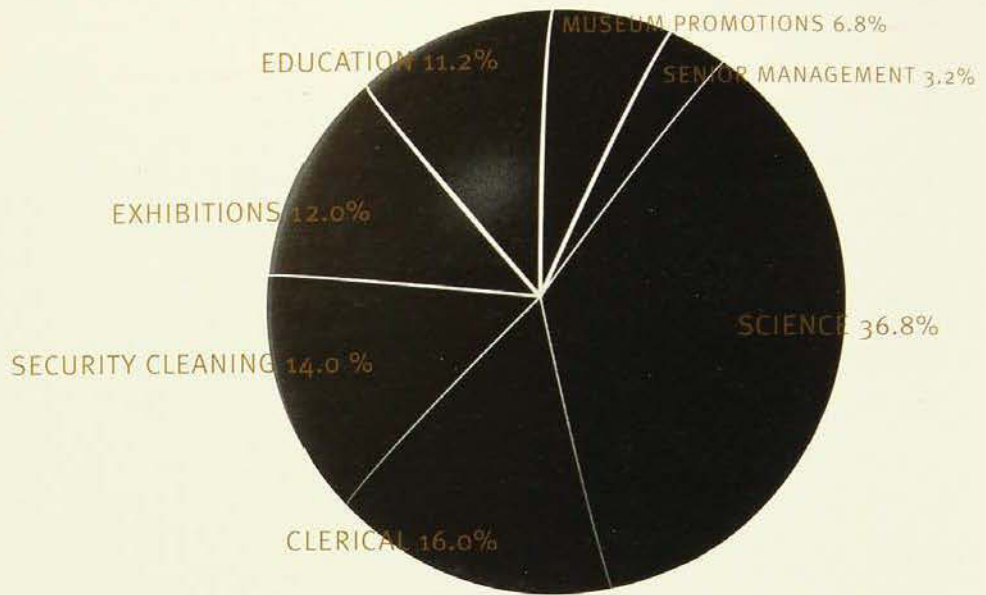
Table 2 - Representation and recruitment of Aboriginal Employees and Employees with a Physical Disability

	1994/95			1993/94		
	Total Staff	Aboriginal People	PWPD (4)	Total Staff	Aboriginal People	PWPD
TOTAL	276	6	17	291	11	17
EMPLOYEES		2.2%	6.2%		3.8%	5.8%
Recruited in the year	29	0	0	27	9	0
		0.0%	0.0%		33.3%	0.0%

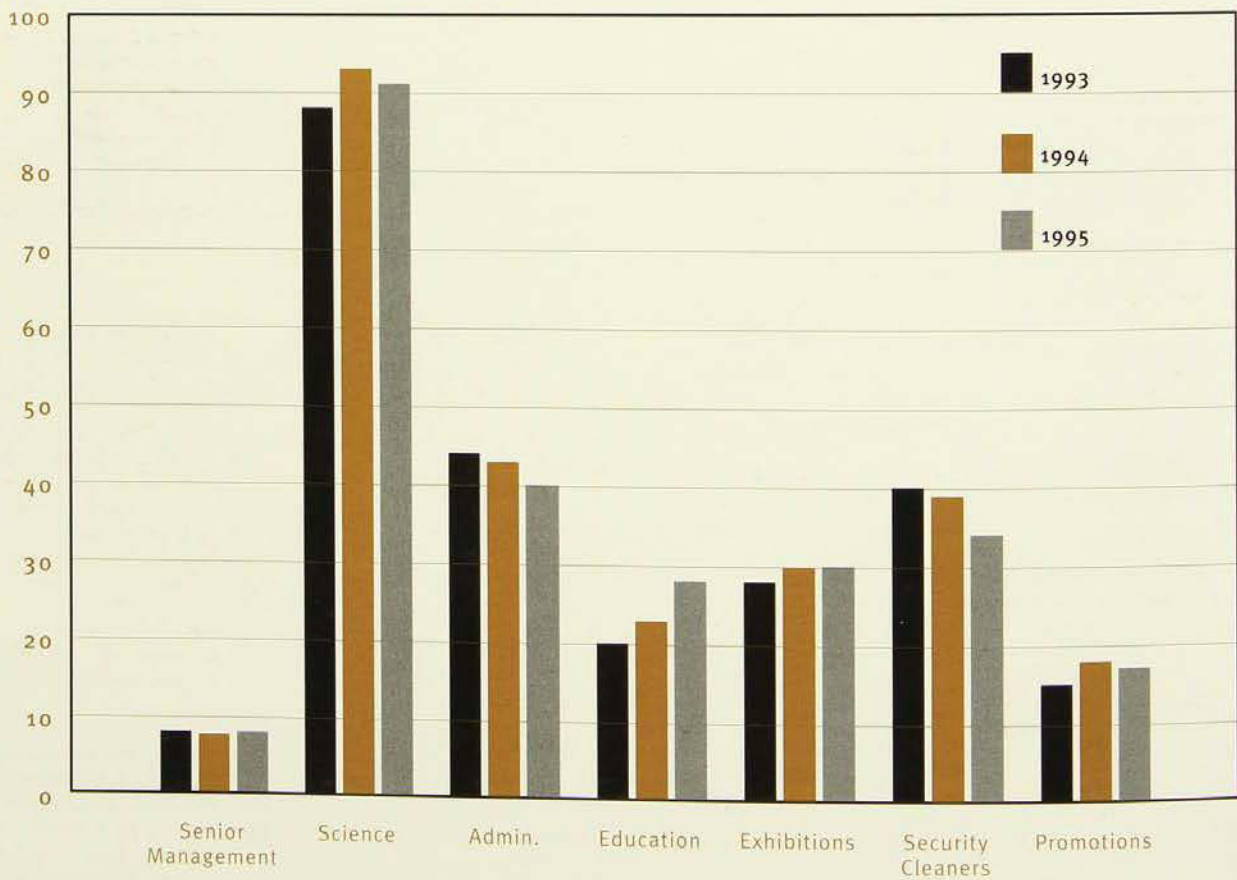
Legend -

- (1) Non-English speaking background
- (2) Employees on salaries below Clerical Officer Scale Grade 1, 21 year old rate
- (3) Employees on salaries from Clerical Officer Scale Grade 1 21 year old rate to below minimum Administrative and Clerical Scale Grade 1
- (4) People with a physical disability

STAFFING DISTRIBUTION 1995



STAFFING LEVELS 1993 - 1995



STAFF

- * denotes no longer on the staff or no longer holds this position
- ** denotes part-time employment
- (T) denotes temporary position

DIRECTOR'S OFFICE

D Griffin AM PhD	Director
T Sullivan BA(Hons) DipEd GradDipAdmin	Executive Officer
G McCarthy	Personal Assistant to the Director

DEPUTY DIRECTOR'S OFFICE

HG Cogger MSc PhD	Deputy Director
A Bruder	Executive Assistant to Deputy Director
EE Cameron BSc(Hons) MSc	Scientific Officer*
E Doherty	Executive Assistant, Eureka Prizes (T)
S Lynch	Executive Assistant to Head of Scientific Division**
J Shewan	Assistant to Deputy Director (T)

ANTHROPOLOGY

V Attenbrow BA(Hons) PhD	Research Scientist
H Barton BA(Hons)	Technical Officer(T)*
L Bolton BA(Hons) DipMusStud MA PhD	Scientific Officer
E Bonshek BA DipMusStud MA Qual	Technical Officer
L Brass BA(Hons)	Technical Officer(T)*
Y Carrillo	Division Secretary (T)**
M Darrell BA	Technical Officer(T)
D Donlon BSc BA(Hons) DipEd PhD	Scientific Officer(T)*
S M Florek MA(Hons) PhD	Technical Officer**
R L K Fullagar BA PhD	Australian Research Council Fellow(T)
N Goodsell BA	Technical Officer**
P Gordon	Senior Technical Officer
K Khan BA(Hons) DipAnthrop	Senior Technical Officer**
P May BA(Hons) GradDipInfoSys	Information Technology Officer(T)*
B Pulvertaft BA(Hons)	Technical Officer(T)*
S Simmons	Technical Officer(T)*
J R Specht MA PhD	Senior Research Scientist and Head of Division
C Szpak BA	Technical Officer(T)*,**
P S C Taçon BA(Hons) MA PhD	Research Scientist, Acting Head of Division April-June 1995)
S Thomsett BA(Hons) DipMusStud	Technical Officer(T)**
R Torrence AB MA PhD	Australian Research Council Fellow(T)
Z Wakelin-King BA(Hons) ArtCert DipEd	Senior Technical Officer**
K Walshe BA(Hons)	Technical Officer (T)**
P White AssocDipMusStudies BA ApplSci	Technical Officer
M Wilson BA(Hons)	Research Assistant(T)**

Volunteers

A Baker, S Bard, D Bell, L Brass, G Britton, R Conway, S Garling, M Harris, P Irish, A O'Gormon, A Piening Howe, G Reagan, K Schubert, Sanjay, M Therin, C Torres, P Webb.

The following people assisted Val Attenbrow in the analysis of excavated materials on-going throughout year and at workshops: M Barry, M Basek, W Bluff, D Brown, M Bryant, A Capelli, C Hodgkiss, M Holland, K McLeod, M Merrony, L McGettigan, L Nelson, P Pemberton, M Rawson, F Sinn, C Szpak, K Wilkinson.

The following people assisted in Val Attenbrow's Sugarloaf excavations: M Basek, W Bluff, M Bryant, T Corkill, G Escourt, M Holland, K McLeod, M Merrony, R Mills, P Pemberton, M Rawson, F Sinn, C Szpak.

COMMUNITY RELATIONS

J Barnett	Head of Division
J Beale	Trainee Public Relations Officer*
J Bugden BA MLitt	Assistant to Head, Community Relations
G Carroll Mkt Cert	Shop Supervisor
K Denny	Shop Assistant**
M Field BSc(Hons)	Marketing & Sales Manager, Nature Australia
J Gates BA	Production Editor, Scientific Publications*
T Gibson	Public Relations Manager
F Gregory	Public Relations Assistant (T)
D Greig	Collection Manager, Book Publishing**
M de Hauteclouque	Shop Assistant**
G Hickey BSc	Scientific Editor, Nature Australia**
O Hyde	Shop Manager
S Järvenpää	Advertising Executive, Nature Australia**
A Jelbart	Shop Assistant**
P Klobe	Clerical Officer, Book Publishing
A Lee BA	Shop Assistant**
K Lowe	Photo Researcher, Nature Australia**, Assistant Manager, Nature Focus**
W Matthews	Venue Manger
J McCallum BA	Acting Manager, Nature Focus
S F McEvey BSc(Hons) Phd FRES MAIBiol	AIMM
M Pollinger BA(Hons)	Production Editor, Scientific Publications
S Procter BA	Marketing Assistant, Nature Australia
P Russell	Public Relations Assistant
G Ryan BA	Shop Assistant**
C Sadler BA	Market Development Manager
J Saunders BSc	Acting Shop Manager*
R Strahan AM MSc FIBiol FAIBiol FRZS FANSAAS	Editorial Co-ordinator, Nature Australia
A Taylor BDes	Editor in Chief, Book Publishing**
S Wilkie	Shop Assistant*
L Wilson BA BA(Comm)	Venue Assistant*
J Whenan	Publicity Officer
A Ezzat BA	Venue Assistant**
Volunteers and Interns	Shop Assistant
A Hagarty, K Hoffa, J Hurst, J Kinsela, I Kokot, N Kosh, S Weiner, J Yeoman.	

CORPORATE SERVICES

Assistant Director (Corporate Services) Office

G McKenzie CPA	Assistant Director
V Priestly	Assistant(T)
L Berg BA(Hons)	Project Officer

Human Resources

M Bahles	A/Human Resource Clerk(T)
J M Disher	Staff/Salaries Co-ordinator
D J Grubb	Human Resource Manager
E I Hurley BSW MED	Assistant Manager, Human Resource Services
N King	A/Assistant Manager Human Resource Services(T)*
G L Korting	Human Resource Clerk
M A McKenzie	A/Human Resource Clerk*
G Walker	A/Human Resource Clerk*

Property Services

B Earl	Maintenance Officer(T)
K Joseph	Property Services Officer
K Mulvey	Property Services Officer**
D Shallis	Property Services Officer
R Hewitt	Technical Services Manager
J Strand	Property Services Manager
P Martin	Property Services Officer(T)
J Wheeler	Property Services Officer(T)

Finance

K Behlevanas
D Childs
D Cooper
D Cox
S Cox
T Ireland
W May
C Sadlier
D Schizas
I Stromborg
S Wright
Y Tse

Volunteers & Work Experience

C Cashion, C Patchawattanapong, P Swieca

House Services

P Ashford
S Ayres
J Beames
S Bender
R Berry
K Bilbie
K Bow
H Butler
N Calavrias
E Cosmo
B Dearinger
E Drakoulaki
P Fletcher
N Gregoire
A Griffiths
K Hawkey
R Hayllar Davis
H Henne
J le Hung
T Jones
M Kent
N Koulouris
C Lamond
J Lane
U Ledermann
J McElwee
J McGinlay
I McIntosh
J McKinnie
S Mellish
R Milroy
W Murphy
T Pananwala BA(Hons) Psc
L Pearson

H Pierson
K Randall
D Read
M Salvio
R Sampson
B Seears
D Shallis
I Shepperd
A Sommer
B Walsh

Business Services

S Fereday BAppSc EnvDes
D Robertson BSc(Hons) PhD
T Norman BSc(Hons) MSc
N Baker BA(Hons)
J Pritchard

Accounts Clerk
Stores Officer
Accounts Clerk*
Senior Accounts Clerk
Cashier*
Stores Officer
Assistant Finance Officer
Cashier*
Senior Accounts Clerk*
Accounts Clerk
Finance Manager
Cashier*

Security Officer
Security Officer
Security/Information Support Officer
Security Officer*
Security/Information Support Officer
Cleaning Officer
Security/Information Support Officer
Security Officer*
Cleaning Officer
Cleaning Officer
Information Support Team Leader*
Cleaning Officer
Cleaning Officer
Cleaning Officer
Security/Information Support Officer
Reception Officer
Security Officer *
Cleaning Officer
Cleaning Officer
Cleaning Officer
Security/Information Support Officer
Security/Information Support Officer
Security Officer
Security Officer
Security Officer
Security Officer
Security/Information Support Officer
Security Officer
Security Officer
Security Officer
Security Officer
Acting House Services Manager
Security/Information Support Officer,
Acting Assistant House Services
Manager
Security Officer
Security Officer
Security Officer
Security/Information Support Officer
Security Officer
Information Support Team Leader
Assistant House Services Manager*
House Services Manager*
Reception Officer
Cleaning Officer

Manager, AMBS
Project Manager - Ecologist
Project Manager - Ecologist
Project Manager - Archaeologist
Projects Co-ordinator

EARTH AND ENVIRONMENTAL SCIENCES

Marine Ecology

R Johnson BSc
A R Jones MSc PhD
A Murray BSc
A Parker BSc(Hons)
V Tzioumis BSc

Volunteers

R E Marsh BSc

Technical Officer (T)
Research Scientist, Division Head
Technical Officer
Technical Officer (T)
Technical Officer (T)

Mineralogy and Petrology

S M Folwell BA
S J Ivers BSc
R E Pogson BAppSc(Hons) MAusIMM
F L Sutherland MSc PhD FAIG
G B Webb BA DipMusStud FGAA DipDT

Volunteers

W Alliston, P Bayliss PhD, E Hepburn, J Howarth, J Irani,
S Ivers BSc, N Maeder, R Mithal PhD, A Spadaro DipGemology, B Speechley

Museum Assistant**
Technical Officer(T)
Acting Senior Technical Officer
Principal Research Scientist
Technical Officer, Gemmologist

Palaeontology

D Brown BA
G D Edgecombe BSc MSc MPhil PhD
R K Jones MSc
K E Page BA
A Ritchie BSc PhD

Volunteers

W Boogaart, J Hodgson, G Foldvary MSc, M Phair, J Nancarrow

Technical Officer
Scientific Officer
Scientific Officer
Technical Officer (T)
Senior Research Scientist

Terrestrial Ecology

M Christy BSc DipNatRes
G Gowing BSc(Hons)
T Ivison
R E Major BSc PhD
G H Pyke BSc(Hons) PhD
P Rowland

Volunteers

D Day, C French, G Gearing, I Glass, R Hill, C Kendal, T Martin, R Pandit,
J Pogonowski, I Ponnuthurai, M Pyke, T Pyke

Technical Officer(T)*
Senior Technical Officer
Technical Officer(T)**
Scientific Officer
Principal Research Scientist
Technical Officer(T)**

EDUCATION

R Abel
A Bartlett BA DipMusStud
M Bell BSc GradDipGeoscience DipEd
W Bishop BA HDLS DipMusStud
M Chapman BA DipEd
P Chatenay BA
S Clarke BA
S Connors BEd(VA)
D Droga
B Dunlop BScEd(Hons)
G Ebeling BSc DipEd
O Evans BSc
L Ferguson BA(Comm)
F Fletcher
M Gavranic BSc DipEd
H Handley BEd(SecSci)
A Harris
T Harris
C Hook BSc(Geog) PGCE
G Hughes BEd
A Kagis BSc CertMktg
G Katz BEComputer(Hons)
L Kelly BA GradDipEmpRel
M Khun BSc BEd
Y Lifschitz BA GradDipDramArt
A Lockhart BEd(Hons) MA ApplIng
C MacLulich BEd(Hons) MLitt (MusStud)

Museum Assistant**(T)
Museum Assistant**(T)
Resource Services Manager
Museum Assistant**(T)*
Volunteer Co-ordinator**
Interpretive Officer
Museum Assistant**(T)
Aboriginal Education Officer
Clerical Officer (T)
Visitor Services Manager
Resource Services Manager*
Clerical Officer(T)*
Project Officer(T)
Clerical Officer*
Education Project Officer**(T)
Education Project Officer(T)*
Senior Explainer**(T)
Explainer Coordinator(T)
Education Project Officer
Interpretive Officer(T)
Senior Explainer**(T)
Computer Education Officer(T)*
Evaluation Coordinator(T)
Senior Explainer**(T)
Theatre Program Manager(T)
Education Project Officer**(T)
Head of Division

S Main BA DipEd
 M Martin BA DipEd
 P McDonald BSc(Hons) DipEd
 N Mitchell BA ArtEd
 J Nancarrow
 B Pegram
 M Robinson BAppSc
 H Samios
 J Saurine BSc DipEd
 H Clarke BA
 K Smith PG Cert (CommMusMang)
 M Stenglin BA DipEd
 D Timbery AEA
 M Van Schellebeck
 K Young
 L Wasylenko BA(AppArts) DipEd
 A Watters BSc(Hons) DipEd
 M Widders BA DipEd

Volunteers

J Anderson, P Andrews, P Andrews, R Bates, D Benedicto, W Bennetts, R Biddle, V Bower, J Brooker, M Copp, E Donald, D Doran, J Douglas, I Erber, J Eva, H Fotopoulos, J Hassall, R Heywood, A Hyslop, B Kenyon, N Laird, M Lalas, R Langsworth, D Lucas, W Macallister, B McEwin, L McHale, E Marcellana, P Newey, J Noble, G Oldfield, T Perrin, G Reid, B Robinson, J Routh, P Sanderson, J Smith, H Spoule, M Tapia, E Trotter, R Waks, M Watson, C Wood.

Explainers

M Abel, R Abel, L Addley, T Bonfiglio, C Borg, N Borg, K Brown, H Cambell, P Carr, J Cologon, M Cox, N Cox, B Doherty, E Gatchalian, A Gray, E Gray, C Gregg, H Handley, V Hazenveld, K Heins, B Howard, E Jansou, S Jenkins, S Josey, J Kabanoff, F Kanaan, R Lee, S Lorusso, A Macinnis, C Macinnis, E Martin, D Mezabber, A Mross, C Nancarrow, C Peters, D Raghaven, P Sabatier, R Van Schellebeck, C Stirik, W Thomson, S Tran, A Wong, K Young, S Young, V Young.

EXHIBITIONS

L Barnett BA (VisArt)
 L Bernard
 M Bray
 R Clendinning BEd
 E Cowell BA Diplnt
 M Dingley
 G Ferguson DipAppArt
 A Gimenez
 A Gregg BA (VisArt)
 K Gregg
 G Hardiman
 J Hood
 B Horn
 C Johnston
 R Joyner ADIA
 O Keywan
 E MacLeod DipArt
 J Mastrogianidis BA(VisArt) GradDipVisArt
 B Matzick
 D Millar
 R Moloney
 T Ralph GradDipGalMan MCA
 K Rand BA(VisComm)
 A Richards DipVisArt
 R Scott-Child
 M Smith BA(VisArt) GradDipVisArt
 G Sommer BA(IndDes)
 W Steele
 D Sweet
 Y Wakim
 A Wang
 R Weakley Dip(Design) Dip(VisArt)

Volunteers

I Docking, J Giffen, J Hughes, F Ignacz, T Muarray, S Huber, D Dostine, M Maning, G Maitland, E Galvao.

Education Officer**
 Visitor Services Manager*
 Education Project Officer
 Clerical Officer(T) & Senior Explainer**(T)
 Clerical Officer**(T)
 Project Officer**(T)
 Interpretive Officer
 Clerical Officer**
 Education Project Officer
 'Our Place' Program Manager(T)
 Assistant Volunteer Co-ordinator**(T)
 Education Services Manager
 Aboriginal Education Assistant(T)
 Senior Explainer**(T)
 Project Officer**(T)
 Project Officer**(T)
 Education Officer*
 Education Project Officer**(T)*

Project Officer(T)
 Project Officer
 Project Officer
 Project Manager(T)
 Project Manager(T)
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 Project Officer
 Project Officer
 Project Officer
 Project Officer
 Assistant to Head of Division
 Project Officer
 Project Manager

INFORMATION SCIENCE

R Abel
 N Bain
 G Baker BA(LibSc) AALIA
 N Bohringer
 J Brazier MA DipIM
 E Cameron BSc(Hons) MSc
 C Cantrell
 E Gray
 M Harvey BSc(Hons) GrDipSciCom
 J Howie MA DipLib
 M Kumvaj MA DipLib
 A McConochie BA
 M Martin
 G Ortega Montiel
 N Mooney BEd

B Pearson BA GradDipIM
 C Pyne
 R Ratajczak
 M Robertson BA GradDipIM
 A Skates BA DipTeach

Volunteers

D Attenbrow, A Brown, E Carthew, J Disney, A Foster

Assistant Library Technician(T)
 Senior Library Technician*
 Head of Division
 Librarian*
 Manager, Archives & Records; acting
 Manager, Research Library
 Information Officer, Search & Discover
 Acting Senior Library Technician
 Information Officer**(T)
 Information Officer(T)
 Librarian**(T)
 Manager, Research Library*
 Senior Library Technician**
 Information Officer**(T)
 Information Officer(T)
 Trainee, Research Library; Information
 Officer
 Librarian**(T)
 Clerical Assistant
 Assistant Library Technician*
 Archivist (T)
 Manager, Search & Discover

INVERTEBRATE ZOOLOGY

Entomology/Arachnology

D Bickel PhD
 G Cassis PhD
 S Cowan
 B J Day
 M Gock
 M R Gray MSc PhD
 R Harris BSc
 C Horseman
 G S Hunt BSc DipEd PhD
 A Leask BScAgr
 S Lynch
 S M Lindsay BSc
 D K McAlpine MSc PhD
 M S Moulds TchC MSc
 C Nancarrow
 J Nancarrow
 B Sinclair MSc PhD
 H Smith BSc(Hons)
 J Thompson AssocDipEnvStud

Volunteers

B Balmer, P Bradney, D Brymora, G Copp, A Gilling, J Howarth, G Hyam, A Jones, H Kingston, G Knowles, B Lormer, J Pollard, C Royewski, B Speechley, H Smith, P Wearne, S Whittaker.

Malacology

C Allen BSc
 S Clark BAppSc
 P Colman
 P Egger BSc(Hons)
 J Kelly BSc DipEd
 I Loch
 A Miller BSc(Hons)
 W Ponder MSc PhD DSc
 W Rudman MSc PhD DSc
 J Waterhouse BSc(Hons)

Volunteers

F Ashdown, J Beck, F Brown, P Burton, J Fisher, E Geering, T Ireland, S Josey, I Kokot, M McKellar, C Neild, D Pearson, S Raghavan, H Ronay, J Wise.

Research Scientist
 Visiting Scientist
 Divisional Secretary
 Technical Officer
 Technical Assistant**(T)
 Scientific Officer (Head of Division)
 Technical Officer**(T)*
 Technical Officer*
 Visiting Scientist
 Technical Officer**T
 Divisional Secretary**(T)*
 Technical Officer**(T)
 Principal Research Scientist*
 Scientific Officer
 Technical Assistant**(T)*
 Divisional Secretary*(T)
 Post Doctoral Fellow
 Technical Officer**(T)
 Technical Officer(T)

Technical Officer**(T)
 Technical Officer(T)
 Technical Officer
 Technical Officer(T)
 Technical Officer**(T)
 Senior Technical Officer
 Technical Officer
 Principal Research Scientist
 Principal Research Scientist
 Technical Officer**

Marine Invertebrates

S Ahnyong BSc(Hons)	Technical Officer** (T)
K Attwood	Technical Officer
P Berents MSc PhD	Scientific Officer
D Bray BA DipEd MSc	Technical Officer** (T)
K Dempsey BSc BA GradDipArt	Technical Officer (T)
R Evans BSc(Hons)	Technical Officer (T)
L Ho BSc GradDipArt	Technical Officer
P Hutchings PhD DSc	Principal Research Scientist
R Johnson BSc	Technical Officer (T)
J Lowry MA PhD	Principal Research Scientist
A Murray BSc	Technical Officer
A Parker BSc(Hons)	Technical Officer** (T)
M Rodgers BSc(App)	Technical Officer** (T)
P Serov BSc(Hons)	Technical Officer (T)*
R Springthorpe BSc	Technical Officer
H Stoddart BSc(Hons)	Scientific Officer
G Wilson PhD	Senior Research Scientist
Volunteers	
C Brown, M dell'Oro, M Haydon, I Kokot, M McGahey, P Nair, M O'Donoghue, B Oldmeadow, M Rodgers, A Sinclair, E Silk, G Towner, W Walker, H Ward.	

LIZARD ISLAND RESEARCH STATION

T Ford	Maintenance Engineer (T)
A K Hoggett BSc(Hons) PhD	Co-Director
L Pearce	Maintenance Engineer
M Pearce	Accommodation Officer
L Vail MSc PhD	Co-Director
L Wilson	Accommodation Officer (T)
Station volunteers	
S Aeberhard, L Bernard, C Biega, H Burke, P Cameron, S Denman, K Diele, R Diele, T Ford, P Hankinson, P Hill, R Hood, A Iadeluca, L Latimore, A Lie, N Marchesi, S Miller, I Mudge, R Murchison, K O'Donnell, K Rodriguez, S Sloan, J Stoeger, J Williams, C Wilson	

MATERIALS CONSERVATION

K Coote BA BSc(Hons) ArchCons	Senior Conservator
V Daniel MSc(ChemEng)	Scientific Officer
T Duncan	Museum Trainee
D Horton-James BSc	Head of Division
M Kelly DipFineArts	Assistant Conservator
A Leculier BAppSc	Conservator
C Macgregor BSc DipArchCons	Conservator
H McPherson	Paper Conservator**
M Pacheco	Clerical Officer
A Roach	Pest Control Officer
G Scott BSc SocScConsCert	Conservator
S Valis BA BAppSc	Conservator
Volunteers	
G Denes, H Joynes, J Powys	

Photography

C Bento	Photographer
R Bolzan BA	Manager, Photographic Services
M Ortega	Photographer (T)
A Paynter	Museum Assistant (T)***
H Pinelli	Photographer*
N Smith	Clerical Officer (T)***
R Wallace	Photographer (T)**
T Wickey	Museum Trainee
Volunteers	
A Paynter, C Bowen, D Cousins	

THE AUSTRALIAN MUSEUM SOCIETY

S Bridie	Executive Officer*
C Bibby	Executive Officer
W Wilkins MA	Project Officer
M Alsop BA	Administration Officer
F Shinn	Accounts Administrator**
Volunteers	
J Miller, H Verge, M Jones	

VERTEBRATE ZOOLOGY

T Goh	Divisional Secretary and Assistant
-------	------------------------------------

Evolutionary Biology

G Avern BSc MSc DipEd	Senior Technical Officer
A Buckman BSc	Technical Officer (T)*
D Colgan BSc BEc PhD	Senior Research Scientist
P Egger BSc	Technical Officer (T)
S Livingston BSc	Scientific Officer
Volunteers	
P Da Costa, L Mairs	

Herpetology

A E Greer PhD	Principal Research Scientist
R Sadlier	Technical Officer
S Smith	Assistant (T)**
A Young	Assistant (T)**
Volunteers	
I Kokot, M Milston	

Ichthyology

D Brown BA	Technical Officer**
B Carson BSc	Technical Officer (T)
A Hay BSc	Technical Officer (T)**
D Hoese BA PhD	Senior Research Scientist, Head of Vertebrate Division
J Leis BSc PhD	Principal Research Scientist
M McGrouther BSc(Hons)	Collection Manager
J Paxton BA MSc PhD	Principal Research Scientist
J Pogonoski BSc	Research Assistant (T)
S Reader BSc	Technical Officer
T Trnski BSc	Technical Officer
Volunteers	
M Benaki-Nolan, C Bunn, K Crass, L Davis, M Driver, D Emery, A Hay, J Irvin, D O'Connor, A Pearce, G Regan, T Silvestro, K Whitehead	

Mammalogy

P Ennis	Technical Assistant**
T F Flannery BA MSc PhD	Senior Research Scientist
L Gibson	Technical Officer (Scientific)
Volunteers	
D Brown, M Crowther, M Dean, S Faithful, D McPherson, B Ryan, L Semeraro, M Sugden, K Swarbrick	

Ornithology

A Blackburn	Technical Assistant (T)**
W E Boles BSE(Hons)	Scientific Officer, Collection Manager
T J Ivison	Technical Assistant (T)**
P Roland	Technical Assistant (T)**
N W Longmore	Technical Assistant (T)**
Volunteers	
A Blackburn, M Tink	
Work experience	
C Bell, C Birks, C Bunn, C Kha, R Smith, J Speed, R Velasquez	
Duke of Edinburgh Award students	
A Rudder, G Hogg and J Swinbourne (SCEGGS)	
S Christoferson and E Craigie (SCEGGS)	
J Stewart (SCEGGS)	

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TRUST COMMITTEES (AS AT JANUARY 1995)

Finance Committee

Dr Mal Eutick OAM (Chair), Ms Robyn Holt, Ms Patricia Watson.

Influence, Fundraising and Marketing

Ms Robyn Holt (Chair), Ms Lucy Hughes Turnbull, Mr Malcolm Long.

Public Programs

Professor Brian Low (Chair), Mr Aden Ridgeway, Ms Lucy Hughes Turnbull, Ass. Prof Margaret Rose.

New Business

Dr Mal Eutick OAM (Chair), Dr Nicola Ward.

Site Development

Dr Mal Eutick OAM (Chair).

Policy

Professor Brian Low (Chair), Mr Malcolm Long, Ass. Prof Margaret Rose, Mr Aden Ridgeway.

ABORIGINAL ADVISORY COMMITTEE

This committee was re-established as a sub-committee of the Trust. Aden Ridgeway is the chair of the committee and Phil Gordon is the secretary.

ANIMAL CARE AND ETHICS COMMITTEE

The membership of the Committee consisted of Allen Greer, Tim Flannery, Tom Trnski, Walter Boles and Trish McDonald from the Museum, and from outside the Museum, Glen Shea (University of Sydney), David Butcher (Director, WWF Oceania), and Surrey Jacobs and Joy Everett (Royal Botanic Gardens).

'Testing the efficiency and suitability of a microchip marking system for frogs' (principal investigator, Michelle Christy) was approved after the successful completion of and report on a pilot project. The existing project 'Nest predators in fragmented environments' (principal investigator, Richard Major) was amended and expanded to 'Identification of nest predators and factors affecting adult survival in fragmented landscapes'.

Two existing approved projects were completed: 'Live display of hopping mice *Notomys*' (principal investigator, George Hangay), and 'Foraging and habitat use by shorebirds at Homebush Bay' (Pat Hutchings and Penny Berents).

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

The Australian Museum's Occupational Health and Safety Committee has membership across all divisions and is comprised of the following staff: Michael Kelly (chair), Allen Greer, Babette Pearson, Don Colgan, Kate Attwood, Malcolm Bray, Karin Smith, Tilak Pananwala and Liz Pearson.

The committee meets on the first Monday of every calendar month and after each meeting carries out a workplace inspection. Currently the committee is putting together OH&S information kits to be distributed to each division to further raise OH&S awareness throughout the Museum.

OVERSEAS TRAVEL

Anthropology

Val Attenbrow presented a paper at the World Archaeological Congress, New Delhi, India.

Richard Fullagar presented three papers at the World Archaeological Congress, New Delhi, India. He visited the University of Leiden and attended the Pitt Rivers Museum, University of Oxford — lithics seminar.

Jim Specht attended the Museum Ethnographers' Group (UK) annual conference in Oxford, UK.

Paul Tacon presented a joint paper at the 1995 Society of American Archaeology Association Conference, Minneapolis, U.S.A. He presented

a paper at Trent University (Peterborough, Canada) and visited Simon Fraser University (Vancouver, Canada).

Robin Torrence was convener and co-chair of a session and presented a paper at the World Archaeological Congress in New Delhi, India. She was a co-presenter at the Geological Society of America Annual Meeting and she gave lectures at the Field Museum of Natural History, Chicago, USA and at the Universities of Sheffield, Oxford and Southampton, England.

Community Relations

Grahame Ryan, Market Development Manager, attended a series of meetings at the Institut du Monde Arabe in Paris, France.

Owen Hyde, Museum Shop Manager travelled to the United States to attend the Museum Stores Association Conference and Trade Fair in Pittsburgh and to visit various associate museums and retail operations in Pittsburgh, New York and San Francisco.

Director

Des Griffin attended the ICOM Committee on Museum Management (INTERCOM), London; Museums Association (UK) Centenary Conference, Brighton; Research Project, Europe and North America; Annual Conference of the American Association of Museums, Philadelphia, USA; Annual Conference of the Canadian Museums Association, Montreal, Canada; Meetings of the Triennial of the International Council of Museums (ICOM) in Stavanger, Norway.

Education

Sheryl Connors attended the Western Museums Conference in Hawaii, USA.

Exhibitions

Ross Clendinning travelled to Los Angeles to act as courier for the consignment of objects from Rediscovering Pompeii. He also travelled to Paris to participate in discussions for a proposed exhibition on deserts.

Herpetology

Ross Sadlier visited New Caledonia as part of ongoing studies into the island's reptile fauna.

Hal Cogger attended an international conference on biodiversity in Java, Indonesia.

Mammals

Tim Flannery travelled to central Irian Jaya to study, photograph and release a specimen of *Dingiso*, his newly-discovered tree-kangaroo and to the USA courtesy of Tulane University to give the keynote address at a conference in New Orleans. He took the opportunity to visit the U.S. National Museum and the American Museum of Natural History to undertake research on Melanesian mammals. He also led a TAMS tour to Africa.

Marine Ecology

Alan Jones and Anna Murray attended the Second International Conference on Sandy Beaches in Valdivia, Chile. Alan also delivered a paper at the International Conference on Marine Pollution and Ecotoxicology in Hong Kong.

Marine Invertebrates

Jim Lowry demonstrated the DELTA program at the University of Mexico, and subsequently, at several laboratories in the United States.

George Wilson attended the 7th Deep-Sea Biology Conference in Crete, Greece.

Pat Hutchings visited French Polynesia to undertake joint field work. She was also a Visiting Professor at the University of Aix-Marseille 11 in France.

Materials Conservation

Karen Coote attended the Western Museums Conference, Hawaii, USA.

Graeme Scott attended the IIC Congress on Preventive Conservation held in Ottawa, Canada.

Ornithology

Walter Boles visited several museums in Europe and the United States (American Museum of Natural History, Natural History Museum, Cornell University, Liverpool Museum and University of Kansas) in conjunction with the International Ornithological Congress in Vienna, Austria.

Palaeontology

Greg Edgecombe attended the International Cambrian Explosion Symposium in Nanjing, China.

Petrology and Mineralogy

Lin Sutherland attended the 16th International Mineralogical Association Meeting in Pisa, Italy.

SEMINARS AND CONFERENCES

Anthropology

Val Attenbrow presented a paper on midden variability as identified in excavated NSW Aboriginal sites at the Australian Coastal Archaeology Symposium: current research and future directions, Maroochydore, Queensland.

Lissant Bolton presented a paper titled "A place containing many places. Ethnographic collections and the embodiment of geographical and intellectual territory." at the Australian Anthropology Society Annual Conference, Sydney University. She presented a paper 'Women have culture too.' Gender and the reformulation of cultural heritage in Vanuatu to the University of Sydney, Department of Anthropology Staff Seminar Program.

Richard Fullagar attended the Australian Archaeological Association conference, La Trobe University. He attended the University of Sydney -- lithics seminar. He also attended the University of South Australia (Underdale Campus): Workshop on glass artefacts.

Phil Gordon and Peter White, under the umbrella of the outreach project, the Museum has run two very successful community meetings in Armidale and Wallaga Lake. Over 70 people have attended both meetings with over 15 communities represented. They co-organised the Wallaga Lake Meeting of the Aboriginal Museum's and Keeping Place Network. They held community workshops in three communities in Dubbo, Kempsey and Bellbrook.

Jim Specht presented papers at the Coastal Archaeology Conference, Maroochydore, Queensland, the Australian Archaeological Association Conference, Melbourne, attended the Quaternary Dating Conference, Canberra, Dating Techniques Workshop at ANSTO, Sydney, and participated with other Divisional members in a one-day workshop with John Head (Australian National University) on radiocarbon-dating. He joined a planning group for the Sixth Australian Archaeometry Conference.

Paul Tacon presented papers at the 1994 Australian Archaeological Association Conference, Melbourne; at the Powerhouse Museum; at the Australian National University; Sydney University (Sydney).

Robin Torrence participated in the Annual Meeting of the Australian Archaeological Society in Melbourne.

Liz Bonshek attended the Australian Anthropological Society Conference, Sydney.

Peter White attended the Conference of Museum Anthropologists 94 in Perth. He also attended the Museums Australia conference in Perth.

The Division organised a one-day workshop on radiocarbon dating, lead by John Head, Quaternary Dating Centre, Australian National University. This was attended by divisional staff, plus others from the University of Sydney, University of NSW and Southern Cross University.

Community Relations

Jan Barnett attended an Australian Institute of Management training course on market planning.

Tone Gibson, Liz Wilson and Sally Procter attended the Museums Australia Conference on Cultural Planning.

Grahame Ryan attended the 18th Australasian Fundraising Conference (Fundraising Institute of Australia Inc.), PC'95 (Australian Exhibition Services), Sponsorship, Bequests and Higher Giving Campaigns (SAMAG).

Mike Field and Sally Procter attended the SAMAG talk on the Creative Nation.

Director

Des Griffin gave a presentation to Mt Eliza Management College Museum Management Course. He attended the CAMD Conference, Darwin; Museums Australia Executive Committee Meetings; Museums Australia Council Meetings; Standing Committee (Museums and Indigenous People) of Museums Australia, Canberra; Museums Australia Annual Conference, Perth; and the Heritage Collections Committee Meeting, Melbourne.

Education

Carolyn MacLulich presented a key note paper to the Regional Galleries Association conference in Armidale.

Alan Watterson presented a paper at the annual Australian Association of Environmental Education conference in Cairns.

Linda Ferguson attended a week long Spring School in Linguistics. Linda also attended a seminar on Multi Media and the Law.

Carolyn MacLulich, Lynda Kelly and Trish McDonald attended the inaugural Museums Australia conference in Perth.

Thirteen Education staff attended a two-day text writing workshop run by Dr Louise Ravelli at the Museum.

Maree Stenglin attended a Multimedia conference titled 'Narrative and Interactivity' in Melbourne.

Maree Stenglin and Mary Bell attended a Middle Management Course run by Drake Personnel.

Martyn Robinson attended a seminar on the Green and Golden Bell Frog.

Sheryl Connors attended the AECG conference in Moree and the Aboriginal Studies Association conference at University of NSW.

Sheryl Connors and Dawn Timbery attended the Fourth Annual General Meeting of NSW Aboriginal Education Consultative Group which was held at Brighton Beach.

Sheryl Connors presented a paper at an Aboriginal Studies Conference held at Sydney University.

Six Education staff attended the Visitor Studies and Evaluation conference held at the Powerhouse Museum. Papers were presented by Carolyn MacLulich (text evaluation), Yaron Lifschitz (evaluating theatre in museums) and Lynda Kelly (public program evaluation).

Cheryl Hook, Genelle Hughes, Carolyn MacLulich, Martyn Robinson, Helen Clarke and Maree Stenglin attended the conference 'Redefining The Norm: Gender, Ethnicity and Sexuality in Museums' at the Australia National Maritime Museum.

Carolyn MacLulich chaired sessions at the Museums Australia conference on Cultural Planning in May.

Evolutionary Biology

Don Colgan presented a paper at the Museum's conference on the Green and Golden Bell frog.

Herpetology

Allen Greer gave a talk to the conference on the Green and Golden Bell Frog.

Hal Cogger continued as chairperson of the Australian Biological Resources Study and Vice-President of the International Commission of Zoological Nomenclature.

Ichthyology

Brook Carson, Jeff Leis, Mark McGrouther, John Paxton and Tom Trnski attended the Australian Society for Fish Biology meetings in Canberra. Presentations were made at a coinciding Collection Management Workshop by John Paxton, Mark McGrouther and Tom Trnski.

John Paxton presented a ten lecture unit on Aspects of Fish Biology at the University of NSW, and along with Jeff Leis was involved in the University of Sydney Talented Students program at the Museum. He also presented a paper at the annual conference of the Australian Society for Fish Biology in Canberra.

Jeff Leis is co-chair of the organising committee of International Larval Fish Conference to be held in Sydney and co-Convener of Symposium on Larval Taxonomy. He was a member of the Organising Committee for the Annual Meetings of the Australian Society for Fish Biology and is on the Scientific Committee of the 5th Indo-Pacific Fish Conference.

Sally Reader attended a workshop on Electrofishing in Canberra.

Mammals

Tim Flannery gave talks to the Australian Federal Parliament, TAMS, the Library Society of NSW, the Wildlife Preservation Society, ANU (CRES), the Australian Heritage Commission, the Western Australian Museum and the Bureau of Immigration Research, on various issues relating to his research.

Linda Gibson attended the Annual Scientific Meeting of the Australian Mammal Society held in Hobart.

Harry Parnaby contributed to lectures and instructions on ecology and identification of bats at a four day course to "Train the Trainers" in fauna survey techniques for State Forests of NSW.

Marine Ecology

Alan Jones and Anna Murray attended the Temperate Reef Symposium at Sydney University.

Marine Invertebrates

Penny Berents attended the Australian Marine Science Association conference in Townsville.

Pat Hutchings attended 'The State of the Marine Environment' conference in Brisbane. Dr Hutchings is vice-President of the Australian Coral Reef Society, a councillor of the International Society for Reef Studies, and a member of the Expert Review Panel of the Olympic Coordination Agency.

George Buz Wilson participated in the annual conference of the Australian Marine Sciences Association in Townsville in his capacity as NSW council member.

Materials Conservation

Several talks were given on recent developments in the area of pest control for the care of cultural property. Some of the groups addressed included the Australian Library and Information Association (ALIA), and Museums Australia (NSW).

Mineralogy and Petrology

Lin Sutherland attended the 12th Australian Geology Conference, University of Western Australia. He addressed the Royal Society of Tasmania on "Demise of the Dinosaurs III", in the presence of the Governor of Tasmania.

Lin Sutherland and Ross Pogson presented a paper on "Zeolites of Tasmania" at the 18th Mineralogical Societies' Seminar in Hobart.

Ross Pogson spoke to the Mineralogical Society of NSW on carbonate minerals of NSW and attended a meeting of the Committee for Co-Ordination of Government Geological Programs and the Edgeworth David Day Symposium at Sydney University. With Oliver Chalmers, he attended the International Commission on the History of Geological Sciences (INHIGEO) Symposium at Sydney University.

Ornithology

Walter Boles gave talks to the NSW/ACT Group, Royal Australasian Ornithologists Union; Ornithology class, Cornell University; TAFE's Zoo Keeping course; Centre for Continuing Education's Ornithology course; University of Newcastle's Wildlife Illustration course; Hunter Region Avicultural Society; Grass Parrot and Lorikeet Society of Australia.

Palaeontology

Greg Edgecombe presented lectures on early arthropod evolution at Macquarie University and the University of Wollongong.

Alex Ritchie gave two talks at the biannual CAVEPS (fossil vertebrates) conference in Canberra, one being a public lecture on Canowindra at the National Science Centre.

Zerina Johanson presented her research on armoured fish at CAVEPS. Alex and Zerina led a post-CAVEPS field trip to Canowindra attended by 13 Australian and international vertebrate palaeontologists.

Terrestrial Ecology

Greg Gowing gave an invited paper on Rapid Response at the Museums Australia State Conference.

Graham Pyke planned and organised the First Conference on the Biology and Management of the Green and Golden Bell Frog held at the Australian Museum and delivered a paper on habitat requirements.

Michelle Christy spoke about a marking system for frogs at the Green and Golden Bell Frog Conference held at the Australian Museum and Taronga Zoo.

RESEARCH ASSOCIATES

His Majesty the Emperor Akihito
Prof M Archer BA PhD
Miss II Bennett AO MSc
Dr JB Burch PhD
Mr CE Chadwick BSc
Mr RO Chalmers ASTC
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Dr RAL Osborne DipEd MSc PhD
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Dr CN Smithers MSc PhD
Dr W Starck PhD
Dr NN Tait PhD
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Dr AG Thorne BA MA(Hons) PhD
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Dr R Torrence AB MA PhD
Mr E Turak MSc
Dr MR Walter PhD
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Mr ME Ball
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Mr TS Coldham BA FGAA
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Mr G Daniels
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Mr K Meguro
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Dr A Vickers MA PhD
Mr G Virtue
Ms S Walston DipCons (Lond)
Mr G Watson MA
Ms L Wilson
Mr GFC Wishart PhC

Dr Fullagar, Dr Hunt, Dr Parnaby and Dr Torrence are currently grant funded Research Fellows at the Museum.

STATEMENT OF PHILOSOPHY

The future of our natural environment and cultural heritage is of central concern: we intend to join in public debate and give advice to government, the community and business, where we have special knowledge.

The Australian Museum is committed to:

Excellence in research and scholarship in natural science and human studies for the benefit of current and future generations.

Sharing knowledge with the community and providing opportunities for enjoyable learning experiences through exhibitions, education programs, publications and other media.

Ensuring continuous improvement in the quality of Museum programs and services to meet the needs of all customers and stakeholders.

Respect for the rights and wishes of the peoples whose knowledge and material culture form the basis of our human studies programs and to a binding by legislation and conventions protecting the natural environment, wildlife and cultural heritage.

Public accountability in using the community's resources and to acting in a manner consistent with our Mission and deserving of the continued support and participation of the community, the private sector and government.

Involving staff through multidisciplinary teams and other means in the development of the Museum and Museum programs and to being innovative in developing ways to advance the Museum's goals.

Creating a more environmentally friendly workplace and use of resources.

Ensuring the Museum is an exciting and rewarding place to visit and work in ... and it should be fun!

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